

HR Dashboard

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General presentation

This dashboard is the result of the "HR Dashboard" IS project.

IS Project Code	6070 - HR Dashboard	Project Cost (k€)	36 K€
GBU/Function/SBS	SBS HTR	BRM	DEWILLE, Isabelle
Targeted Audience	HR Family and Function	Owner/Requestor	Davide DelCanale
Security	Access by User & KPIs (150 users)	Sponsor/Approval	Paul Harding / Alois Kramis / Arturo Gutierrez
Project Start Date	Mar 2015	Project Manager	David TONDA
Project Go-Live Date	Dec 2015	QV Developer	Celine VERGNE

Access for the dashboard

The HR Dashboard is only for HR Family users, so there is no confidentiality on objects/perimeter except for 2 specific tabs :

- The expertise tab should only be provided to a selected number of users (not all users by default)
- The compensation tabs should only be provided to a selected number of users (not all users by default)

On top of that, most graphics have a restriction not to show any data if the selection corresponds to less than 5 persons (or 25 entries for the "Expertise" as each person has around 5 expertises) : Age pyramid, Nationalities chart, Potential Tab, Performance Tab, Development Tab.

Source location & documentation

All data in the dashboard comes the BW PQ2 (HR BI) server via BW queries, except for the "Talent" sources which are from excel files extracted from the Taleo recruitment HR tool.

[Technical Sources Mapping](#)

Users Documentation : [HR Dashboard](#)

Important notes

PDCR Related KPI's schedule

All the sources are updated monthly, except the PDCR data which are loaded daily, but only during the yearly campaign period : from December to February.

HtR Analytics team need to provide the exact dates every year to QlikView team, so that the daily tasks can be launched only during this period.

The campaign is based on the work of each employee for the previous year : for example from December 2015 to February 2016, we load 2015 PDCR data, linked to the year 2016 in the Dashboard.

About the Taleo Source

For the talent KPI's, the source of the data is the Taleo tool that HR uses for recruitment.

Taleo is a cloud service (<https://solway.taleo.net/>) so it was first tried to extract the data via a web service. But :

- After several tests by the web team, it was found to be impossible to load data from their SOAP API.
- HTR confirmed that due to our contract, we do not have access to their REST API.

On top of the webservices not being usable, it was found that many fields did not share the same codings as the HR BI SAP System (country, GBU, domains...).

Due to those 2 limitations, it was decided to use a monthly manual extraction from Taleo with a manual (by HTR) correction of the values to fit with BI HR :

- One with the list of all closed requisitions in the past 2 years
- One with the list of CURRENTLY open requisitions.

Links with other dashboards

The training costs (QVHR_ZLSO_MC11_Q0099), Entries and Leavings (QVHR_ZPA_C01_Q0008), and Active/Registered (QVHR_ZPA_C01_Q0027) sources are also used for the SBS Delivery Dashboard.

The number of Active/Registered Employees (QVHR_ZPA_C01_Q0027) source is also used in Purchasing Dashboard, Facilities Dashboard and HR Data Quality Dashboard.