

# Technical Document - People Insight Dashboard

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## Technical Architecture

## Data Flow

1. BW(Workforce + Payroll) Xtract Talend GCP Qlik
2. Pulse(gsheets) Talend GCP Qlik

## Data Source

Query	Description
DO_BW_QRY_CPHRPAHDM_0005	People at Solvay
DO_BW_QRY_CPHRPY002_0001	Labor Cost - People Insight
<a href="#">Engagement Index 2022/2024 - Solvay Pulse</a>	Pulse Survey Result

Prerequisites:

BW

- Remote Access should be enabled for the interface query
- Access to the two interface queries should be assigned to the role: ZH\_PA\_INGESTION and technical user: RFC\_TAL\_WBP

Pulse

- It's integrated into one gsheets(tab:Pulse) as above and should be shared with
  - [sa-talend@prj-data-dm-hr-dev.iam.gserviceaccount.com](mailto:sa-talend@prj-data-dm-hr-dev.iam.gserviceaccount.com)
  - [sa-talend@prj-data-dm-hr-test.iam.gserviceaccount.com](mailto:sa-talend@prj-data-dm-hr-test.iam.gserviceaccount.com)
  - [sa-talend@prj-data-dm-hr-ppd.iam.gserviceaccount.com](mailto:sa-talend@prj-data-dm-hr-ppd.iam.gserviceaccount.com)
  - [sa-talend@prj-data-dm-hr-prod.iam.gserviceaccount.com](mailto:sa-talend@prj-data-dm-hr-prod.iam.gserviceaccount.com)
- Short text for [Management Level]
- Text for [Cadre, Non Cadre]

Restrictions on BW queries:

- User Name = SACBW\_HRD
- HR Roles = WORLDWIDE
- PO2 Flag = #; E; TSAE

Please see [here](#) for details.

## Xtract

Job	Description
TALEND_PROD_DO_CPHRPAHDM_0005	People at Solvay
TALEND_PROD_DO_CPHRPY002_0001	Labor Cost - People Insight

Please see [here](#) for details.

## Talend

Job	Frequency	Start Time	Duration
F120_People_Insight_Data_Mart_Monthly	5am CET on 2nd of each month	~5am CET	~3min
F120_Data_Mart_Pulse_Manual	On Demand		~1min

For the loading of historical data, starting from the current month of Y-2 until previous month of Y.

In order to avoid the memory issue in WBP, please load the data every 3 months, to put the parameter in RDS.talend\_param with the format: &YYYYMM\_Start=202206&YYYYMM\_End=202208.

After the finish of the historical data loading, please put the currentmonth in table:talend\_param, it will load the data of previous month on 10th of each month

### F120\_People\_Insight\_Data\_Mart\_Monthly

- F001\_BW\_QRY\_CPHRPAHDM\_0005\_to\_ODS(Workforce Data)
  - J001\_BW\_QRY\_CPHRPAHDM\_0005\_csv\_to\_GCS
- F002\_BW\_QRY\_CPHRPY002\_0001\_to\_ODS(Payroll Data)
  - J002\_BW\_QRY\_CPHRPY002\_0001\_csv\_to\_GCS

### F120\_Data\_Mart\_Pulse\_Manual

- F003\_FIL\_PULSE(Solvay Pulse Survey Data)
  - J003\_Pulse\_GSheet\_to\_GCS

## GCP

STG Tables:

- STG.STG\_BWH\_0000\_0000\_F001\_F\_M\_qry\_cphrpahdm\_0005
- STG.STG\_BWH\_0000\_0000\_F001\_F\_M\_qry\_cphrpy002\_0001
- STG.STG\_FIL\_0000\_0000\_F003\_F\_A\_pulse\_to\_hr\_peopleinsight

ODS Tables:

- ODS.ODS\_BWH\_0000\_F001\_F\_M\_qry\_cphrpahdm\_0005
- ODS.ODS\_BWH\_0000\_F001\_F\_M\_qry\_cphrpy002\_0001
- ODS.ODS\_FIL\_0000\_0000\_F003\_F\_A\_pulse\_to\_hr\_peopleinsight

DM Tables:

- DM.FACT\_hr\_peopleinsight\_workforce
- DM.FACT\_hr\_peopleinsight\_payroll
- DM.FACT\_hr\_peopleinsight\_pulse

Stored Procedure:

- DM.PROC\_PAYROLL\_ODS\_TO\_DM
- DM.PROC\_WORKFORCE\_ODS\_TO\_DM
- DM.PROC\_PULSE\_ODS\_TO\_DM

Views:

- DS\_prj\_data\_ppl\_insgt\_dashb.V\_FACT\_hr\_peopleinsight\_workforce
- DS\_prj\_data\_ppl\_insgt\_dashb.V\_FACT\_hr\_peopleinsight\_pulse
- DS\_prj\_data\_ppl\_insgt\_dashb.V\_FACT\_hr\_peopleinsight\_payroll

- DataOcean.V\_FACT\_hr\_peopleinsight\_pulse

- [DataOcean.V\\_FACT\\_hr\\_peopleinsight\\_payroll](#)
- [DataOcean.V\\_FACT\\_hr\\_peopleinsight\\_workforce](#)
  
- [DPL.V\\_FACT\\_hr\\_peopleinsight\\_pulse](#)
- [DPL.V\\_FACT\\_hr\\_peopleinsight\\_payroll](#)
- [DPL.V\\_FACT\\_hr\\_peopleinsight\\_workforce](#)

The DataOcean and DPL views should be created in GCP project: **prj-data-ppl-insgt-dashb-[<<env>>](#)**; the others to be created in GCP project: **prj-data-dm-hr-[<<env>>](#)**

Service Accounts:

- prj-data-ppl-insgt-dashb-[<<env>>](#)
  - [sa-talend@prj-data-ppl-insgt-dashb-\[<<env>>\]\(#\).iam.gserviceaccount.com](#)
- prj-data-ppl-insgt-dashb-[<<env>>](#)
  - [sa-talend@prj-data-dm-hr-\[<<env>>\]\(#\).iam.gserviceaccount.com](#)

## DA&AI - Domain Mapping - HR

# DA&AI - HR - People Insight Dashboard

## QlikSense

[QlikSense technical documentation](#)

## Data Quality Controls

Data comes from SAP system. To compare data between BW and sources systems, check propagation layers.

## Operational Documentation

### Procedures

<Describe the recurring procedures needed to operate the application (eg. start/pause/terminate/restart the app processes, data preparation, data ingestion, ETL, data visualization, data export, other manual activities)>

### Scheduling

<Describe the scheduling in place for the application (eg. existing jobs, trigger time/event based, dependencies)>

### Monitoring

<Describe the monitoring checks to confirm the application is performing well (eg. check the overall status, check performance metrics like runtime /data volume/memory/disk/CPU, maintain and react to alerts/notifications)>

### Error Handling

<Describe how to handle errors (eg. error codes, description and respective resolution, alert users)>

### Known Bugs

<List the existing bugs, its criticality, workarounds and resolution plan.>

### Roadmap

<List past & future evolutions for the application (including links to MED/FSD/TSD)>