

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
Engagement Index 2022/2024 - Solvay Pulse	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
 - sa-talend@prj-data-dm-hr-test.iam.gserviceaccount.com
 - sa-talend@prj-data-dm-hr-ppd.iam.gserviceaccount.com
 - 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)>