



WhamTech SmartData Fabric® Use Case

Integrated business intelligence capabilities for
employees from recruitment to retirement
across multiple disparate enterprise systems

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Use Case: Integrated business intelligence capabilities for employees from recruitment to retirement across multiple disparate enterprise systems

- GOAL to grow revenue and margins by improving employee management
- Current data warehouse not encompassing enough, high cost, and slow to change/add to
- Want a single employee view across multiple disparate enterprise systems
- Deploy a virtual enterprise data warehouse for all data

BUSINESS SUMMARY

TECHNICAL SUMMARY

THE CHALLENGE

- Obtaining a single employee view across multiple disparate enterprise systems
- Slow to produce reports and change
- Employee decisions made without insight
- Error-prone
- High cost
- Incompatible systems
- No data quality, governance, lineage or universal access control with single sign-on
- No master data management
- Manual aggregation of data in Excel
- Structured data only
- Batch processing only

THE SOLUTION

- SmartData Fabric® (SDF) across multiple systems to obtain single employee view
- All data, incl. unstructured
- Support existing and create new reports, BI and analytics and make available through app-type store and self-service
- Data remains in data sources and updated in real-time
- Indexes, indexed views and master data available to apps
- Enable data services and new BPM workflows
- Transition from a physical data warehouse to a virtual enterprise data warehouse

THE BENEFITS

- Able to track an employee and other entities across the enterprise
- Add data sources as needed
- Develop new apps through BPM-based workflows to meet changing business requirements
- Rapid delivery of insights
- Self-service for users
- Low cost
- Provide as a service to customers
- SDF use for other purposes
- Monitor for significant data changes and process events
- Support other transition-migration projects

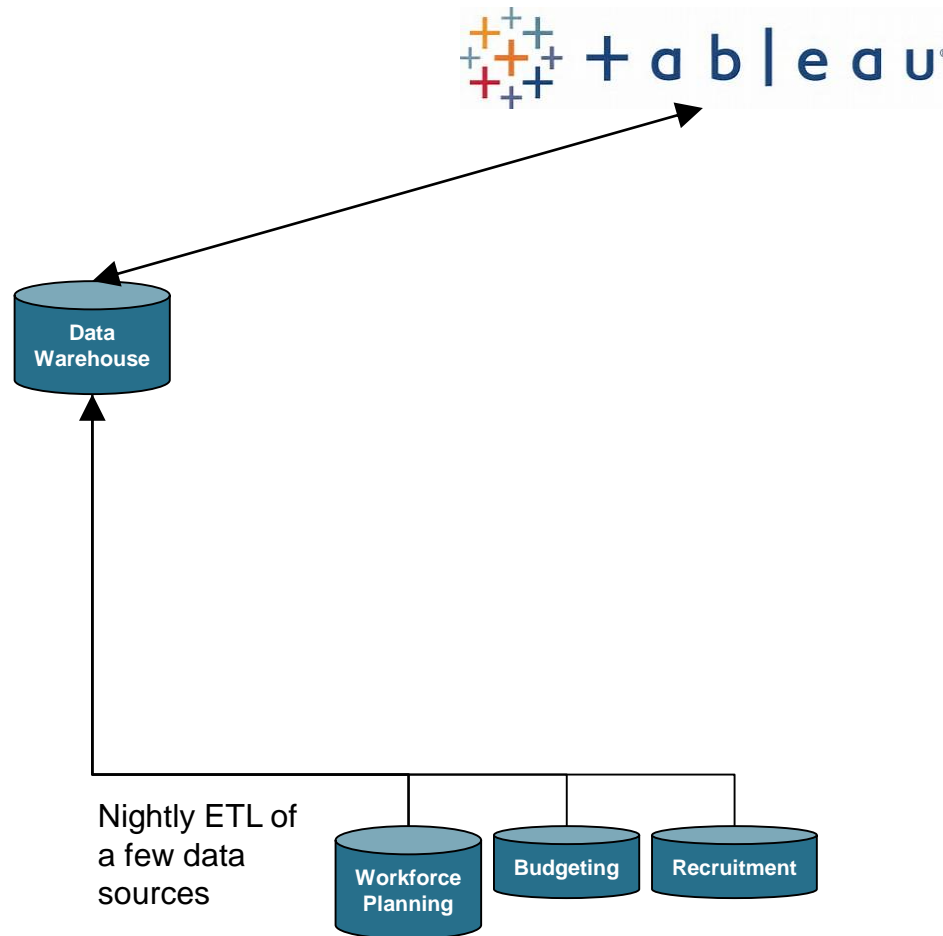


Customer GOAL for recruitment to retirement management

To grow revenue and margins by maximizing their use of human resources to:

- Anticipate project employee skill and experience requirements
- Identify existing, and specify future, employee skills and experience
- Improve matching employees to current and future projects
- Track employee performance and data exposure over time
- Improve project execution
- Improve winning new projects by optimizing employee allocation
- Reduce employee turnover by:
 - Challenging employees to perform (by improved skills and experience matching)
 - Minimize disillusionment (by improved skills and experience matching)
 - Reward employees better by improving their contribution recognition
- Improve reporting, BI and analytics
- Change and create new workflows (= new apps) to better manage employees and therefore projects
- Replace the current inadequate data warehouse with a more encompassing virtual enterprise data warehouse

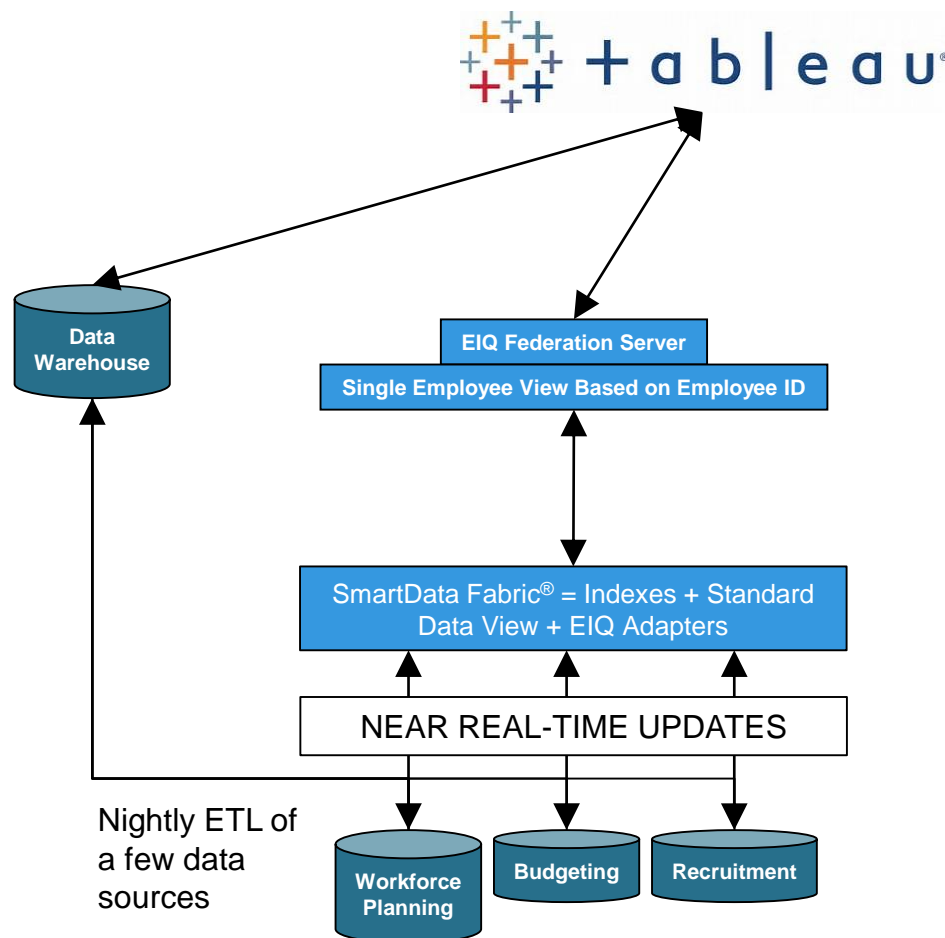
Current status



Only a few data sources currently populating the data warehouse

- Only a few data sources are populating the data warehouse
- Want to add a lot more data sources, including commercial subscription-based and unstructured data
- ETL is a resource intensive process that takes time and cost to add data sources and change/add to the data warehouse schema
- Want a more flexible, scalable and readily changeable solution
- Want an improved view of employees from recruit to retire
- Want an improved way to build new workflows (= new apps) on a full set of data sources

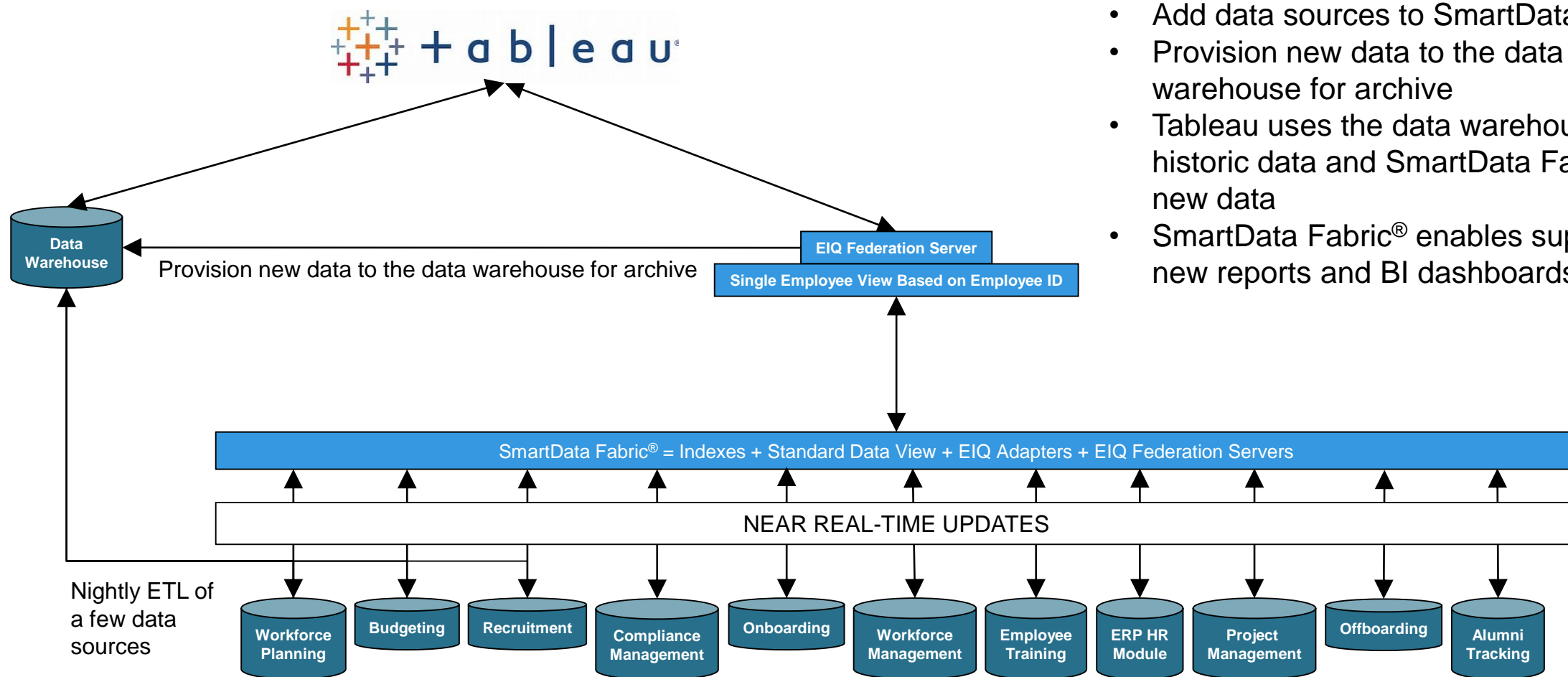
Phase 1



Only a few data sources currently populating the data warehouse

- Obtain, in parallel, duplicate Tableau reports from the data warehouse, using the SmartData Fabric™
- Data and schema discovery
- Data security
- Connection with Active Directory for single sign-on identity management and role-based access control
- Develop various indexed views for each data source and a single employee view based on Employee ID across all data sources
- Enable Tableau reports to run against the single employee view

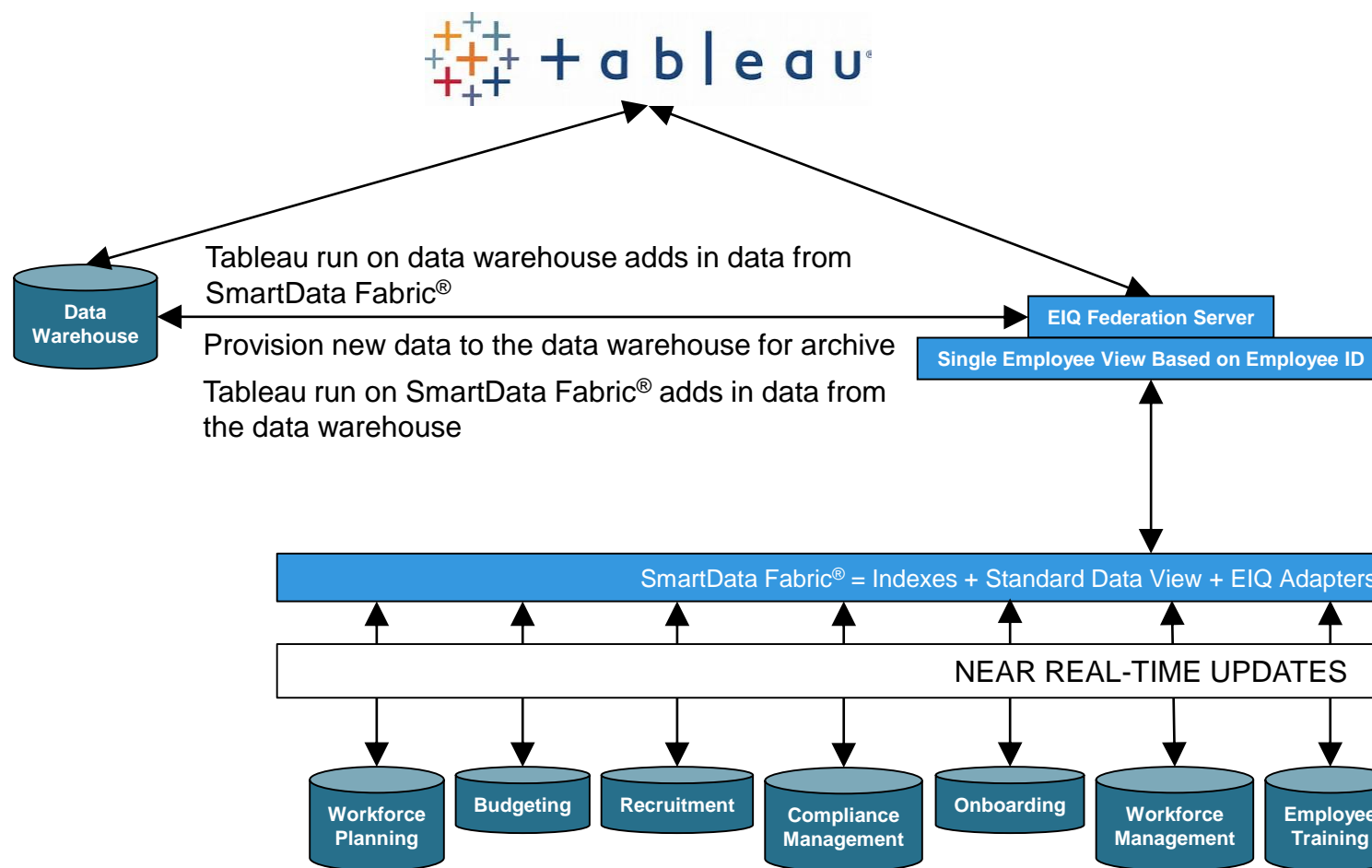
Phase 2



- Add data sources to SmartData Fabric®
- Provision new data to the data warehouse for archive
- Tableau uses the data warehouse for historic data and SmartData Fabric® for new data
- SmartData Fabric® enables support for new reports and BI dashboards

Example data sources – usually a lot more

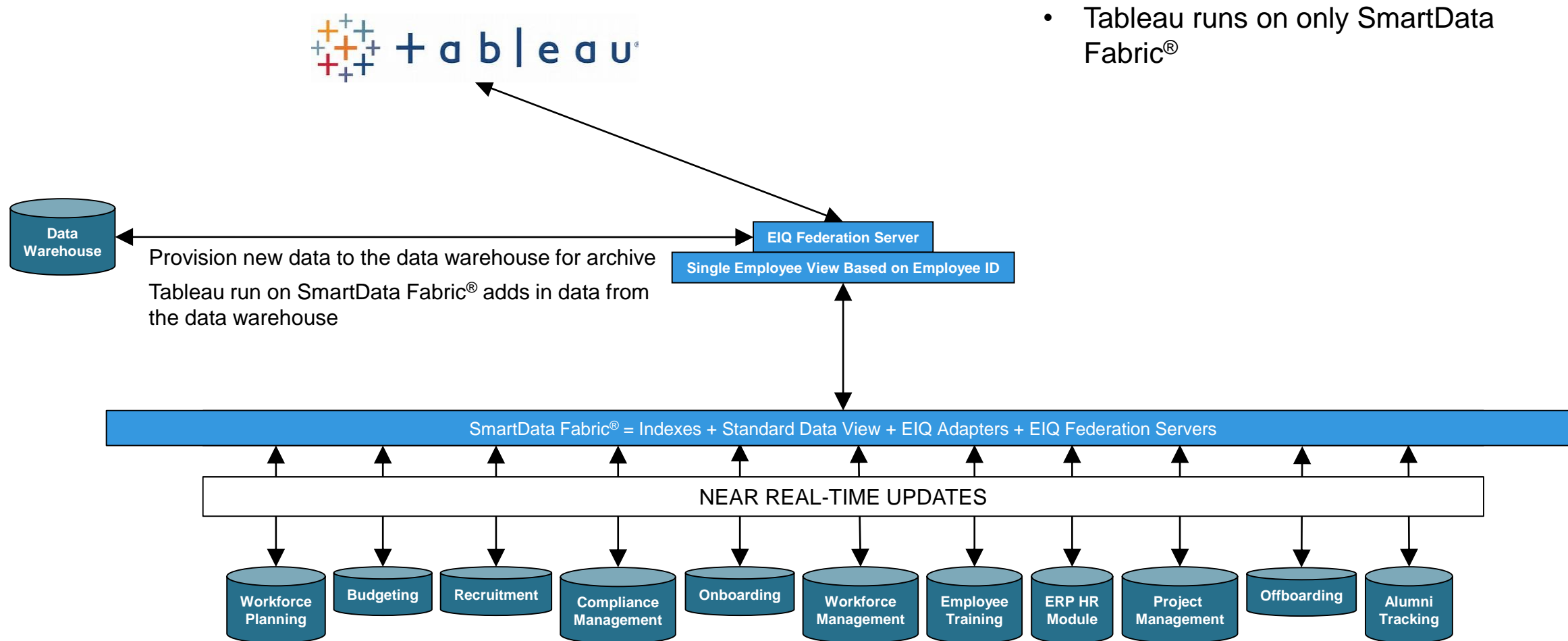
Phase 3



- Tableau run on either the data warehouse or SmartData Fabric® and obtain the same reports and BI dashboards
- Discontinue ETL from the few data sources and rely 100% on SmartData Fabric® for data provisioning to the data warehouse and query execution on the other data sources

Example data sources – usually a lot more

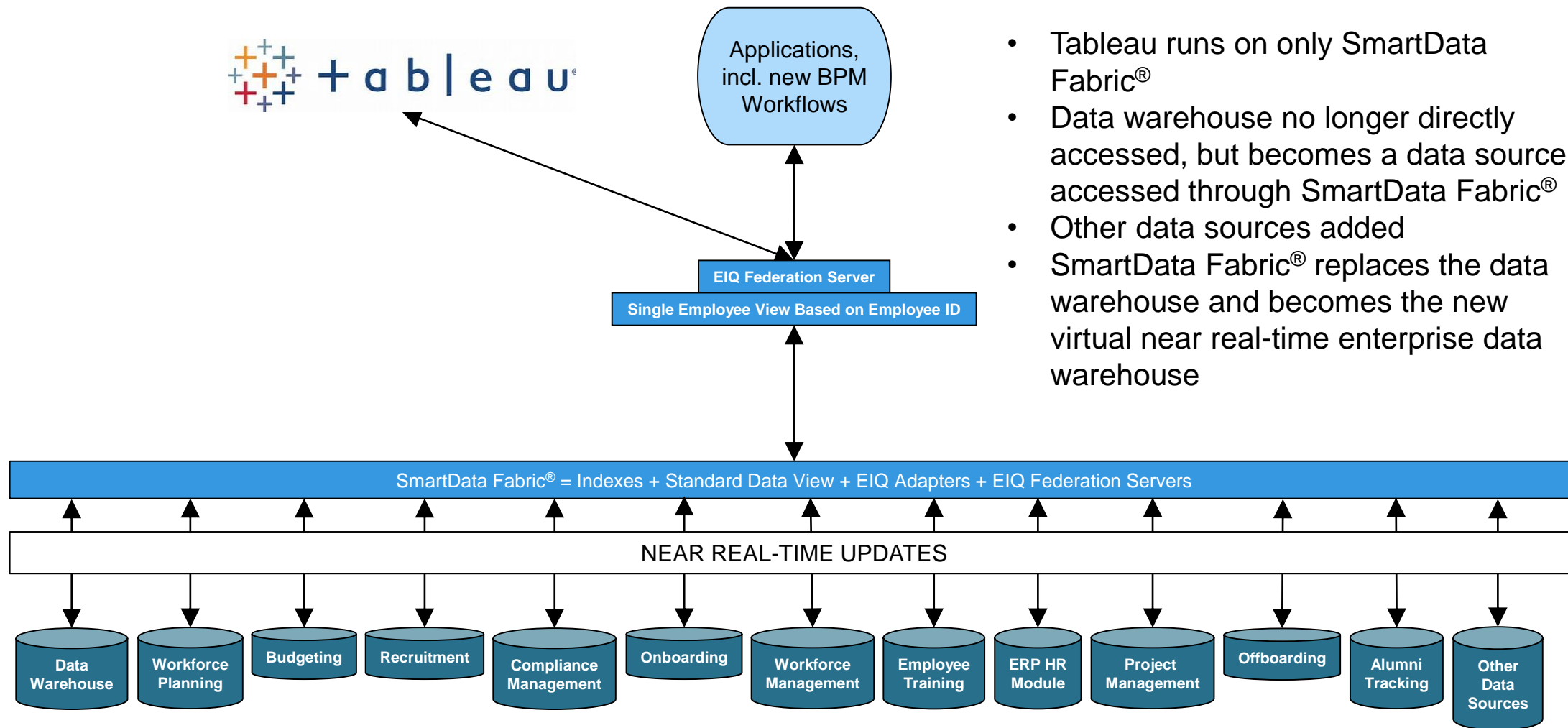
Phase 4



- Tableau runs on only SmartData Fabric®

Example data sources – usually a lot more

Phase 5



- Tableau runs on only SmartData Fabric®
- Data warehouse no longer directly accessed, but becomes a data source accessed through SmartData Fabric®
- Other data sources added
- SmartData Fabric® replaces the data warehouse and becomes the new virtual near real-time enterprise data warehouse

Example data sources – usually a lot more



The End