



EBOOK

3 Keys for Agile HR Data Integration



Introduction

Meeting business demands for greater organizational effectiveness starts with a reliable view of your workforce.

Accessing a unified 360-degree view of this people data is foundational for performing analysis and building better HR applications, but getting that reliable view is a major challenge for most organizations. Not surprising, since larger organizations can have up to 75 different HR and business systems, and a typical HR department has more than 400 data elements about each employee. Payroll management, leave management and skills development all represent highly specific applications that share common data.

Digital transformation has brought about a considerable increase in the number of applications we use. Now, in order to respond – with agility – to the various business needs, firms often have to quickly set up new systems and operate multiple technologies.

HR ERP version changes are also a source of long and fastidious migrations. How can you accelerate the delivery of the most reliable HR data within your applications? The key is agile data integration.

Three keys for agile HR data management

#1 – Ensure data independence and flexibility in relation to the application systems

Application system upgrades, both functional and technical, are often a source of complex processes on the data, and even specific data models.

Building a coherent, global data model often proves to be an unattainable goal: since each new system may require new properties, how can you possibly model all future needs beforehand?

Developing applications quicker without adding needless constraints on existing systems means having coherent, reliable data suited to each use case.

By building a data hub that is independent of the application systems, and capable of coherently managing different data models, you can optimally adapt to the needs of each application.

That way, each application can use the data hub without challenging its single data model. The repository can be enhanced with a new data model useful for a new application, without undermining the operation of the existing systems, for improved overall flexibility. You are no longer hampered by a complex, global modeling project, often difficult to complete, in order to quickly provide the data needed by the various businesses.

#2 – Organize data governance in complete security

With the ramped up digitalization of businesses, especially in the midst of the current health crises, data now circulates both inside and outside the organization. Ensuring data confidentiality, protection and archiving is contingent on supervising its use, notably by clearly defining access rights.

The General Data Protection Regulation (GDPR) has reinforced the need for organizations to do a better job controlling personal data, both customer and employee. In this new context, the HR department, which handles confidential, sensitive and/or personal data every day, finds itself the center of attention. Access to sensitive HR data must be governed, with data secured for safe sharing.

On the one hand, you must set up a comprehensive control system to limit access to sensitive data, and on the other, you must allow access to data that is useful to each application or user.

This means guaranteeing secure data access in line with the user profiles, for each basic item of data and depending on its source. Examples include:

- A personal phone number cannot be viewed by all a department's employees.
- An employee file will only be accessible by the employee's manager.
- Each subsidiary's data will remain protected.

#3 – Provide a 360° vision for improved insights

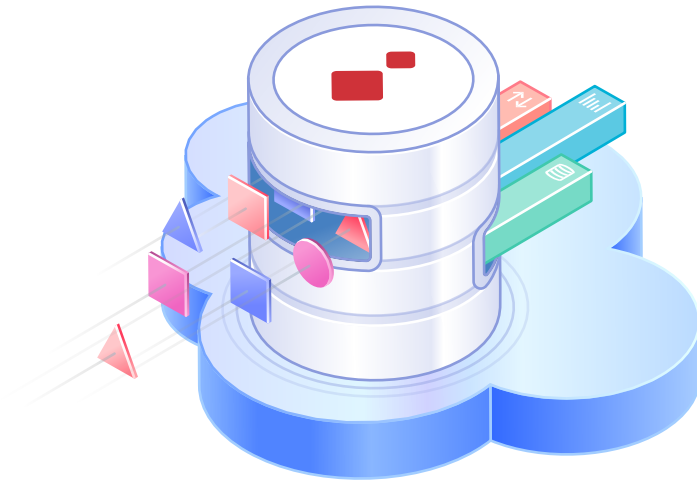
Employee’s career paths within the company, skills development, contracts and customer assignments, responsibilities and promotions: HR management is all about understanding each employee from all perspectives.

You require a global, coherent vision of each employee and of each team, department and subsidiary within your organization.

Now that companies increasingly outsource certain activities, this vision must also include all collaborators in the broad sense: subsidiaries, franchises, delegates, etc.

A data hub effectively brings the HR Director and managers clear understanding of the activities of all their teams, whether internal or external. It constitutes the “single source of truth” you need to establish the monitoring dashboards and indicators so important for your business.

And it also provides a means of extracting maximum value from your HR data. By processing your data using intelligent systems, you can build the predictive models needed to anticipate the future: planning your workforce, organizing training plans, recruiting or optimizing your compensation system.



Conclusion

Organizational effectiveness requires a single data platform that enables faster time-to-results by providing your data operations with all capabilities necessary to deliver a more reliable view of HR data for improved developer productivity and outcomes.

As the world's best data platform for integrating data from silos, MarkLogic is trusted by leading organizations to deliver faster value from their HR data. With the simplicity of one fully integrated platform built for multi-cloud environments, data can be loaded as-is, enriched, and harmonized faster and more cost-effectively than traditional methods.

About MarkLogic

By simplifying data integration, MarkLogic helps organizations gain agility, lower IT costs, and safely share their data. Headquartered in Silicon Valley, MarkLogic has offices throughout the U.S., Europe, Asia, and Australia.

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