



Oil and Gas Company Case Study Data Integration and reporting using SAP BI

A major oil and gas company was utilizing multiple instances of SAP R/3 globally, in addition to multiple disparate non-SAP HR systems, across different functional areas of HR. The company converted its biggest non-SAP HR systems into a single instance of SAP R/3 and then later converted smaller non-SAP systems into SAP R/3, which resulted in one global SAP HR instance utilized to manage more than 100,000 employees globally.



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The Goal

The client wanted to track the global population more accurately and meet their quarterly business reporting requirements in a better manner. Therefore, it was interested in implementing a business intelligence solution that would encompass all functional areas of HR reporting. This would allow reporting on a country-wide level and provide global views of employee data. The client also wanted to improve its ability to evaluate employee performance and compensation throughout its global population, and able to track employee headcount more accurately. In order to achieve these goals, the client would have to replace disparate reporting systems and build SAP-Business Intelligence (BI) as a primary HR reporting tool.

Challenges

The client faced several obstacles that are common for large companies that are implementing business intelligence solutions such as:

- Global data privacy standards that require anonymizing data
- Integrating data from various SAP and non-SAP source systems.
- Duplicated personnel records

for each employee because of expatriation and data anonymity requirements

- Disparity in country-specific data and requirements of reporting.
- SAP R/3 customized configuration, causing complex business intelligence ETL interfaces.
- Enhancing data consistency and data quality, and creating global HR data standards

Solution

Cogent Data Solutions provided assistance to the client to help them overcome these challenges. We implemented a global HR reporting solution that met overall initiative and requirements. CDS provided support to the client to help them better understand their requirements and match their business objectives with the business intelligence data model and report layouts.

CDS designed the overall architecture, which included ETL interfaces, reports, data models, and web development. We used a phased implementation approach to make sure user adoption, enabled consistent delivery of new content, met all deadlines and was delivered in a timely manner, on budget. The solution we provided comprised the following key components:

- SAP HR data combined with homogenized historical data is loaded into integrated data store, to provide a single point-in-time, cross-functional view of any employee.
- A large repository of HR business intelligence reports, which included organization management, personnel administration, payroll, benefits, time, qualifications, and training and events.
- An efficient headcount data model incorporated with standardized and scrubbed SAP data and legacy data, which substituted all disparate headcount reporting systems and made Business Intelligence (BI) as the primary source for global headcount tracking.
- Automated and Streamlined delivery processes and HR report generation, achieved by the following:
 - » Providing a global organization view of the data
 - » Using a web portal to provide HR reports via the suitable tool for individual user category.
 - » Leveraging SAP HR Business Intelligence (BI) business content and modify as per user requirements.

Results

The implemented system offered global views of HR data and it allowed a company-wide performance assessment and compensation assessment for purposes of career development. The client will now be able to acquire country-specific operational reporting extending through all HR functional areas from a single, dependable tool.

Our solutions also provided the client the flexibility to receive reliable and timely HR information through a single point of entry. This enhanced usability and end user adoption. The company also noticed a significant improvement in overall data quality, and became more confident in making data-driven decisions. Since there was an accurate representation of the global organizational headcount from a single source, HR consequently reduced the amount of time it took to generate and deliver quarterly head-count reports. There could able to reconcile HR and FI headcount reporting, which increased confidence in the HR data as the single version of the truth.



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