

Empowering Workforce Insights: Comprehensive HR Analytics for a Global E-commerce Retailer



The Challenge

Addressing the imperative for data-driven workforce insights, our goal was to empower users with the ability to execute ad-hoc queries, build metrics, and craft comprehensive dashboards and reports, all with a distinct emphasis on employee diversity.

The Solution

Dimensional Data Model in Snowflake: We laid the foundation with a robust dimensional data model in Snowflake. This enabled us to harness the power of Snowflake's capabilities while seamlessly integrating with MicroStrategy for streamlined reporting.

Semantic Layer in MicroStrategy: The heart of our solution lay in incorporating all available data elements in MicroStrategy to ensure comprehensive and intuitive ad-hoc reporting. This simplified complex data structures and allowed users to interact seamlessly with the data.

Data-Level Role-Based Security: Recognizing the sensitivity of HR data, we implemented a data-level role-based security model, ensuring that only authorized personnel could access specific HR reporting and analytics insights.

Results

Our solution seamlessly merged the strengths of Snowflake and MicroStrategy, delivering an integrated environment that empowered users to unravel comprehensive insights. Snowflake provided a robust



Industry
E-commerce

Project Type
Analytics & BI

Technologies

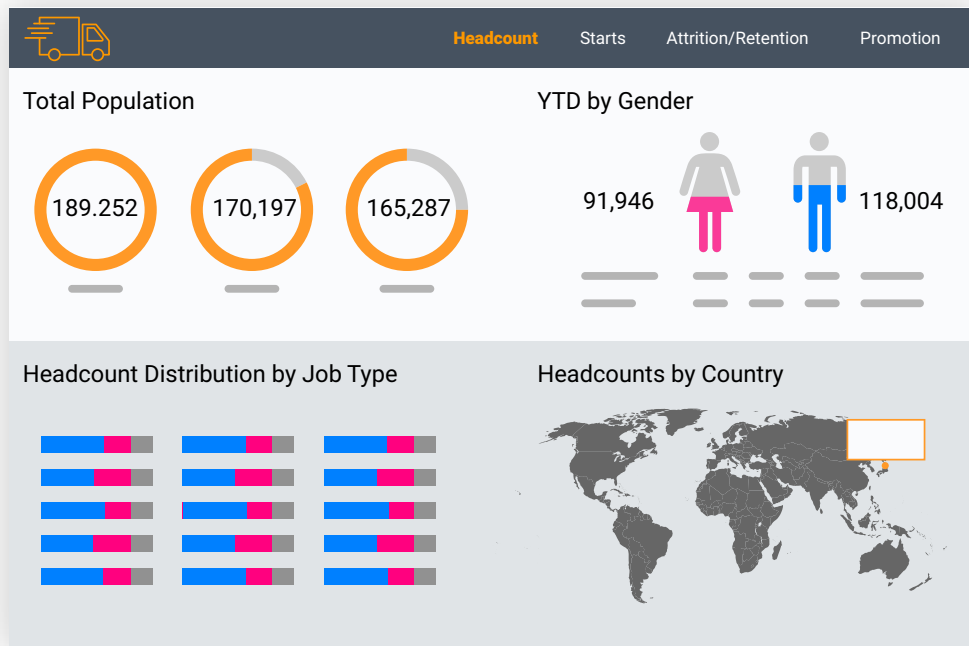


foundation for data storage, while MicroStrategy's semantic layer transformed complex data into user-friendly, actionable insights.

The project's focal point on employee diversity facilitated targeted insights, enabling the retailer to make

informed workforce-related decisions. Users gained the autonomy to execute ad-hoc queries and dive into comprehensive reports, fostering deeper workforce

understanding and enhanced decision-making, while safeguarding sensitive information.



The Next Step



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