HR/Payroll Data in Query Studio

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EBS BI Architecture

Source Systems (SAP, KFS, OOI, EP)

ETL Processes

Enterprise Data Warehouse (EDW)
ALL Data

Dimensional Database (DIM)
Data based on business case

Other Reporting (MS Access, Excel, SQL, etc.)
Cognos Reports
Query Studio
Relational vs. Dimensional Models

EDW

DIM
Dimensional Models

<table>
<thead>
<tr>
<th>HR</th>
<th>Finance</th>
</tr>
</thead>
<tbody>
<tr>
<td>Actions</td>
<td>General Ledger</td>
</tr>
<tr>
<td>Cost Distribution</td>
<td>Requisitions &amp; Purchase Orders</td>
</tr>
<tr>
<td>Labor Distribution</td>
<td>PO Payments</td>
</tr>
<tr>
<td>Work Study (Sensitive)</td>
<td>DV Payments</td>
</tr>
<tr>
<td>Time &amp; Labor (Sensitive)</td>
<td>Pcard</td>
</tr>
<tr>
<td></td>
<td>University Stores</td>
</tr>
</tbody>
</table>
**Dimensional Models**

<table>
<thead>
<tr>
<th>Some of the Future Data Sets Include</th>
</tr>
</thead>
<tbody>
<tr>
<td>Room Allocation</td>
</tr>
<tr>
<td>Program Allocation</td>
</tr>
<tr>
<td>Planning Profile Summary Report Information</td>
</tr>
<tr>
<td>Research Administration (in conjunction with Kuali Coeus implementation)</td>
</tr>
</tbody>
</table>
The data was defined as confidential or non-confidential according to the definitions of the draft Institutional Data Policy.

Data that was defined as **confidential** was required to meet one of four criteria defined by the policy:

- Institutional data that could, by itself or in combination with other such data, be used for identity theft or related crimes;
- Institutional data whose public disclosure is restricted by law, contract, university policy, professional code, or practice within the applicable unit, discipline, or profession;
- Records of the university’s security measures; or;
- Institutional data whose value would be lost or reduced by disclosure or by disclosure in advance of the time prescribed for its authorized public release, or whose disclosure would otherwise adversely affect the university financially.
HR Data Classification Process

If the data was considered **non-confidential**, the extent to which the data is made available was documented, which is not defined by the draft Institutional Data Policy:

- The data is published to the general public;
- The data is made available to the general public by request only;
- The data is published internally, university-wide;
- The data is made available internally to the university, based on need.
Query Studio

• What is Query Studio?
• What is the purpose of Query Studio?
• How do I get access to Query Studio if I don’t already have it?
Query Studio Demo
Most Used HR Reports in BI

- Labor Distribution by Person-HRP062
  - 23,947 runs since July 1, 2012
- Faculty/Academic Staff and Support Staff Listing-HRP058
  - 4,935 runs since July 1, 2012
- Student Employee and Graduate Assistant Listing-HRP060
  - 1,990 runs since July 1, 2012
- Active Employee Listing with All Assignments-HRP064
  - 1,195 runs since July 1, 2012
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