

## ***HR Data Mart Working Group Overview***

### ***Working Group Purpose***

The Human Resources/Payroll Data Mart working group is tasked with defining the scope of this project. The project's goal is to empower users around the University with accurate and up-to-date human resources-related data to manage the University's resources more efficiently. The project will involve implementing and exploiting the web functionality of the Cognos tool set, and incorporating the lessons learned from Georgetown's previous projects.

The working group will be critical to the project's success. It will be responsible for defining, building, and deploying the first phase of the data mart in a three-month timeframe. During the project's lifecycle, the implementation team will require a variety of skill sets from the business and information technology communities. In some cases, the same people may fill multiple roles on the implementation team to define, build, and deploy the first phase of the Human Resources/Payroll Data Mart.

### ***Goals for Working Group***

General project administration

- Agree upon meeting frequency
- Roles and responsibility; team composition
- Tool training for Cognos

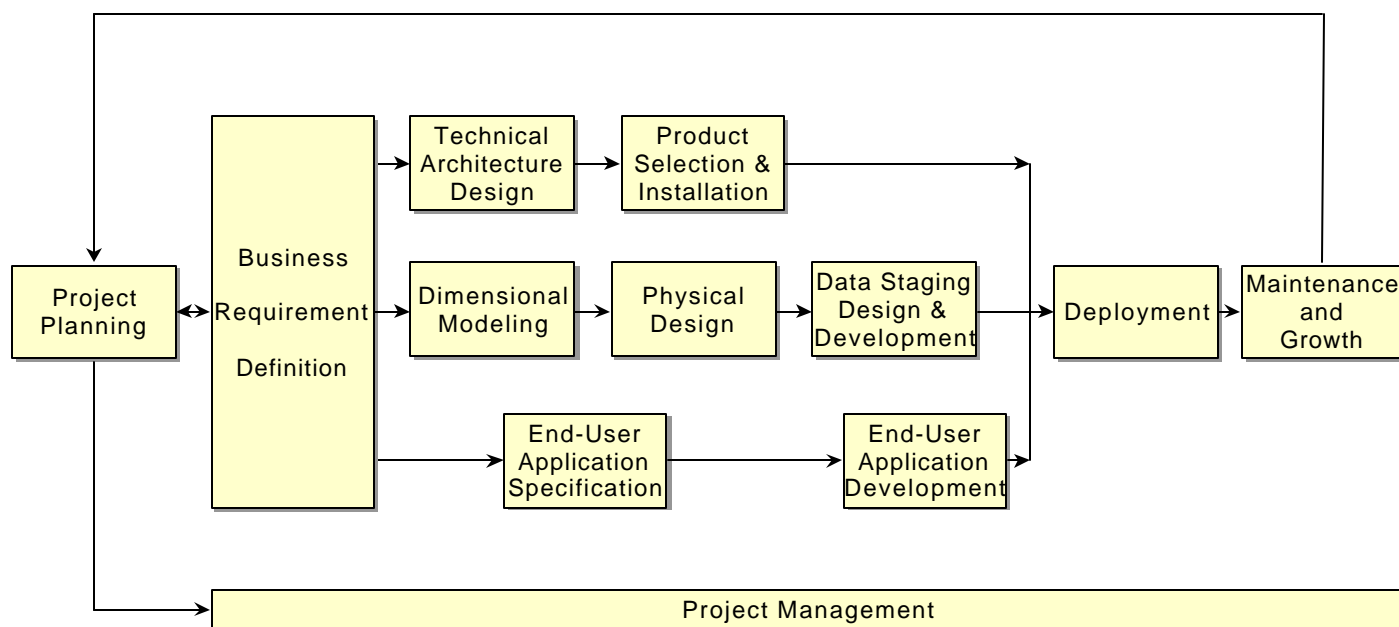
Human Resources/Payroll Data Mart “Working Parameters”

- Time boxed for 3 month delivery
- Deliverable will “exercise” Cognos web tools – Impromptu & PowerPlay
- Security understanding and delivery is a must
- Roll out will be limited to approx. 50 users (define)
- Project deliverables include data architecture and built functionality of “Cubes and Web Reports”

Success Criteria

- Understanding of project milestones and ETA (estimated time of arrival)
- Data model **MUST** integrate with all other DW sources
- Business rules are pre-defined and documented prior to data translation
- Reports and cubes are scoped functionally and technically
- End user resources are available
- First data mart must have mandate or priority need as solution need and provide maximum
- data access for the Human Resources Community

# The Business Dimensional Lifecycle



## Implementation Milestones

**Initiation** - The first milestone will be to develop & agree upon a project scope that can be easily understood and enable the implementation to deliver a product in a reasonable timeframe.

**Data Design & Architecture** - Once the deliverables are known, the architects will analyze the deliverables and determine the correct model to deliver the needed data sets. During this period, the team will be trained on Cognos' functionality and administration requirements.

**Build** - With these first two milestones complete the team will be able to physically build the ODS and data mart, and load the areas. The group will also begin work on the cubes and reports to be delivered.

**Test & Modify** - Working from a test environment the implementation team and a group of end users will test and validate the information contained in the data mart. Validation will be a critical step in obtaining the green light for deployment.

**Deployment** - The final milestone will involve the coordinated deployment of the centralized tool set and review of the project's success criteria.

# DW Infrastructure

## Basic Graphical Warehouse Data Flow

