

Re-engineering HR Analytics with Snowflake for a Leading Life Sciences and Diagnostics Company

■ Case study





Overview

Robust data management

Our client is a leading provider of laboratory equipment and services specializing in clinical diagnostics, life sciences, and automation. The client offers a range of cutting-edge products designed to streamline laboratory processes, improve operational efficiency, and increase the accuracy of results.

We helped the client design the overall architecture for its HR analytics platform. We implemented a pilot to create an MVP and strong business case for overall BI modernization, enabling quicker reporting and a more robust HR data management platform.



Challenges

Slow legacy platform, limited insights

- Inefficient HR data management leading to slow reporting and inaccurate data.
- Lack of real-time reporting, causing delays in decision-making.
- Limited flexibility to run ad-hoc analysis, resulting in limited insights.
- Inadequate data security and privacy leading to increased risk for the organization.
- Time-consuming maintenance, causing operational inefficiencies.
- Inability to consolidate data from multiple sources, causing data duplication and limited trending reports.
- Difficulty in sharing and replicating data, reducing collaboration and knowledge sharing.



Solution

Scalable and future-ready analytics platform

- Designed the overall architecture and implemented a pilot to create an MVP and strong business case for overall BI modernization.
- Implemented a complete solution for HR analytics within 18 weeks, delivering data load, schedule, synchronization, and dashboard.
- Provided near-real-time reporting that improved security and data accuracy.
- Enabled cross-application reporting – Workday, EBS, and Surveys.
- Rationalized reports and decreased data duplication, significantly reducing the monthly maintenance by HR analysts.



Impact

Faster insights and enhanced ROI

- Increased efficiency with minimized manual effort and near real-time data availability for ad-hoc analysis and reports.
- Improved evaluation of HR data with easy comparisons of internal and external fill rates and development of 35+ Power BI reports and 200+ visuals.
- Streamlined HR processes with reduced data refresh time and improved performance with a 3X benefit.
- Enhanced recruitment processes with the ability to track internal and external fill rates, time-to-fill, and requisition ratio.
- Improved retention with the ability to monitor employee turnover rate, performance objectives, and termination ratio.



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