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Building a Governed HR Data Platform for Workforce Analytics

Executive Summary:

A large healthcare and retail pharmacy enterprise needed to modernize how HR data was collected, governed, discovered, and consumed across geographies and workforce domains. HR analytics was constrained by fragmented source systems, inconsistent KPI definitions, manual reporting effort, and limited trust in workforce data.

Factspan delivered a 10-month HR data platform and marketplace transformation program. The solution integrated HRIS, payroll, and workforce management systems into a centralized cloud data platform, established reusable Silver and Gold data layers, enabled governed HR data products, and implemented an Alation-based HR Data Marketplace for self-service discovery and analytics adoption.

About the Client:

The client is a large U.S.-based healthcare and retail enterprise operating across multiple geographies, workforce groups, and HR functions.

The organization manages sensitive workforce data across HRIS, payroll, workforce management, hiring, attrition, and planning workflows, requiring governed access, standardized metrics, strong lineage visibility, and trusted analytics for HR decision-making.

Business Impact:

- Delivered **35+** HR data products
- Reduced manual HR reporting effort by **~45%**
- Accelerated domain onboarding by **30%+**
- Improved workforce data trust and auditability
- Enabled self-service HR analytics at scale

Business Challenge:

The client's HR analytics environment was fragmented across multiple systems and business functions. Workforce data was difficult to standardize, KPI definitions varied across teams, and executive reports often produced conflicting views of the same HR metrics.

HR teams depended heavily on analysts for recurring reports and manual data preparation. Limited governance, lineage, and data quality visibility reduced confidence in analytics outputs, especially for sensitive workforce data. The organization needed a governed HR data foundation that could support reusable data products, trusted dashboards, and self-service analytics at scale.

Our Solution:

Factspan built a centralized HR data platform to integrate HRIS, payroll, and workforce management data into a governed cloud-based architecture.
The solution established standardized Silver and Gold data layers on Snowflake to create trusted, reusable workforce datasets. These layers supported HR data products for attrition analysis, workforce planning, hiring analytics, and BI-ready consumption.

To reduce manual governance effort, Factspan introduced agent-assisted onboarding and certification capabilities. The Domain Onboarding Agent supported metadata generation and lineage mapping for HR data products, while the Certification Agent automated governance validation and policy compliance checks before data products were exposed for consumption.

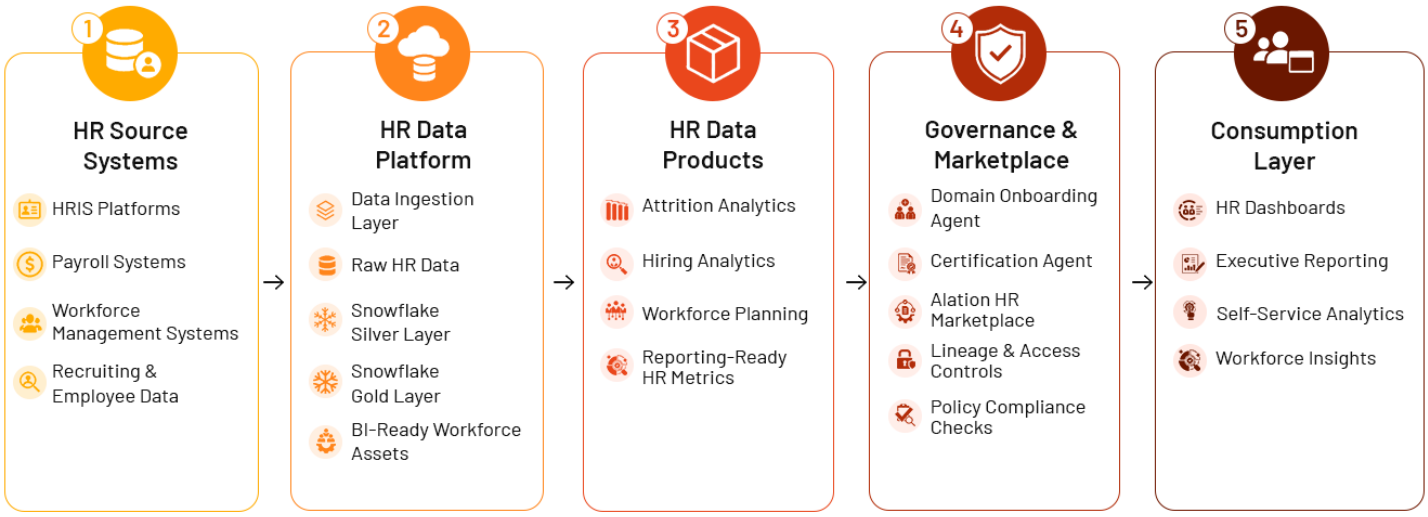
An Alation-based HR Data Marketplace was implemented to allow HR users, analysts, and business teams to discover certified workforce data products, understand definitions, evaluate lineage, and request access through governed workflows.

The solution shifted HR analytics from manually prepared reports to reusable, certified, and marketplace-enabled HR data products, improving consistency, trust, and auditability across workforce analytics.

SOLUTION ARCHITECTURE

Governed HR Data Platform & Marketplace

A scalable HR data foundation with governed data products and self-service access to power trusted workforce analytics.



Outcome

- Reduced manual reporting effort
- Improved trust & auditability
- Higher adoption with self-service access
- Better workforce insights for data-driven decisions

Factspan is a Data and AI company. We help global enterprises and product companies collect, manage, and analyze complex data structures to drive operational intelligence and business outcomes.