



# Success Story

## Enhancing HR Data Platform with a Data Analytics Solution

### Thresholds

Client Background:

**Thresholds is a prominent non-profit organization. They are dedicated to providing support services for individuals with mental health conditions. The organization seeks to leverage data to enhance its talent management and operational efficiency.**



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Data Products is a diverse firm with senior and executive data scientists focused on fully developing project solutions that leverage advanced mathematics and data that drive tangible insights that optimize your organization's operations.



#### The Situation

##### Business Problem

Thresholds was facing challenges in managing and analyzing talent data effectively. Their existing systems were not equipped to handle complex data analysis, and there was a need for a more integrated approach to managing their workforce data, sourced primarily from their UKG (Ultimate Kronos Group) system.



#### The Challenge

The primary challenge was to design and implement a data platform that could efficiently ingest, model, analyze, and secure data from UKG while also providing intuitive and actionable insights through advanced dashboards. The solution needed to be user-friendly, secure, and compliant with data protection regulations.



#### The Solution

A state-of-the-art data analytics platform was developed, integrating seamlessly with Thresholds' UKG ERP system.

Key components of the solution included:

- Automated data ingestion from UKG to a centralized data hub repository.
- Advanced data modeling techniques to optimize the data for reporting and analysis.
- Implementation of row and column-level security to protect sensitive information.
- Development of a PowerBI semantic layer to facilitate easy data access and manipulation.
- Creation of interactive dashboards, displaying high-priority Key Performance Indicators (KPIs) for effective HR reporting and analysis.



#### Impact



Increase in efficiency in talent data analysis. Enabling more timely and informed decision-making.



Of staff reporting improved ease of use and accessibility. Increase in user satisfaction.



**Reduction in reporting errors**

Improved data accuracy and consistency

