Automation to Enhance Account Creation Methodologies

ITC INFOTECH
Business-friendly Solutions

Customer experienced issues with duplicate employee IDs being generated during migration to a new unified HR platform and wanted us to automate the account migration process.

6500+
accounts received for Integration

> 95%
data Integrated without duplicates

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Client is a leading European Hospitality Brand with hotels located across the globe

CHALLENGE

- The HR department in the hotels use different HR applications (based on region) for account creation, reinstate, termination requirements. Each HR application has its own format of unique identification
- The new HR application that was implemented is a unified platform and had a different employee ID format which resulted in duplicate account creation and mismatch with employee data in other HR applications
- The accounts had to be migrated manually to update the data in Active Directory

SOLUTION

- All accounts from different HR applications were transferred to the new platform with different data matching rules
- A logic was created to make sure that duplicate account creation is reduced to < 5%.
- The process was enhanced in a way that accounts are automatically synced to the database and with minimal manual entry
- Formatted input data from HR system
- Technology employed - SQL and SSIS package

RESULTS

- > 95% data integrated to the new unified platform
- Manual data modification effort is reduced to < 5%
- Easy access of employee data across applications