



## HR DataLink for Organizational Analysis

HR DataLink is a customizable interface for exporting organizational structures from various HR systems via a user-friendly interface into the ARIS repository and publishing them on the corporate intranet.

This is a pragmatic solution for companies with complex organizational structures. Tool-supported maintenance and publishing of organizational information saves your company both time and money.

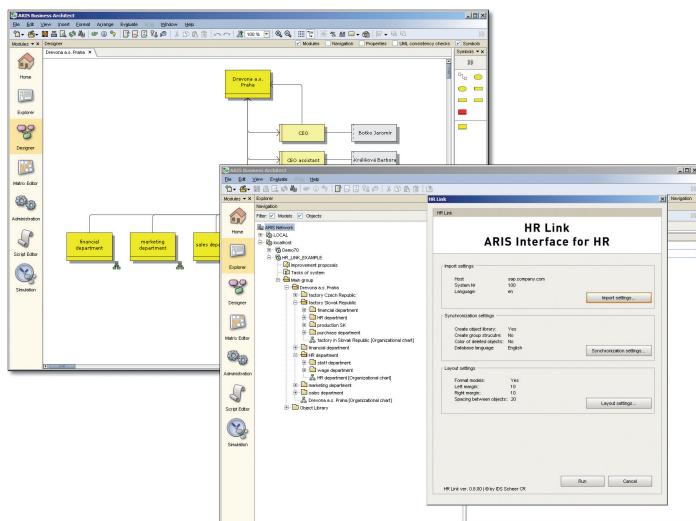
**ARIS Customized Solutions -**  
**We develop individual solutions for our customers**

**Convenient Export, Visualization, and Publishing of Organizational Structures**

### Visualizing the organization

User-friendly and easy-to-understand visualization of organizational structures is essential if companies are to properly communicate organizational issues to management and employees. With ARIS software, organizational structures can be presented in a convenient and attractive manner on the company intranet. Options include the ability to include corporate design features.

Additionally, your company benefits from automated importing of organizational structures into the ARIS repository, so that manual modeling and updating of organizational charts becomes a thing of the past. HR DataLink allows companies to exchange all organizational information automatically between their HR system and the ARIS repository. This is particularly valuable because such information is needed when creating business process descriptions (e.g., defining which organizational units and entities are responsible for the various steps in a business process). With HR DataLink, companies can avoid errors caused by manual transcription and remove the need to update the same information in two systems.



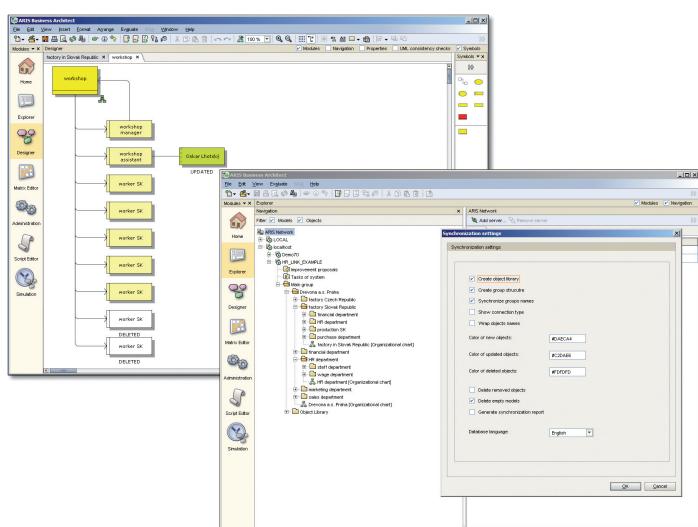
# HR DataLink for Organizational Analysis

## Highly customizable

HR DataLink is designed to meet a range of customer requirements. It is therefore completely flexible with regard to content and graphical appearance of the results. Companies can decide how they want the organizational charts to look, e.g., how many levels should be visible in a model or which level of the organizational chart should be displayed horizontally or vertically. Personal data, links, and attributes can also be added to the synchronization process. Individual users can also change many parameters, adjusting the interface to meet their special needs.

## Support for impact analysis

The synchronization process ensures that the published data remains up-to-date, with a change report being generated every time synchronization takes place. This report contains a comparison between the old and new data, allowing HR managers to see which elements are new, checked, deleted, or updated. Companies are thus able to keep track of their resources and create reports on any structure changes. Businesses can even simulate planned changes to organizational structures and see which processes are affected and what the consequences are for process cycle times.



## Easy customization

The following parameters of HR DataLink can be customized according to specific customer requirements:

- ▶ Types of data obtained from source system
- ▶ The way in which the source data is transformed into ARIS
- ▶ The way in which various model types are displayed in ARIS and on the corporate intranet
- ▶ Model design (how many organizational levels are displayed in one model, etc.)
- ▶ Specification of attribute usage and mapping
- ▶ Language of the user interface

## Multiple data sources

HR DataLink can import data from various systems, including:

- ▶ SAP R/4 HR
- ▶ Other database systems via JDBC connectors (Oracle, Microsoft SQL Server, MySQL, etc.)
- ▶ Corporate systems (AS/400), network and communication systems (Active Directory, Exchange, Outlook)
- ▶ Plain text or XML exports from other HR systems
- ▶ MS Excel

