Human Capital Management For School and Higher Education

School District - Report and Dashboard

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Kavitha V Amara
TECHDEMOCRACY | INDIA | USA
Addressing the higher education environment that has become more competitive and open to market-driven decision making. While the Human capital is the most important assets that an organization could possess to fit into this competitive climate and to suit the new entrepreneurial paradigm. The typical administrative roles of human resources (HR) departments are transformed by Human Capital Management (HCM): hiring, payroll, training, opportunities to drive loyalty, efficiency and market value are rewards and performance management. HCM treats the workforce as more than a cost of doing business; and it is the key business strength whose value can be maximized, just like any other asset, by strategic savings and managing. In this ever evolving, sustainable competitive advantage that an institution has a globalized globe, the need of human capital is more important than emerging technology than ever before or Financial and Material capital. The changing nature of work, particularly in terms of technology, organization, and competitive innovations have ensured that higher educational institutions are still struggling to recruit and maintain a sufficient supply of skilled workers from the labour market.

Therefore, for many reasons, the current need for increased and enhanced administration of human capital in higher education has become more significant. The first explanation is the rising public demand for transparency under the accreditation push of the Ministry of Higher Education in university administration. A university or college room, a whiteboard, or a lecturer are no longer limited to higher education.

Today, through e-learning, students from every corner of the globe will obtain degrees at Ivy League universities. A student can enter many universities across the globe with this e-school model and complete his or her school without spending extra on travel and lodging. Henceforth the current need of maintaining the data for the chained institutions is a big task for the universities as segregating the database is remaining unsolved for many out there.
There is no proper connectivity for them to review business needs, design a data centre, and use dashboards and visual analytics to incorporate and analyze data. There should be a proper solution or the service to address these questions and help the institutions to go forward. The question of the impact on schools, colleges and universities towards the increasing pressure for a business orientation in not new, but so far there is little indication of how the conflicts are being resolved, particularly in the HigherEd sector.

However, this is increasingly important in a wide variety of fields of technology. A simplified approach such as building foundation architecture is recommended and the existing services and downstream applications / systems are then converted into a new framework to overcome key constraints in the current state when implementing an effective Human Capital Data Management System. The other stage could include the implementation of new features, changes and automation, etc.

Due Diligence / Planning Preparation

- Identify and prioritize the “CORE” Business Intelligence Enterprise system and deep-dive to understand gaps w.r.t to people, technology and industry standards
- Profiling and prioritization of applications/systems to be integrated with Hybrid IAM platform to meet business need
Base Environment Set Up / Configuration

- Base installation and configuration of administer
- Produce a system of dashboards, and Consolidate all the 5 major sections
- Present the appropriate levels of subsections
- Provide the support for the system setup and track the Data Warehouse Administrator activity results for:
  a) Recruitment & Selection
  b) Deployment & Hiring
  c) Evaluation & Support
  d) Retention & Attrition
  e) Grant-specific Requirements

The business challenge was to design, develop, implement, install and set up a systems administration to track the activities of the “Human Capital Data Management System” from all the five major sections and also provide support for the system setup and Data Warehouse Administrator activities by utilizing Data Warehouse Business Intelligence Technologies tools. As this will help them optimize Information Technology (IT) resource utilization and thereby improve systems availability and performance and to ensure timely and secure access to various systems, and also enable parents and students to register and securely access their details and manage their identities.

There were a high number of Recruitment & Selection programs, Deployment & Hiring, Staff roles to be managed along with Evaluation & Support, Retention & Attrition activities. Track the specific requirements and provide support to solve the challenges involved in the integration with Data Warehouse.

The solution approach involved defining a multi-phased implementation approach using the Human Capital Management and Data Warehouse Business Intelligence Technologies to provision and de-provision user accounts based on systems of record. Upgrading Human Capital Management components to the latest version, and utilize the latest features offered in setting up role, responsibility and attribute-based access control.
By analyzing the data, we have expanded the current Data Warehouse to include a suite of HR dashboards as this will allow stakeholders to analyze the performance and efficacy of the workforce. Also, we have created some dashboards that will be dedicated to key metrics and are directly related to the TSL grant, including recruiting, deployment, evaluation, and retention.

To enhance the visibility gaps, we have created dashboards and metrics to evaluate the Employee Performance in the administration side and Monitor the goals of Teachers and Administrator Performances. The new suite of dashboards created will help guide the way in transforming the human capital processes and better serve the HigherEd school’s needs.
ADFS Log Dashboard

The Report shows number of student's login into application by school type and grade.

<table>
<thead>
<tr>
<th>School Type</th>
<th>Student Login %</th>
<th>Student Login Count</th>
<th>Total Student Login Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>Academies and Dedicated Specialty</td>
<td>73%</td>
<td>39275</td>
<td>39275</td>
</tr>
<tr>
<td>Elementary Schools</td>
<td>28%</td>
<td>29107</td>
<td>29107</td>
</tr>
<tr>
<td>Middle Schools</td>
<td>16%</td>
<td>26944</td>
<td>26944</td>
</tr>
<tr>
<td>Public Charter Schools</td>
<td>12%</td>
<td>3654</td>
<td>3654</td>
</tr>
<tr>
<td>Special Schools</td>
<td>5%</td>
<td>37</td>
<td>37</td>
</tr>
</tbody>
</table>

Results

- Identified the need and the business requirements and set up a base environment configuration
- Established more accessible and flexible data dashboards that will engage novice to expert data users in improving the ability to use data more effectively to enhance the recruitment and selection, deployment and hiring, evaluation and support process, retention and attrition, and Grant-specific requirements.
- Improved availability SLA for the Human Capital Management services
- Improved Customer Service through fast and automated account setup for Students, Staff
- Increased internal & external Customer satisfaction
The system is utilized to analyze school and district data in a deliberate manner that will assist principals and supervisors more informed as human capital managers, as the data can be used to make informed key decisions.

Based on the given requirements we propose appropriate strategic planning to achieve the goal-based vision. Taking strategic planning will help you function more efficiently in the administrative department and make you utilize the best available information to make decisions now while considering their impact on the future. Therefore, the HigherEd institutions should grasp the opportunity of having information instantly and using the appropriate solution/service to stay ahead of the competition while maintaining an effective decision-making process.

As a HigherEd administrator, you need to lead in administrative budgets and move the funds, yet grow your academic plans, forecast on enrollments and prominent faculty headcount. While your department needs greater data visibility to advance operational efficacy, but it must also uphold the compliance and standard reporting agendas.

To overcome these trials, you need a systems administration solution designed for HigherEd that empowers you to transform operations and enhance resources. We will assist you in identifying, handling, and adjusting benefits plans to satisfy your particular demands, with which you will be able to track modifications of staff, students and faculty information.

Our solution is designed to help you organize, staff, compensate and develop your diverse students and employee base. We offer a unified HCM solution that gives you all the tools you need to optimize the deployment of your administration system, staff, faculty, and student workers and improve the efficiency across the diverse HigherEd Institutions/Organizations. We also provide you with dashboards and reports to help you implement provisions related to the student and employee analyses. The reports are configurable so that you can easily change the parameters to fit the unique needs of your institution.

In conclusion, what needs to take into account is the accurate HCM solution that is far better than a system that merely manages and processes data. It can be a way to empower the staff, to involve them organically and to have an improved employee experience. That said, how well a method of Human Capital Management performs within the HigherEd department and how well you use it. Ultimately, it is all about how the HigherEd institutions, the HR department, can dramatically manage HCM transition!

For more details on our services and solutions please visit us @ [www.techdemocracy.com](http://www.techdemocracy.com) or write to us [marketing@techdemocracy.com](mailto:marketing@techdemocracy.com).

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