



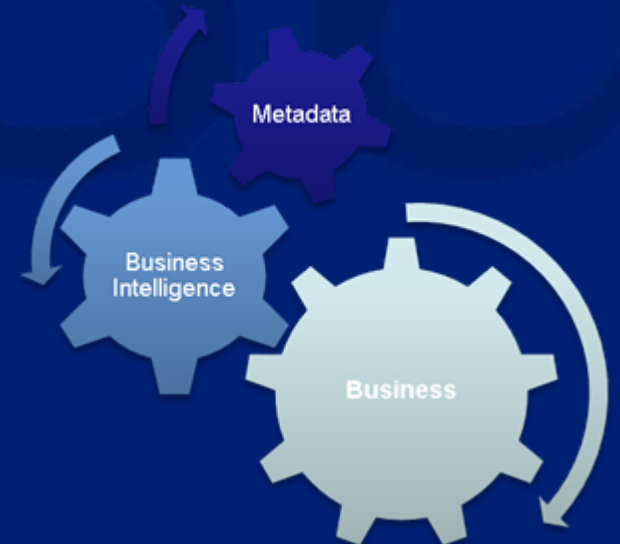
UniSA

Metadata implementation for a Business Intelligence environment

Yuriy Verbitskiy

William Yeoh

Andy Koronios



Research background

Introduction to BI and its issues

Research methodology

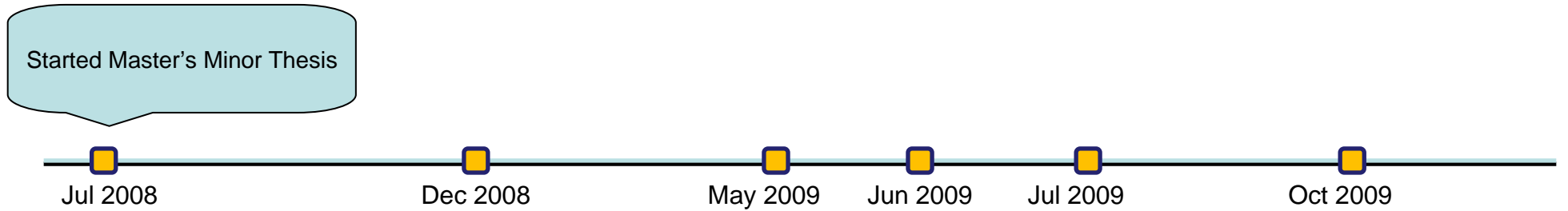
Research environment

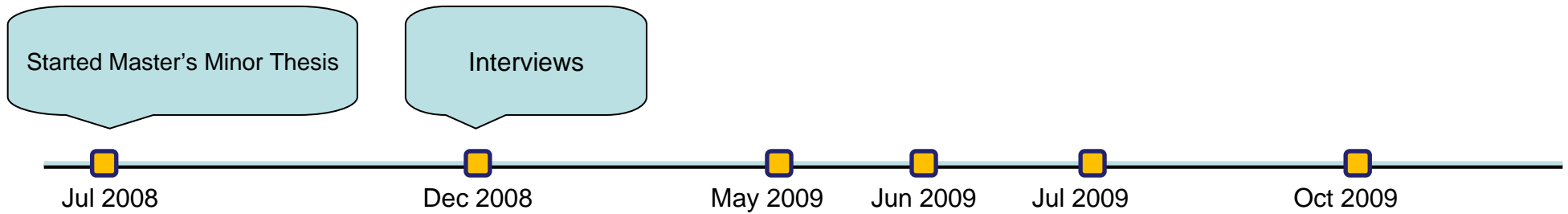
Metadata need and metadata model

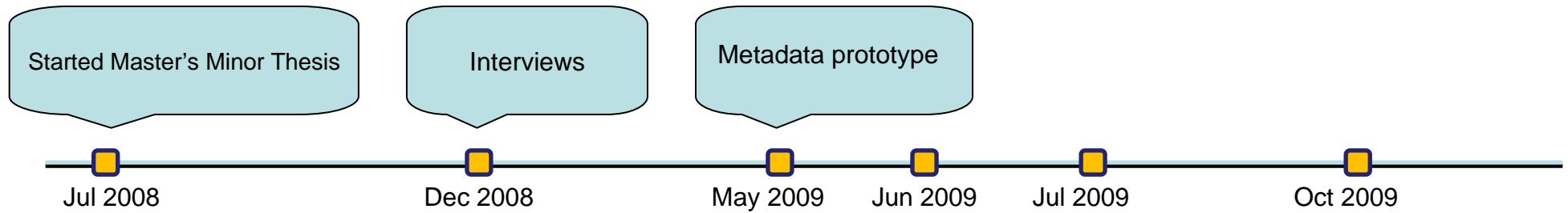
Requirements for the metadata implementation

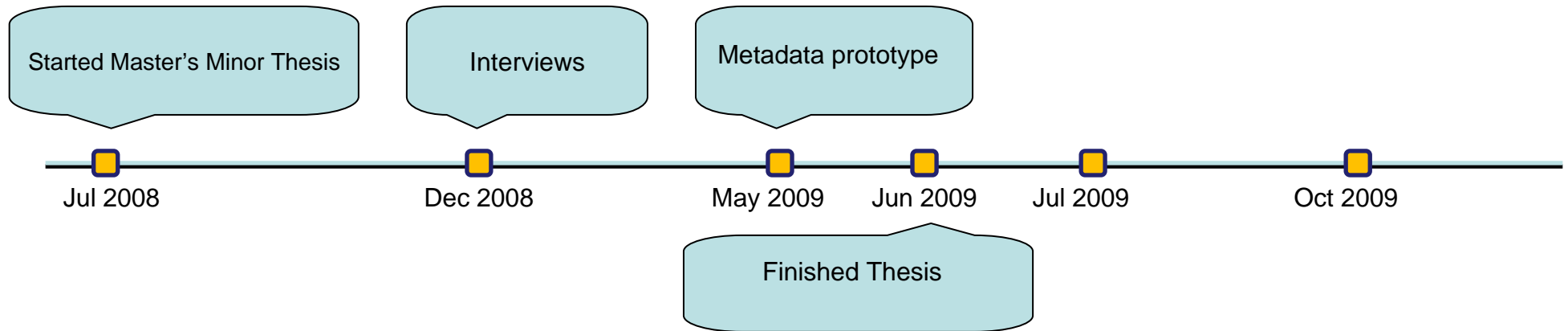
Metadata implementation

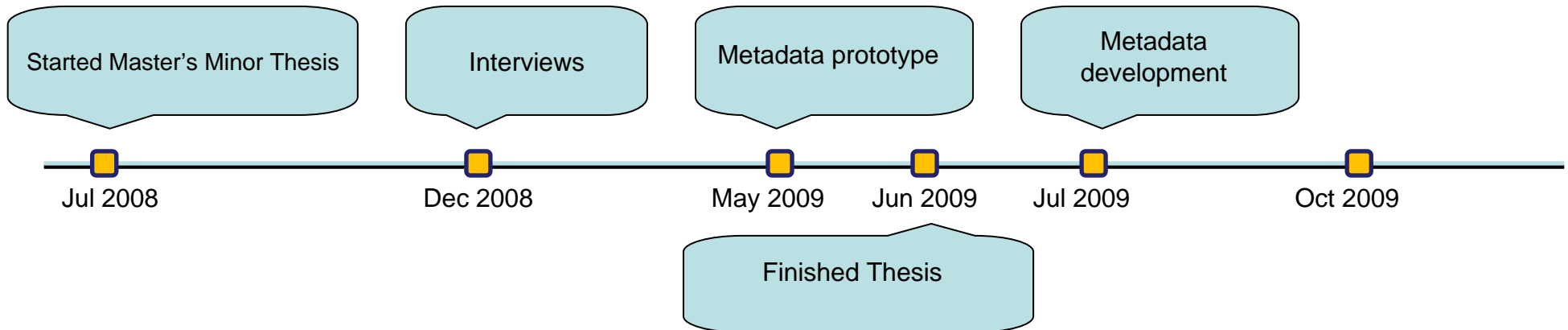
Conclusions

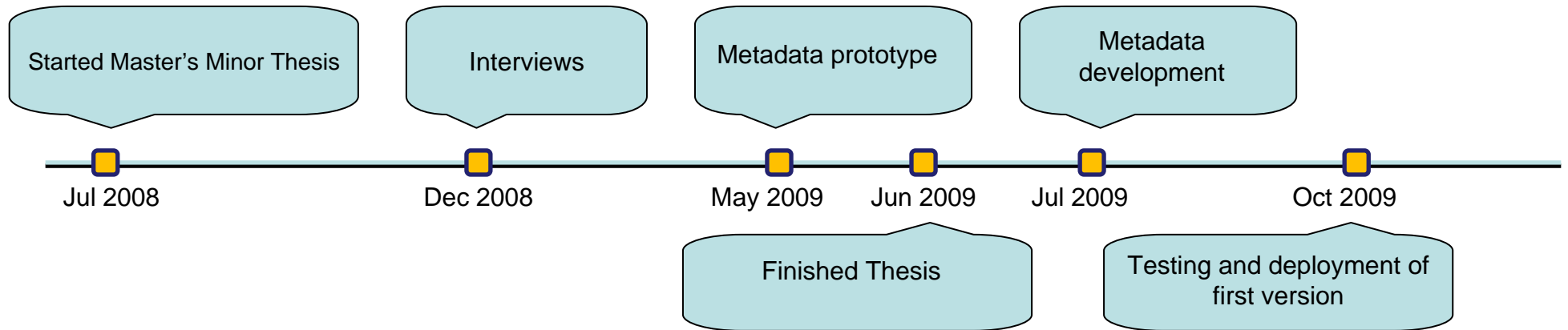














Business Intelligence (BI) is on the top of priority list for CIOs worldwide during the last 3 years [3,4,5]



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WHAT IS IT???

BI - is a set of concepts, methods, and technologies for turning separated data in an organization into useful information in order to improve business performance [6]

BI issues:

- Understanding of the BI environment by business people
- Understanding of data by business people

Making decisions based on the results of BI tools is the biggest challenge for users [9]

In response to the above, **metadata** serves as a mechanism that provides the context about the data and the BI environment

The study

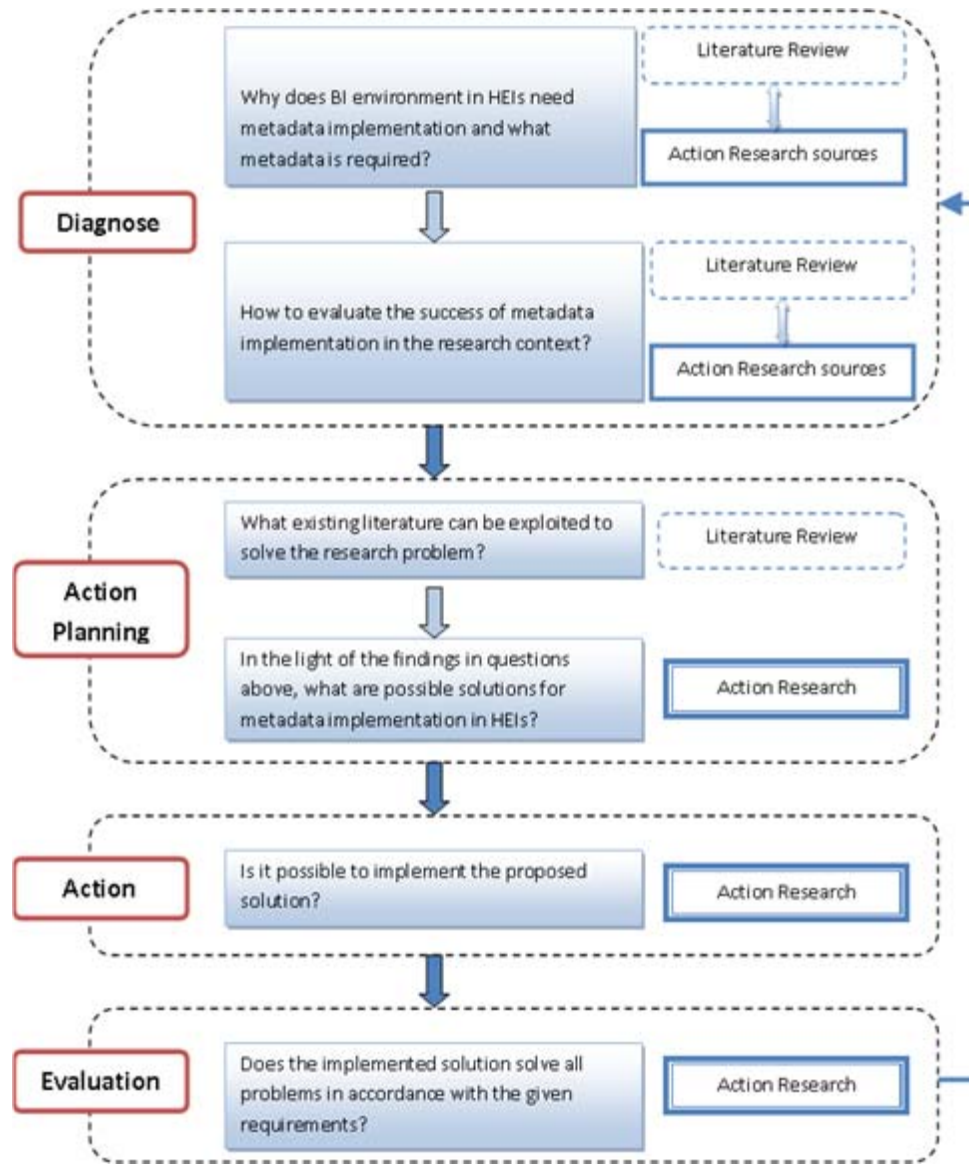
- investigates the whole process of metadata implementation in the BI environment
- identifies the specific metadata needs of the organisation
- proposes and implements a metadata solution

Research methodology

- Action research
- conducted in collaboration with the university's Business Intelligence team
- based on the action research design and 4 general research questions

Research questions:

- Why does BI need metadata implementation?
- What metadata does BI require?
- What are the requirements for a metadata project?
- How to implement metadata in BI?



BI environment at the beginning of the research

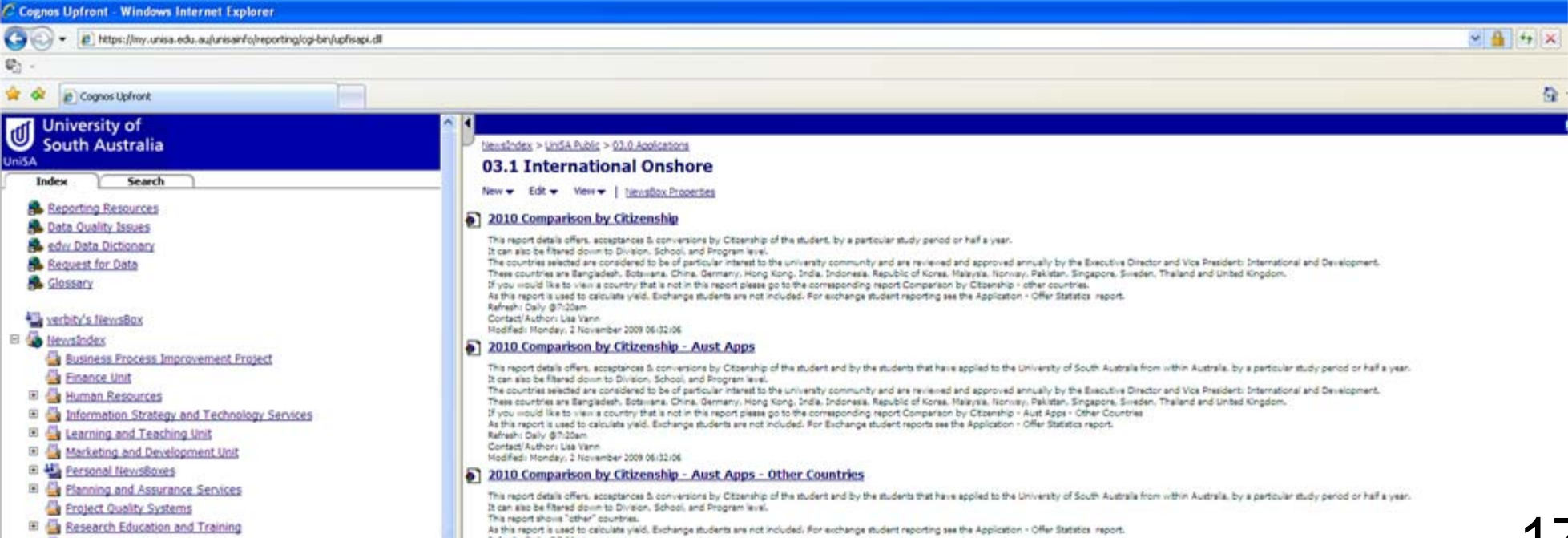
- Cognos 7 Business Intelligence environment with
- Cognos Upfront (UniSA InfoReporting)

Metadata status of the case organisation

- Metadata in spreadsheets for technical users (for internal use within BI team)
- Structured descriptions for BI objects within BI environment (for business users)
- Web page with some business metadata (descriptions, data source, type) for all terms used in BI reporting (for business users)

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Cognos Upfront - Windows Internet Explorer

https://my.unisa.edu.au/unisa/info/reporting/cgi-bin/upfsapi.dll

University of South Australia

Index Search

- Reporting Resources
- Data Quality Issues
- edu Data Dictionary
- Request for Data
- Glossary
- verby's NewsBox
- NewsIndex
 - Business Process Improvement Project
 - Finance Unit
 - Human Resources
 - Information Strategy and Technology Services
 - Learning and Teaching Unit
 - Marketing and Development Unit
 - Personal NewsBoxes
 - Planning and Assurance Services
 - Project Quality Systems
 - Research Education and Training

NewsIndex > UniSA Public > 03.0 Applications

03.1 International Onshore

New Edit View | NewsBox Properties

2010 Comparison by Citizenship

This report details offers, acceptances & conversions by Citizenship of the student, by a particular study period or half a year. It can also be filtered down to Division, School, and Program level. The countries selected are considered to be of particular interest to the university community and are reviewed and approved annually by the Executive Director and Vice President: International and Development. These countries are Bangladesh, Botswana, China, Germany, Hong Kong, India, Indonesia, Republic of Korea, Malaysia, Norway, Pakistan, Singapore, Sweden, Thailand and United Kingdom. If you would like to view a country that is not in this report please go to the corresponding report Comparison by Citizenship - other countries. As this report is used to calculate yield, Exchange students are not included. For exchange student reporting see the Application - Offer Statistics report. Refresh: Daily @ 7:20am Contact/Author: Lia Vann Modified: Monday, 2 November 2009 06:32:06

2010 Comparison by Citizenship - Aust Apps

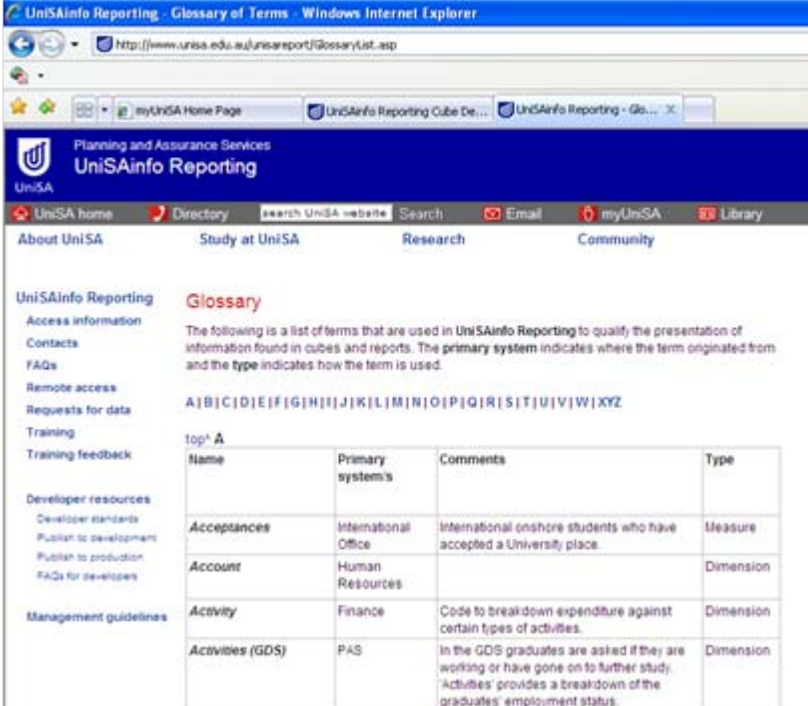
This report details offers, acceptances & conversions by Citizenship of the student and by the students that have applied to the University of South Australia from within Australia, by a particular study period or half a year. It can also be filtered down to Division, School, and Program level. The countries selected are considered to be of particular interest to the university community and are reviewed and approved annually by the Executive Director and Vice President: International and Development. These countries are Bangladesh, Botswana, China, Germany, Hong Kong, India, Indonesia, Republic of Korea, Malaysia, Norway, Pakistan, Singapore, Sweden, Thailand and United Kingdom. If you would like to view a country that is not in this report please go to the corresponding report Comparison by Citizenship - Aust Apps - Other Countries. As this report is used to calculate yield, Exchange students are not included. For exchange student reports see the Application - Offer Statistics report. Refresh: Daily @ 7:20am Contact/Author: Lia Vann Modified: Monday, 2 November 2009 06:32:06

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UniSAinfo Reporting - Glossary of Terms

http://www.unisa.edu.au/unisa/report/GlossaryList.asp

UniSA Planning and Assurance Services
UniSAinfo Reporting

UniSA home Directory Search UniSA website Search Email myUniSA Library

About UniSA Study at UniSA Research Community

UniSAinfo Reporting

Access information
Contacts
FAQs
Remote access
Requests for data
Training
Training feedback

Developer resources
Developer standards
Publish to development
Publish to production
FAQs for developers

Management guidelines

Glossary

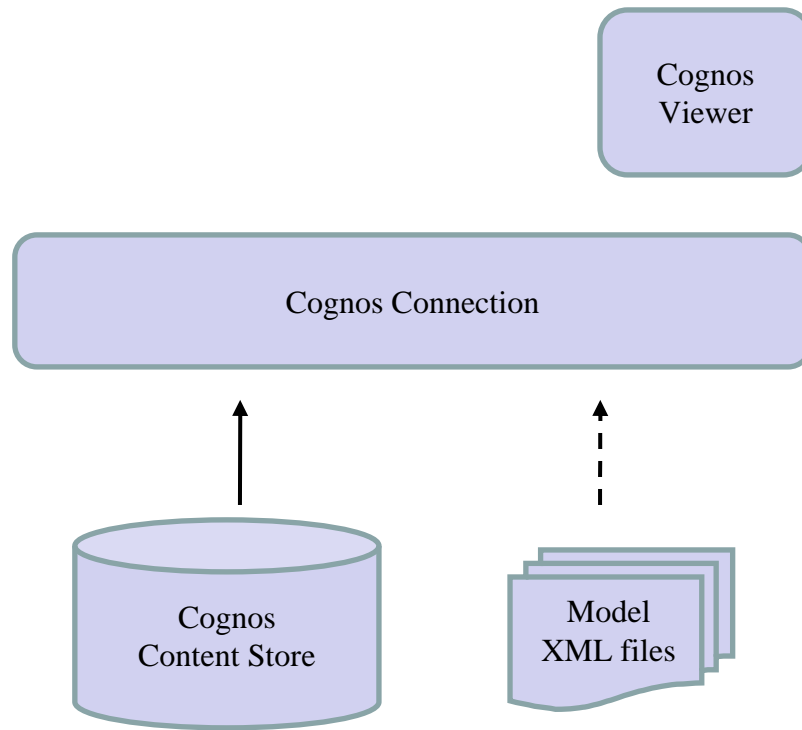
The following is a list of terms that are used in UniSAinfo Reporting to qualify the presentation of information found in cubes and reports. The **primary system** indicates where the term originated from and the **type** indicates how the term is used.

A|B|C|D|E|F|G|H|I|J|K|L|M|N|O|P|Q|R|S|T|U|V|W|XYZ

top^ A

Name	Primary system/s	Comments	Type
Acceptances	International Office	International onshore students who have accepted a University place.	Measure
Account	Human Resources		Dimension
Activity	Finance	Code to breakdown expenditure against certain types of activities.	Dimension
Activities (GDS)	PAS	In the GDS graduates are asked if they are working or have gone on to further study. 'Activities' provides a breakdown of the graduates' employment status.	Dimension

Main elements of the new BI environment (Cognos 8.4)



Business users are the main customers of the BI environment.

Business Metadata - the most important and useful type of metadata.

Reasons for providing metadata in BI environment

- To provide consistency for descriptions and definitions of the data in BI environment
- To provide an overall enterprise view
- To solve the problem of misinterpretation of some terms which have different meanings for staff with different roles
- To provide translation between technical and business terms

Metadata model

Main components of the initial metadata model design

Name of the object
Type of the object
Location
Description
Critical notes
Business category
Time period
Scope
Usage
Intended audience
Data sources
History
Contact person
Report designer
Data refresh date
Refresh frequency
Report modified date
Confidentiality

Object metadata level
(report, cube, document, link)

Name of the element
Description
Business acronym
Primary system
Business rule
Places of use
Format
Type
History
History info
Business owner
Verification

Element metadata level
(data column)

Metadata model

Sources of metadata fields for element level:

- •Cognos model xml file(s)
- Managed by power business users

Name of the object
Type of the object
Location
Description
Critical notes
Business category
Time period
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Data sources
History
Contact person
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Name of the element
Description
Business acronym
Primary system
Business rule
Places of use
Format
Type
History
History info
Business owner
Verification

Element metadata level
(data column)

Metadata model

Sources of metadata fields for object level:

- Cognos Content Store
- Managed by power business users

Name of the object
Type of the object
Location
Description
Critical notes
Business category
Time period
Scope
Usage
Intended audience
Data sources
History
Contact person
Report designer
Data refresh date
Refresh frequency
Report modified date
Confidentiality

Object metadata level
(report, cube, document, link)

Name of the element
Description
Business acronym
Primary system
Business rule
Places of use
Format
Type
History
History info
Business owner
Verification

Element metadata level
(data column)

Reasons for developing requirements

What can you expect from the metadata solution?

How to evaluate the success of the metadata implementation?

How to define the scope for the project? (What are the future directions for the project?)

Development of requirements

Based on the literature review

Grouped into 4 general areas: presentation of metadata, metadata repository, metadata infrastructure, metadata management

Definition of priorities for requirements

Requirements for the metadata implementation

Discussion with BI team members

Defining of priority for every requirement

Defining the scope for the first stage

Area	Requirement	Priority
Presentation of metadata		
	Layered presentation of metadata	MEDIUM
	Providing names and emails of contact persons	HIGH
	Browsing, Searching, Facets, Key words, Filters	HIGH
Metadata repository		
	Easy customization of metadata structure in the future	HIGH
	Hierarchic metadata classification	HIGH
	Metadata structure is shown in metadata model to help users	HIGH
	Refreshing of metadata from various sources on a regular basis	HIGH
	Import/Export functionality to/from Microsoft Excel	HIGH
Metadata infrastructure		
	Accessibility from multiple places, uniform access mechanism	MEDIUM
	Integration with existing BI environment, context-sensitivity	HIGH
	Interchangeable metadata format	MEDIUM
	API for access by other software applications	MEDIUM
Metadata management		
	Easy to support and change	HIGH
	Metadata stewardship	HIGH
	Access control	HIGH
	Metadata change technique	HIGH
	Metadata version management strategy	LOW
	Notification mechanism	LOW
	Metadata quality	HIGH

General steps of implementation process

Integration with the BI environment;

Metadata prototype (web interface and database structure);

Automatic metadata import;

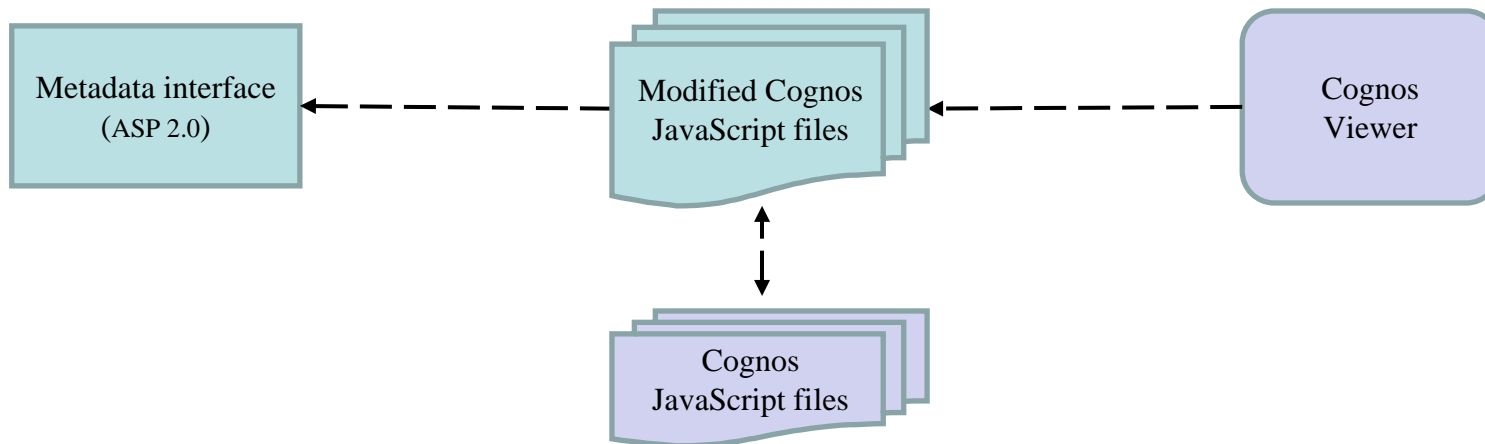
Metadata change management, version control;

Initial bulk load of business metadata;

Metadata interface improvement.

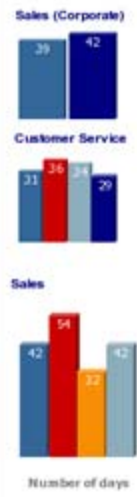
Metadata solution ought to

- Be easily accessible from BI environment
- Receive the context from BI environment





Recruitment Report



Action Pane

Discovery | Structure

Report

- Diff same day
- Final First Pref Feb
- % Diff same day
- First Pref same day
- First Pref Current (today)
- MGN
- LAW
- CMR
- BUE

BI Metadata

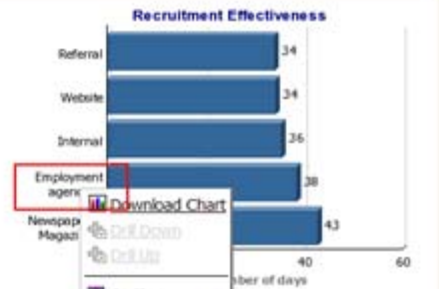
Business Metadata

Search Results

Logout UNINET|verbit

Metadata for element: School of Commerce

Name	School of Commerce
Business Acronym	CMR
Description	School of Commerce
Business Rule	
Business Owner	Marc Donovan



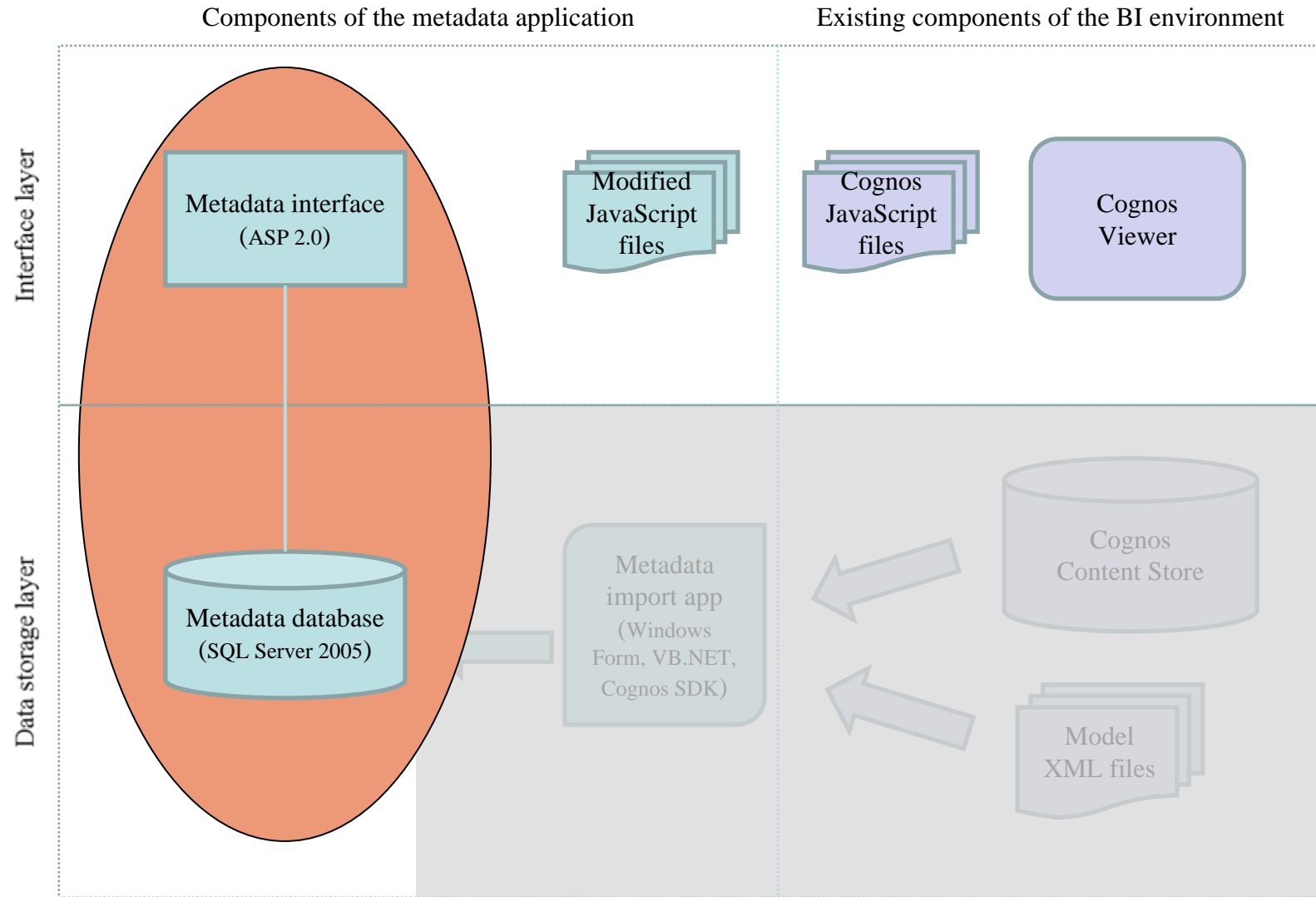
click Days to Filter

- Download Chart
- Get Data
- Get Info
- Go To
- Glossary
- Lineage

position count	Varia			
6	0			
25	3	28		
4	0			
5	0			
5	1			
9	2			
1	1	0		
23	26	3	28	
12	16	4	28	
41	45	4	41	
1	1	0		
5	7	2	36	
18	20	2		
7	7	0		
7	9	2	39	
5	5	0	28	
7	10	3		
1	1	0		
17	21	4	28	
10	10	0		
38	45	7	37	

Metadata implementation

Metadata prototype



Untitled Page - Windows Internet Explorer
http://localhost:1473/Metadata/Element.aspx?value=081

BI Metadata

[Help](#)
[Login](#)

Action Pane

Discovery | Structure

- Report
- Diff same day
- Final First Pref Feb
- % Diff same day
- First Pref same day
- First Pref Current (today)
- MGN
- LAW
- CMR
- BUE

Business Metadata

Metadata for element: **School of Commerce**

Name	School of Commerce
Business Acronym	CMR
Description	School of Commerce
Business Rule	
Business Owner	Marc Donovan
Type	<input type="text" value="dimension value"/>
Primary System	SATAC
Context	SATAC
Places of use	SATAC
History	
Verification	internal

If there any problem with the metadata please send an email to Marc Donovan

Search Results

Untitled Page - Windows Internet Explorer
 http://localhost:1473/Metadata/Element.aspx?value=First%20Preferences%20Current%20(today)

BI Metadata

[Help](#)

[Login](#)

Action Pane

Discovery Structure

Search & Browse

I am looking for

Object (report, cube, etc)

Element (data element, column, etc)

Browse by **Primary System**

[SATAC](#) (4)

[Engover](#) (1)

[Medici](#) (1)

Clear selection [Show All](#)

Browse by **Context**

[UisSA](#) (3)

[SAS](#) (2)

[SATAC](#) (2)

Clear selection [Show All](#)

Browse by **Business Owner**

[Marc Donovan](#) (5)

[Paul Merrick](#) (2)

(0)

Clear selection [Show All](#)

Business Metadata

Metadata for element: **First Preferences Current (today)**

Name	First Preferences Current (today)
Business Acronym	First Pref Current (today)
Description	Current First Preferences
Business Rule	
Business Owner	Marc Donovan
Type	<input type="text" value="measure"/>
Primary System	SATAC
Context	SAS
Places of use	
History	
Verification	internal

If there any problem with the metadata please send an email to Marc Donovan

Search Results

Name	Acronym
School of Commerce	COMR
First Preferences Current (today)	First Pref Current (today)
Difference with same day last year	Diff same day last year
Finance department	Finance
Division of Business	DBUE
Total Preference Current (today)	Total Pref Current (today)
School of Science	SCS
Position count	
Internal fees	
External fees	
Terminations	
Planned position count	
Organization name (level 1)	
Organization name (level 2)	
Organization name	
Employee name	
Position name	
Address Location Postcode	
Address Location ABS Country Code	
Address Location Suburb Country Description	
Address Location SA Region	
Address Location Australian State	
Address Location World Region	
Address Location Australia SES	
Address Location State SES	
Address Location Urban SES	
Address Location Urban Sector	
Address Location All Country	
Address Location AEU Region	
Address Location AQ Workgroup GD	
Address Location SA Broad	
Address Location SA Fine	
Address Location Remoteness	
Address Location Record Start Date	

Untitled Page - Windows Internet Explorer
 http://localhost:1473/Metadata/Object.asp?value=Satac%20Preferences%20(only%20shows%20programs%20with%20first%20preferences)&location=NewsIndex:UnSA%20Public:03.0%20Applications

BI Metadata

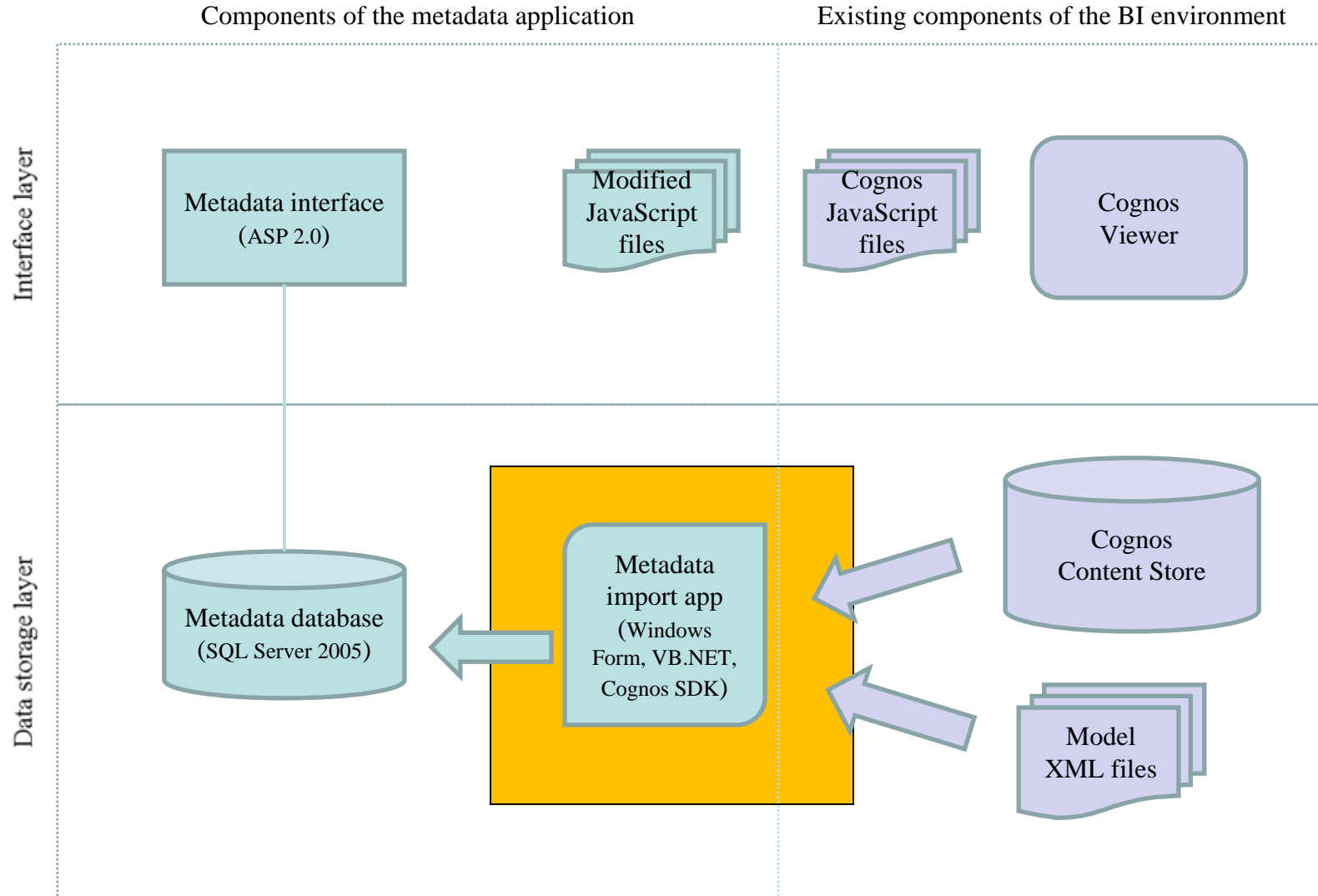
[Help](#)

[Login](#)

Action Pane	Business Metadata	Search Results																																																				
<p>Discovery Structure</p> <p>Search & Browse</p> <p>I am looking for</p> <p><input checked="" type="radio"/> Object (report, cube, etc)</p> <p><input type="radio"/> Element (data element, column, etc)</p> <p><input type="text" value=""/></p> <p><input type="button" value="Search"/></p> <p>Browse by Business Category</p> <p>Applications, SATAC (3)</p> <p>Cognos (1)</p> <p>Cognos (0)</p> <p>Clear selection Show All</p> <p>Browse by Type</p> <p>Report (9)</p> <p>Clear selection Show All</p> <p>Browse by Data Sources</p> <p>SATAC website (3)</p> <p>PeopleSoft (1)</p> <p>PeopleSoft (0)</p> <p>Clear selection Show All</p>	<p>Metadata for Report: Satac Preferences (only shows programs with first preferences)</p> <p>Description This is the First and Total preferences updated overnight from the SATAC website. Gradstart information is now included via the PG UG preference, but please note that some Bachelor programs are shown as Postgraduate (e.g. IBNU,IBMW) where they are offered via Gradstart.</p> <p>Critical Notes this only shows programs which have first preferences</p> <table border="1"> <tr> <td>Name</td> <td>Satac Preferences (only shows programs with first preferences)</td> <td>History</td> <td></td> </tr> <tr> <td>Business Category</td> <td>Applications, SATAC</td> <td>Location</td> <td>NewsIndex:UnSA Public:03.0 Applications</td> </tr> <tr> <td>Type</td> <td>Report</td> <td>Usage Info</td> <td></td> </tr> <tr> <td>Time Period</td> <td></td> <td>Intended Audience</td> <td></td> </tr> <tr> <td>Scope</td> <td>programs with first preference</td> <td>Data Sources</td> <td>SATAC website</td> </tr> <tr> <td>Business Contact Person</td> <td>Marc Donovan</td> <td>Data Refresh Date</td> <td>09/04/2009</td> </tr> <tr> <td>Report Designer</td> <td>John Miles</td> <td>Refresh Frequency</td> <td>Daily at 8:50am</td> </tr> <tr> <td>Confidentiality</td> <td>Public</td> <td>Report Modified Date</td> <td></td> </tr> </table> <p>If there any problem with the metadata please send an email to Marc Donovan</p>	Name	Satac Preferences (only shows programs with first preferences)	History		Business Category	Applications, SATAC	Location	NewsIndex:UnSA Public:03.0 Applications	Type	Report	Usage Info		Time Period		Intended Audience		Scope	programs with first preference	Data Sources	SATAC website	Business Contact Person	Marc Donovan	Data Refresh Date	09/04/2009	Report Designer	John Miles	Refresh Frequency	Daily at 8:50am	Confidentiality	Public	Report Modified Date		<table border="1"> <thead> <tr> <th>Name</th> <th>Category</th> </tr> </thead> <tbody> <tr> <td>Satac Preferences (only shows programs with first preferences)</td> <td>Applications, SATAC</td> </tr> <tr> <td>Satac Preferences for All Programs</td> <td>Applications, SATAC</td> </tr> <tr> <td>Satac Mid Year Preference Summary (via Cognos E)</td> <td>Applications, SATAC</td> </tr> <tr> <td>Draft report 2</td> <td>Cognos</td> </tr> <tr> <td>Top 10 Retailers for 2005</td> <td></td> </tr> <tr> <td>Top 10 Retailers for 2005</td> <td></td> </tr> <tr> <td>Top 10 Retailers for 2005</td> <td></td> </tr> <tr> <td>Top 10 Retailers for 2005 (Interactive)</td> <td></td> </tr> <tr> <td>Top Retailers by Country</td> <td></td> </tr> </tbody> </table>	Name	Category	Satac Preferences (only shows programs with first preferences)	Applications, SATAC	Satac Preferences for All Programs	Applications, SATAC	Satac Mid Year Preference Summary (via Cognos E)	Applications, SATAC	Draft report 2	Cognos	Top 10 Retailers for 2005		Top 10 Retailers for 2005		Top 10 Retailers for 2005		Top 10 Retailers for 2005 (Interactive)		Top Retailers by Country	
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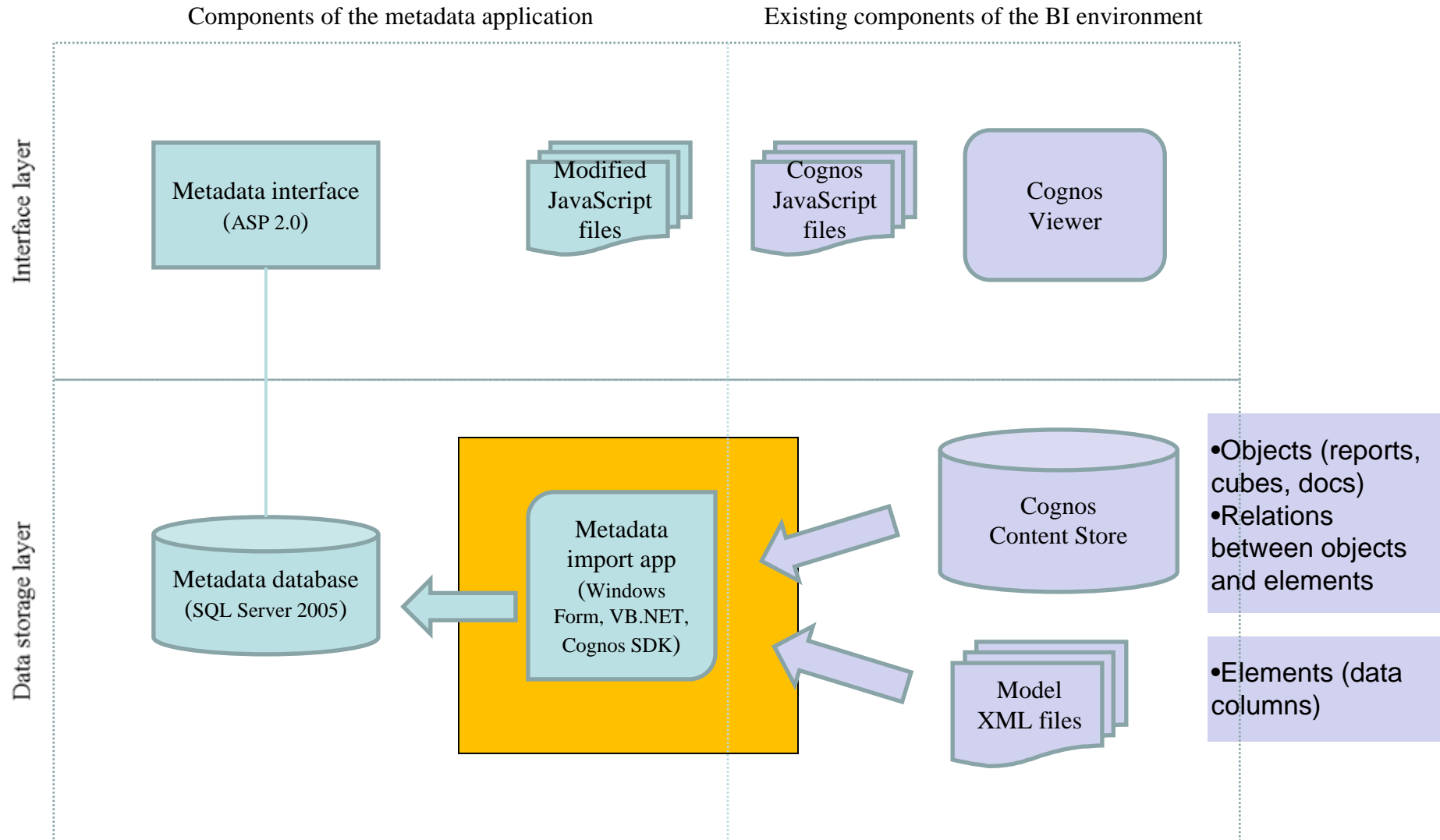
Metadata implementation

Automatic metadata import



Metadata implementation

Automatic metadata import



Reasons

- Changes in the data model and Content Store
- Handling of business metadata

Solution

- Manual setting of relations between previous and next versions of objects/elements
- Automatic transfer of business metadata from previous version to the current version
- Showing of previous/next versions for the object/element

Usage

- Discovery of the history for the data element and BI object (with business metadata and relations in the place)
- Assistance in changing report data elements when some of them have been changed in the model

Metadata implementation

Initial bulk load of business metadata

No available business metadata for data elements

'Description' field requires loading of values to the model file(s).

Name of the element
Description
Business acronym
Primary system
Business rule
Places of use
Format
Type
History
History info
Business owner
Verification

Bulk metadata load,
performed once

Name of the element
Description
Business acronym
Primary system
Business rule
Places of use
Format
Type
History
History info
Business owner
Verification

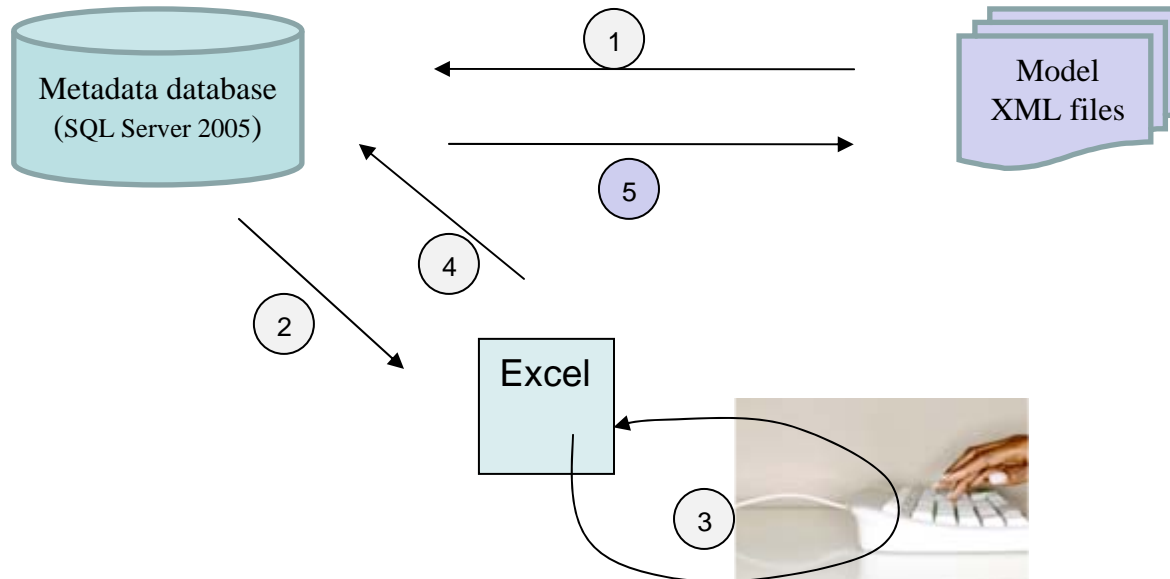
Automatic metadata import,
performed daily

Metadata implementation

Initial bulk load of business metadata

No available business metadata for data elements

'Description' field requires loading of values to the model file(s).



Demo

- Running metadata application from the report
- Selecting other data elements and calculations from the tree view
- Selecting current report
- Searching for another report



GDS Age analysis (YV)

<Report Subtitle>

Business Intelligence

Run Date: 11-11-2009
Page: 1 of 1

Year	Response	Average Age	Total Average Age	Diff Age
2004	Roll Over	29.00	28.88	0.42%
2004	Roll Over	28.87	28.88	-0.05%
2004	Roll Over	28.79	28.88	-0.32%
2004	Go To	28.88	28.88	-0.02%

- Glossary
- Linkage

Year	Response	Average Age	Total Average Age	Diff Age
201	Diff Age	28.00	28.88	0.42%
201	Diff Age	28.87	28.88	-0.05%
201	Diff Age	28.79	28.88	-0.32%
201	Diff Age	28.88	28.88	-0.00%

[Glossary](#)
[Unload](#)

Metadata application - Windows Internet Explorer

Http://localhost:2070/Metadata/Element.aspx?Index=86&ID=12189&report=973&query=Query1

Business Intelligence

Business Intelligence Metadata

[Help](#) [Admin](#)
[Login](#)

Action Pan

Discovery | Structure

- [-] GDS Age analysis (Y
 - [x] Average Age
 - Age
 - [x] Diff Age
 - GDS National Res
 - [x] Total Average A
 - Age
 - [x] User Name data
 - [x] UserID data item
 - Year

Metadata Section

Metadata for data element: **Year**

Label on the report: Year

Name	Year
Business Acronym	
Description	
Business Rule	
Business Owner	
Type	
Primary System	
Context	

Search Results

Name	Category
CEQ UniSA Trend	
GDS Age analysis (YV)	
GDS National Trend	
GDS UniSA Trend	
Transnational GDS UniSA Trend	
USG Competition Outcomes Report - National GDS	
USG Competition Outcomes Report - UniSA GDS	

Local intranet 100%

Action Pane

Discovery Structure

- [-] GDS Age analysis (YV)
 - [+] Average Age
 - Age
 - Diff Age
 - GDS National Response
 - [+] Total Average Age
 - Age
 - [+] User Name data item
 - [+] UserID data item
 - [Year](#)

Export

Metadata Section

Metadata for data element: **Year**

Label on the report: Year

Name	Year
Business Acronym	
Description	
Business Rule	
Business Owner	
Type	
Primary System	
Context	
Places of use	
History	No history information has been found.
History info	
Verification	

[More](#)

If there any problem with the metadata please send an email to

[Export](#)

Search Results

Name
CEQ UniSA Trend
GDS Age analysis (YV)
GDS National Trend
GDS UniSA Trend
Transnational GDS UniSA Trend
UG Competition Outcomes Report - National GDS
UG Competition Outcomes Report - UniSA GDS

Total: 7

[Export](#)

Business Intelligence Metadata

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Discovery Structure

- [-] GDS Age analysis (YV)
 - [+] Average Age
 - Age
 - [+] Diff Age
 - Age
 - GDS National Response
 - [+] Total Average Age
 - Age
 - [+] User Name data item
 - [+] UserID data item
 - Year

Metadata Section

Metadata for report: **GDS Age analysis (YV)**

Name	GDS Age analysis (YV)		
Description	This report provides the analysis of the GDS respondents age.		
Critical Notes			
Type	report	Business Contact Person	Yuriy Verbitskiy
Business Category		Report Designer	Yuriy Verbitskiy
Time Period		Location	Public Folders > UniSA Local > Planning and Assurance Services > YV Testing
Scope		Data Sources	EDW
Intended Audience		History	
Usage Info		History Info	
Confidentiality		Data Refresh Date	
		Refresh Frequency	yearly

Search Results

Name
CEQ UniSA Trend
GDS Age analysis (YV)
GDS National Trend
GDS UniSA Trend
Transnational GDS UniSA Trend
UG Competition Outcomes Report - National GDS
UG Competition Outcomes Report - UniSA GDS

Export

If there any problem with the metadata please send an email to [Yuriy Verbitskiy](mailto:Yuriy.Verbitskiy)

Export

Total: 7

Business Intelligence Metadata

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Discovery | **Structure**

Search & Browse

I am looking for

- Object (report, cube, etc)
- Element (data element, column, etc)

Workforce

Search

Clear

Browse by Business Category

- [Org](#) (2)
- [Workforce](#) (2)
- [SATAC](#) (1)

Clear selection

[Show All](#)

Browse by Type

- [report](#) (500)
- [powerPlay&Report](#) (28)
- [reportView](#) (14)

Clear selection

[Show All](#)

Browse by Data Sources

- (551)
- [Usadv](#) (21)
- [EDW](#) (1)

Clear selection

[Show All](#)

Metadata Section

Metadata for report: Workforce Strategy

Name	Workforce Strategy		
Description			
Critical Notes	This report provides ...		
Type	report	Business Contact Person	
Business Category	Workforce	Report Designer	
Time Period		Location	content > UniSA Local > Planning and Assurance Services > RW Testing
Scope		Data Sources	
Intended Audience		History	
Usage Info		History Info	
Confidentiality		Data Refresh Date	
		Refresh Frequency	

If there any problem with the metadata please send an email to

[Export](#)

Search Results

Name	Category
DEEWR_Statistics_Workforce_Overview_old	
Workforce_Overview (DEEWR_Statistics)	
Workforce_Profile	
Workforce_Strategy	Workforce
Workforce_Strategy	Workforce
Workforce_Strategy - incl SET 2007 and 2008 and Class Level Band - no data - ex	
Rtr	
Workforce_Strategy - SET 2009 not joined (bus layer issue)	
Workforce_Strategy (test)	

Total: 8

[Export](#)

Business Intelligence Metadata

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Discovery Structure

- [-] Workforce Strategy
 - [x] 2007 Average Mean
 - [x] 2007 Quartile
 - 2007 SET Mean
 - 2007 SET Response
 - [x] 2008 Average Mean
 - [x] 2008 Quartile
 - 2008 SET Mean
 - 2008 SET Response
 - Conformed Employee Current Org Uni
 - Conformed Employee Current Org Uni
 - Conformed Employee Current Org Uni
 - Conformed Employee Current Org Uni
 - Conformed Employee Current Org Uni
 - Conformed Employee Current Org Uni
 - Conformed Employee Org Unit 2 Desc
 - Employee Age Today
 - Employee Classification Code
 - Employee Classification Code
 - Employee ID
 - Employee Name
 - Employee Occupancy Fraction String
 - Employee Qualification Doctorate Qua
 - Employee Start Date
 - Employee Type Group
 - Employee Type Group
 - [x] Position Title
 - Employee Casual Position Title
 - Employee Employment Condition C
 - Employee Position Title
 - SET Reported Employee ID
 - SET Reported Employee ID
 - [x] Teaching@UniSA
 - Employee Teaching At UniSA Induc

Export

Metadata Section

Calculation or unidentified data element

Label on the report: Position Title

Query name: HR Demographic

Expression:
 IF ([Business Layer].[Employee Position WS].[Employee Employment Condition Code]='c')
 THEN ([Business Layer].[Employee Position WS].[Employee Casual Position Title]) ELSE
 ([Business Layer].[Employee Position WS].[Employee Position Title])

Export

Search Results

Name	Category
DEEWR_Statistics_Workforce Overview old	
Workforce Overview (DEEWR Statistics)	
Workforce Profile	
Workforce Strategy	Workforce
Workforce Strategy	Workforce
Workforce Strategy - incl SET 2007 and 2008 and Class Level Band - no data - ex Dev	
Workforce Strategy - SET 2009 not joined (bus layer issue)	
Workforce Strategy (test)	

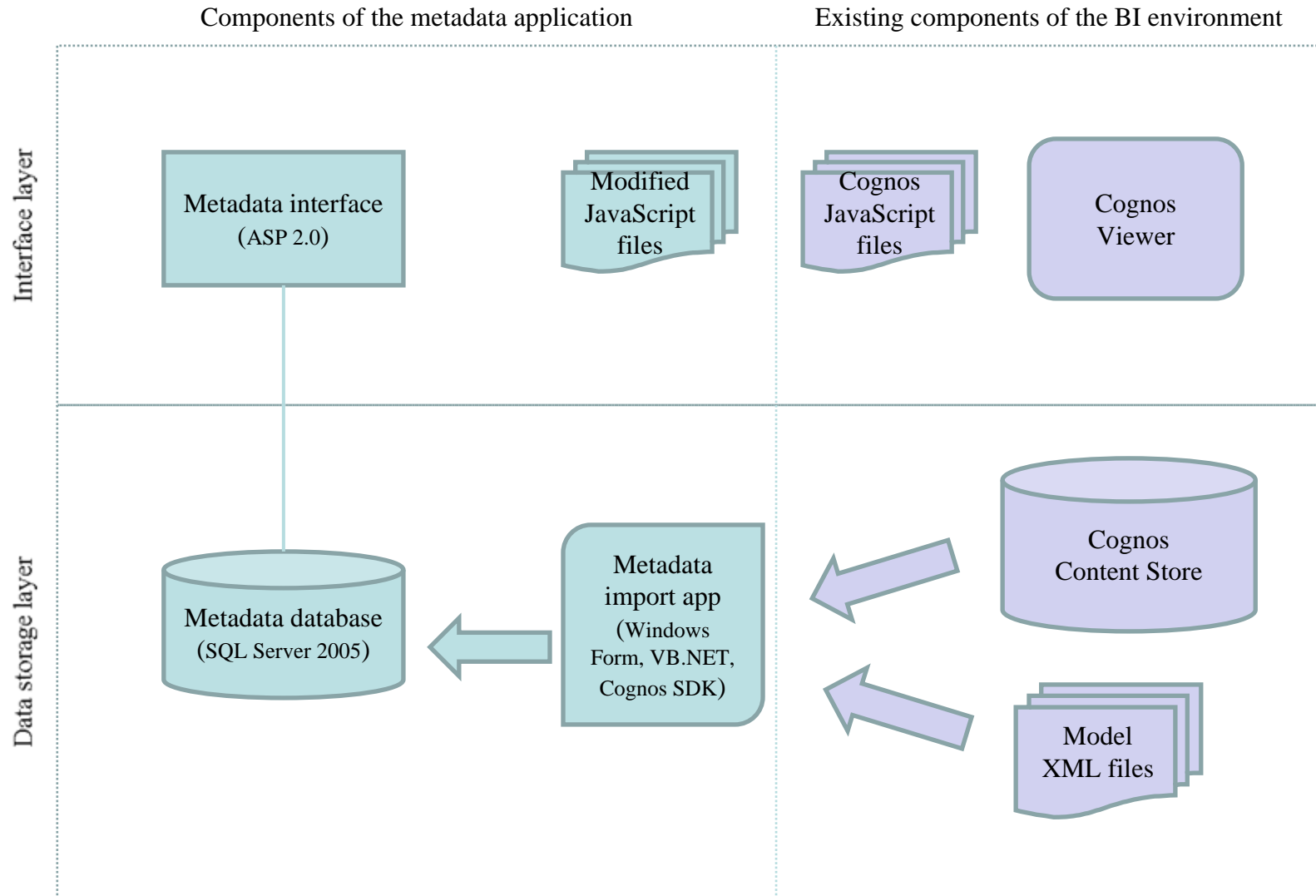
Total: 8

Export

Key features of the metadata solution:

- Centralized metadata repository for object and element descriptions
- Integration with BI environment
- Synchronization of metadata with BI environment
- Functional and standard web interface
- Flexible solution for new initiatives

Conclusions



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- [3] Gartner. Gartner EXP Survey of More than 1,400 CIOs Shows CIOs Must Create Leverage to Remain Relevant to the Business 2007. Retrieved May 1, 2009, from: <http://www.gartner.com/it/page.jsp?id=501189>
- [4] Gartner. Gartner EXP Worldwide Survey of 1,500 CIOs Shows 85 Percent of CIOs Expect "Significant Change" Over Next Three Years 2008 Retrieved May 1, 2009, from: <http://www.gartner.com/it/page.jsp?id=587309>
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- [7] Hess, T. J. and J. D. Wells. "Understanding how metadata and explanations can better support data warehousing and related decision support systems: an exploratory case study," *35th Annual Hawaii International Conference on System Sciences*, 2002.
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