

The value of history

In a sophisticated HRIS system like V.I.P., there are over 4,000 data elements. And because V.I.P. was conceived by Human Resources/ Payroll/Pension specialists who understood the value of history, date-stamping is widespread in the system.

Everything being human and hence imperfect, the analysis in any corporation of data elements per se or compared between themselves will most often identify a gap between reality and perfection, or just excellence even. “ We observe a 15% gap in salary in favor of men over women in our organization.” Is that as bad as it seems? The objective being equality, should somebody be fired based on a 15% gap? Depends.

Depends on historical analysis. If 5 years ago the gap was 27%, somebody might be congratulated. If it was 6% 5 years ago, maybe indeed somebody should be fired. Totally different conclusions on the saw point-in-time data when the historical dimension is added. Giving access to historical data for trend analysis may be the greatest added value of a proper HRIS.

History always exists, but the access to it is often destroyed. In the days of expensive online storage, on-line history was not even an option; and reading the tapes in the vault was a technical impossibility soon after archiving.

Constant redefinition of data also kills history, be it for reasons of technical evolution of data management tools or weak initial models, or software suppliers speeding ahead with new version in ignorance and abandon of past generic structures, not even to mention client- specific structures.

And of course, switching systems always destroys history in data: no 2 systems have the same data structure.

V.I.P.'s data structure was a 6 th generation effort, made by HRIS experts and modeling experts, the proper way, top-down, normalized, etc. It has stood the test of time in absorbing the support of ever greater functionality.

It also has supported the test of the evolution of technologies. V.I.P. is being technologically enhanced to support the democratization of access to data, from hundreds of users in a corporation to all employees now possible by the great new abundance of networking. Not one ounce of history will be lost in the process. Clients using V.I.P. since 1994 can run the hundreds of analysis graphs of the Executive Information Portal (E.I.P.) module and look at 7 plus years of history, and will continue to be able to do so. And the most formidable aspect of it all is that all this is done inside the mandatory client-specific definition of the data.

The historical data in V.I.P. and D.L.G.L.'s business model, which ensures its survival in time, are pure informational gold.

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