

Business Objects Overview: transcript

Let's start with a closer look at what Business Objects actually is. Business Objects is described as "An integrated, ad-hoc query, reporting tool"

So what does that mean?

Well, firstly it means that Business Objects is not a Kallidus product. It's an industry standard reporting tool, which is integrated with the Kallidus LMS.

And think of a query as a question – a way of requesting information from the reporting database. The reporting data is stored in an SQL database, but you don't need any SQL or programming knowledge to extract from the database, the information you need.

Data can be formatted into tables, cross tabs, and graphical summaries to make it more engaging and accessible. This is a key point - whatever you do in Business Objects, you can't delete the data – when you're building and customising reports you're working with a *view* of the data, not the data itself. Data is securely stored in MS Azure Cloud.

And lastly, as I explained in the introduction, reports can be scheduled for delivery to recipients with whatever frequency you require – either for an indefinite period or just for a few months, for example. So once you have created the reports you need, you won't need to intervene unless you want to change something about the report.

Now let's see how BO integrates, with Kallidus LMS

Here we have the LMS. It's where you create and deploy courses, Lessons and Events and its where Users visit to take their learning. All the information about learning is generated here - the LMS Database. Every night, all the learning activity in the LMS Database is exported to the Business Objects Database, where it is available for reporting.

There are two databases. The **LMS database**, which serves day-to-day users of the LMS, and the **reporting database** from which data is extracted to populate a report when it is opened, viewed and scheduled. This means that even if large and complex reports are running, the Users this won't slow down the Users experience in the LMS - because that runs on a separate Database. And of course vice versa – heavy learner activity in the LMS won't slow down the reporting.

Much of the data used to build reports starts its life in your HR system. It's brought into the LMS via the People data feed. Broadly, that information is of two types. Firstly, you have the information that the LMS requires to function, that's login credentials – First name, last name, Username and Password.

In addition to that essential **User** information, you also have the option to add up to 20 **User Information fields** to the People data feed. And this may be information about the **location** at which a User works, the





department they work in, their **pay grade**, **job specialisms**— any information you hold about your employees which might be used to Group Users in the LMS.

Because of course, where you organise employees into Groups, you can deploy training to that Group, and subsequently you can report on the **status** of that training for members of the Group.

All this information about your Users comes from your HR system, via the People data feed, into the LMS, and ultimately into the reporting database

This brings me to a very important point, and that is the reliability of data in your HR system. Because if data is inconsistent at source, you can easily find that Users appear in the wrong Group, or Groups may be duplicated. And of course, ultimately that will mean that reports will be unreliable.

That's why many of our customers find it beneficial to carry out a data cleansing exercise **before** implementing the LMS. All the reports produced in Business Objects are known as "Interactive reports". They are identified with the icon you see here. And they are described as interactive because you can change them. They can be customised, you can create your own, and of course, they can be scheduled.

Now there are also some reports available in the LMS, These are called HTML reports. They are cut-down versions of an equivalent report in the Business Objects Database. They are identified with the icon you see here.

HTML reports cannot be edited, you can't create your own, and they can't be scheduled – however because they are running on the LMS database, they are real-time. So in some circumstances it may be useful to refer to those, rather than the information in the Business Objects database which will be correct up until close of business the previous day.

Those HTML reports are not the subject of this course, but I will show where to find them and describe the options available.

OK. Let's switch to the LMS, I'll briefly show where to find the HTML reports, and then we can look in more detail at the Business Objects reports.

