CASE STUDY Workforce data platform | MICROSOFT FABRIC | POWER BI

Payroll and HR data on Fabric
Reports in under 1 hour, not 12.

A large community services provider in Australia had HR and payroll data spread across systems. We built a **Microsoft Fabric data warehouse** that brings it into one place, with **real-time Power BI dashboards** for leaders.

CLIENT: A LARGE COMMUNITY SERVICES PROVIDER IN AUSTRALIA

REPORTING
<1 HR
Report preparation time, down from 12 hours

DATA SOURCES
19
Zambion payroll APIs brought into one warehouse

VISIBILITY
Live
Workforce data for leaders, instead of manual spreadsheets

CLIENT BACKGROUND

The client delivers **aged care, disability support and family services** across several regions in Australia.

Its HR and payroll data sat in different systems, so reporting was slow and inconsistent. Teams built reports by hand in spreadsheets, which added effort and risk. They needed one reliable way to manage workforce data.

BEFORE
HR and payroll data in many systems
Manual exports and spreadsheets

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AFTER
One Microsoft Fabric warehouse
Governed Power BI dashboards

THE CHALLENGE

Inconsistent workforce data
HR and payroll data lived across systems and APIs, with no single view for reporting and compliance.

Manual, slow reporting
Teams spent hours on spreadsheets and exports, checking numbers instead of doing operational work.

No real-time view for leaders
Decision-makers lacked live workforce data to track trends and plan across regions.

19 payroll APIs to connect
Data from 19 Zambion payroll API endpoints had to land in one central platform.

WHAT WE DELIVERED

01 Secure API ingestion — DATA PIPELINES
Secure connections to 19 Zambion payroll API endpoints, with scheduled pipelines and incremental loading.

02 Microsoft Fabric data warehouse — FABRIC · T-SQL
Fact and dimension tables for employees, payroll runs, departments and pay items, cleaned with T-SQL and Dataflows Gen2.

03 Power BI semantic models — POWER BI
Star-schema models on top of the data for simple reporting and drill-down analytics.

04 Workforce dashboards — DASHBOARDS
Payroll trends by department, leave, overtime, staffing, cost centres and timesheets.

05 Governance and security — PURVIEW · RLS
Microsoft Purview, row-level security by region and department, and role-based access for Australian privacy standards.

RESULTS

<1 HR — Faster reporting cycles
Automated pipelines cut report preparation from 12 hours to under 1 hour.

Real-time workforce insights
Leaders see live HR and payroll data to plan staffing, budgets and resources.

Stronger data governance
Better accuracy, audit readiness and compliance through central controls.

Self-service for leaders
Secure access to trusted reports without manual data requests.

TECHNOLOGIES USED

Microsoft Fabric · Fabric Data Warehouse · Data Pipelines · Dataflows Gen2 · T-SQL · Power BI · Microsoft Purview · Zambion APIs (source)

FINAL PERSPECTIVE

By bringing HR and payroll data into **one governed, real-time platform**, we simplified reporting, improved visibility and helped leaders make faster, more confident workforce decisions.

Want one view of HR and payroll data?

Talk to a Krish data engineer.

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Read this case study online: krishservicesgroup.com/case-study/centralized-payroll-and-hr-data-for-an-australian-company-via-microsoft-fabric/