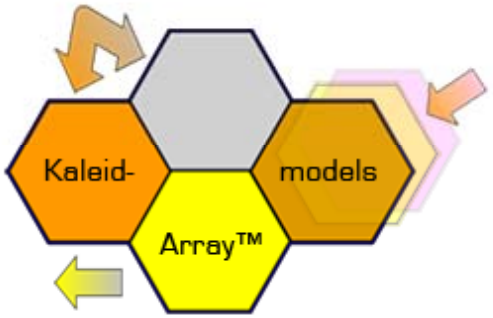
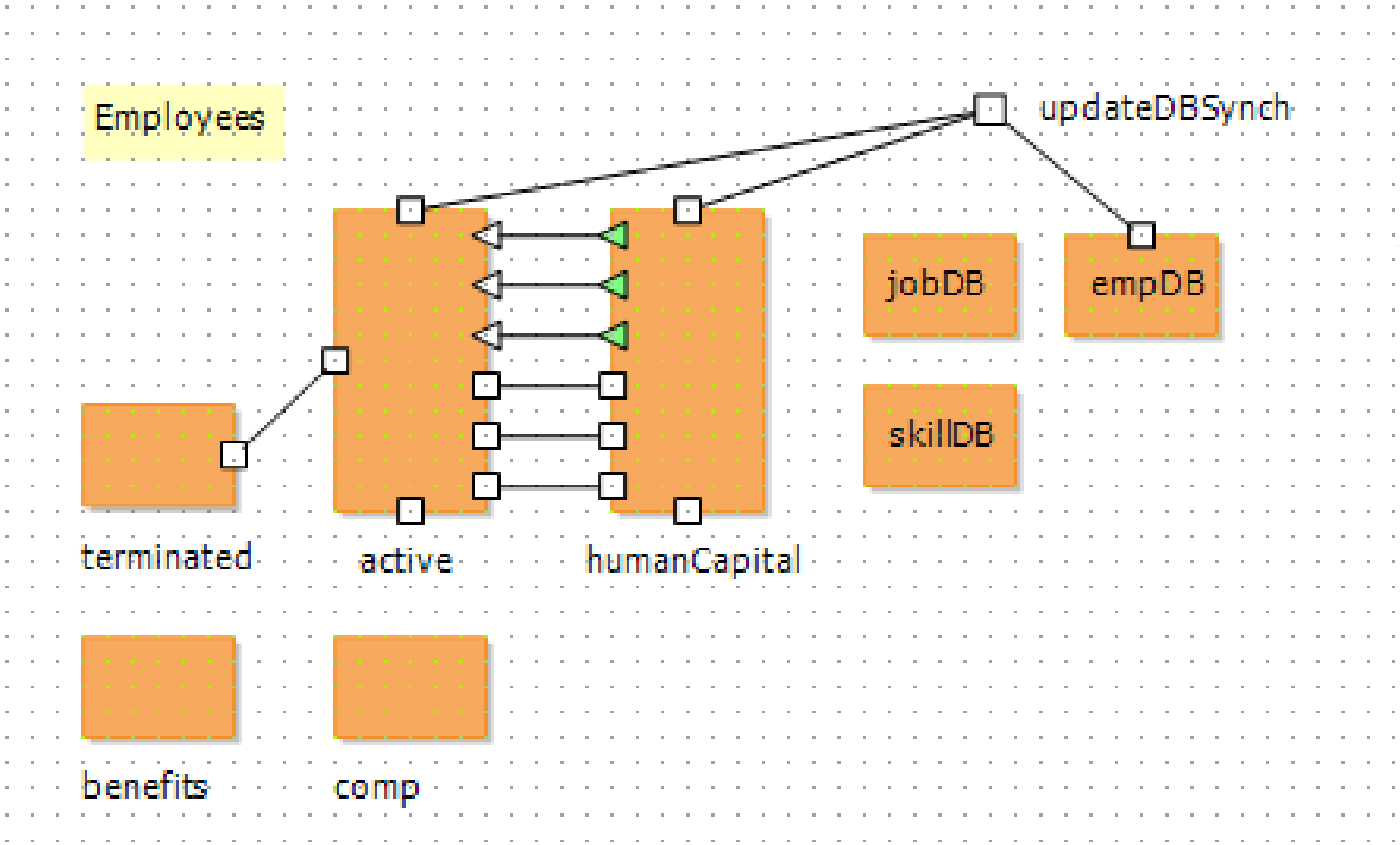
RightWorkForce™ Simulation with Kaleid-Array™ Models

Consultant's Overview

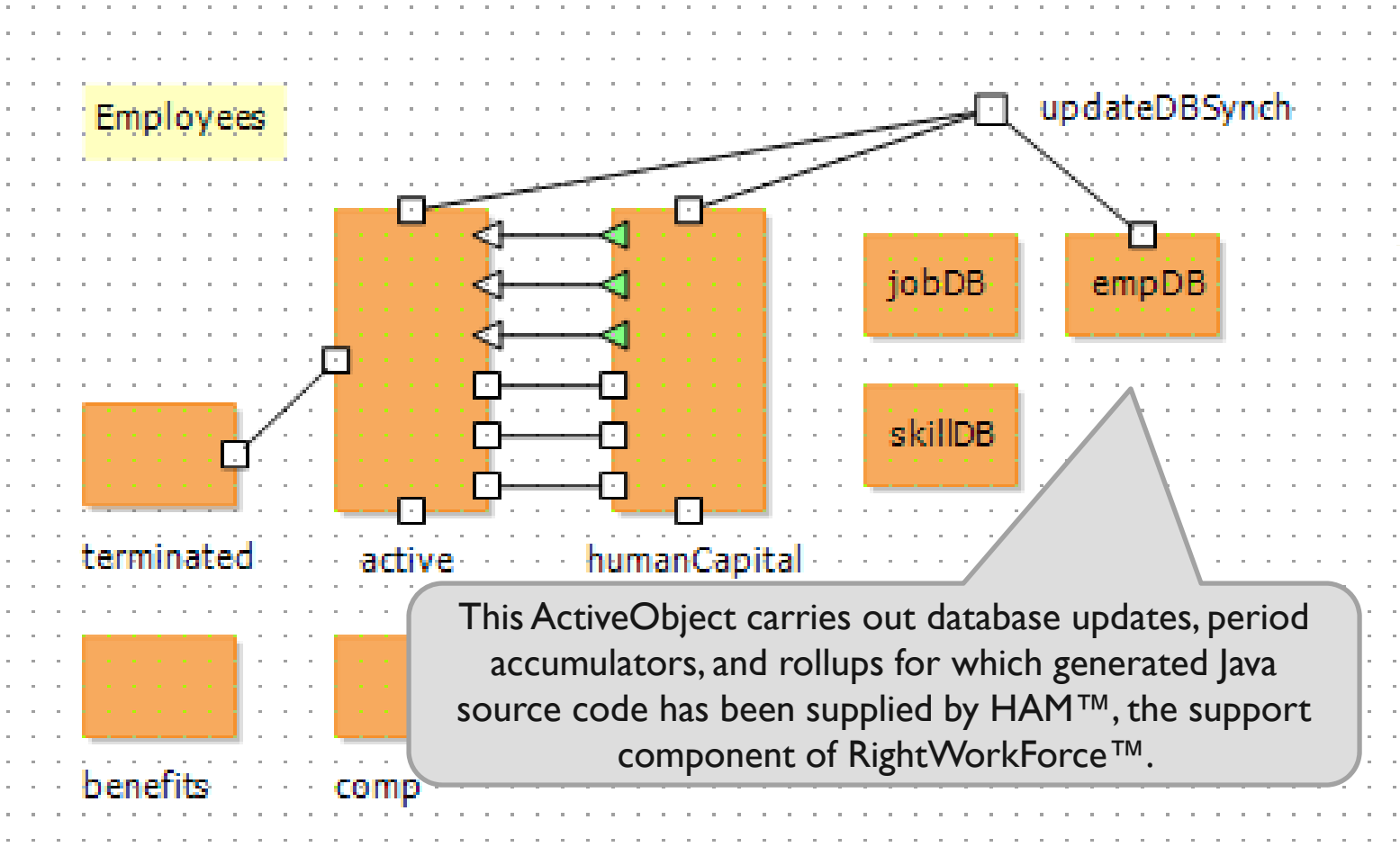


Chester S. Labedz, Jr., JD, PhD • George H. Stalker PhD
Contact information@rightworkforce.com

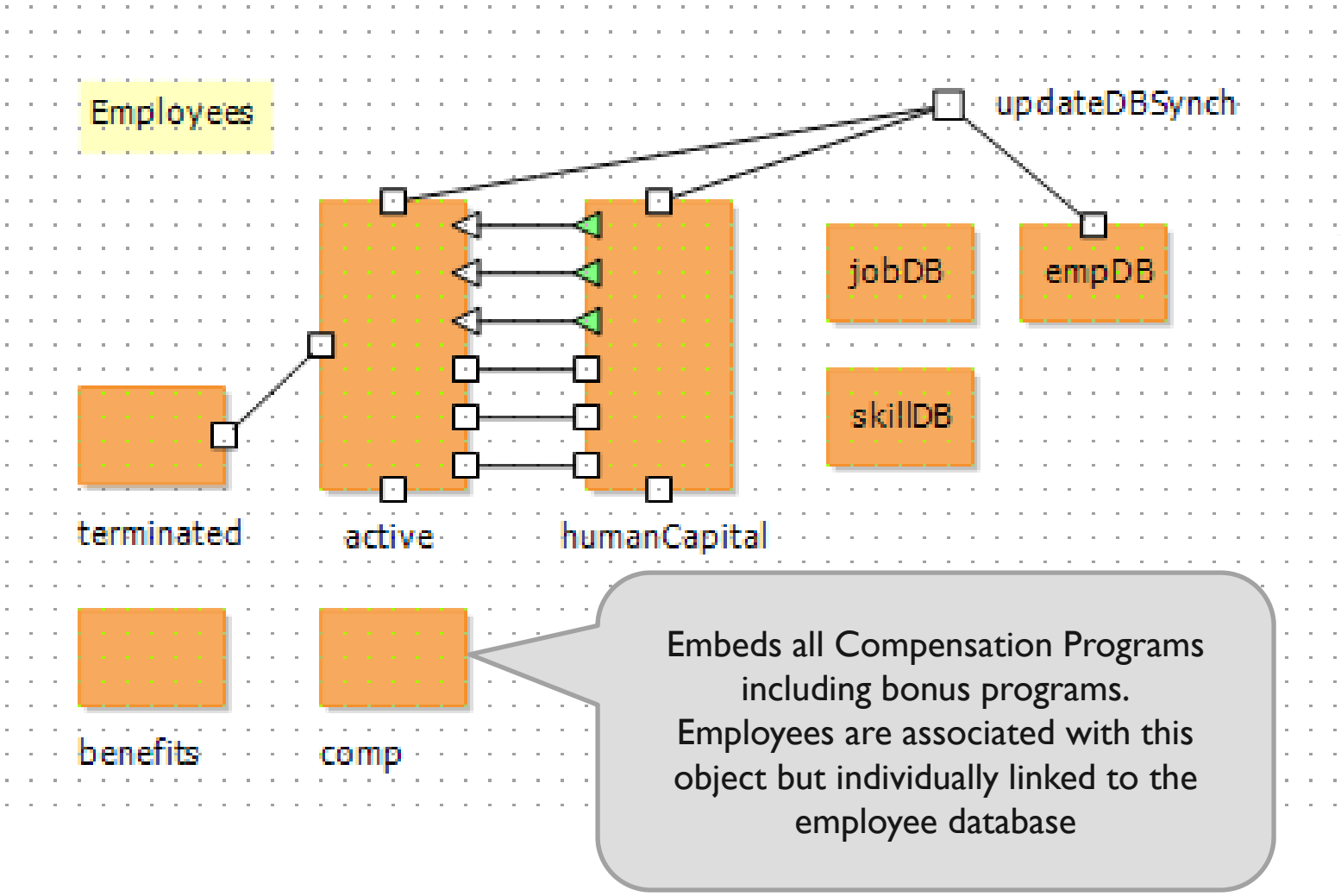
What the consultant sees



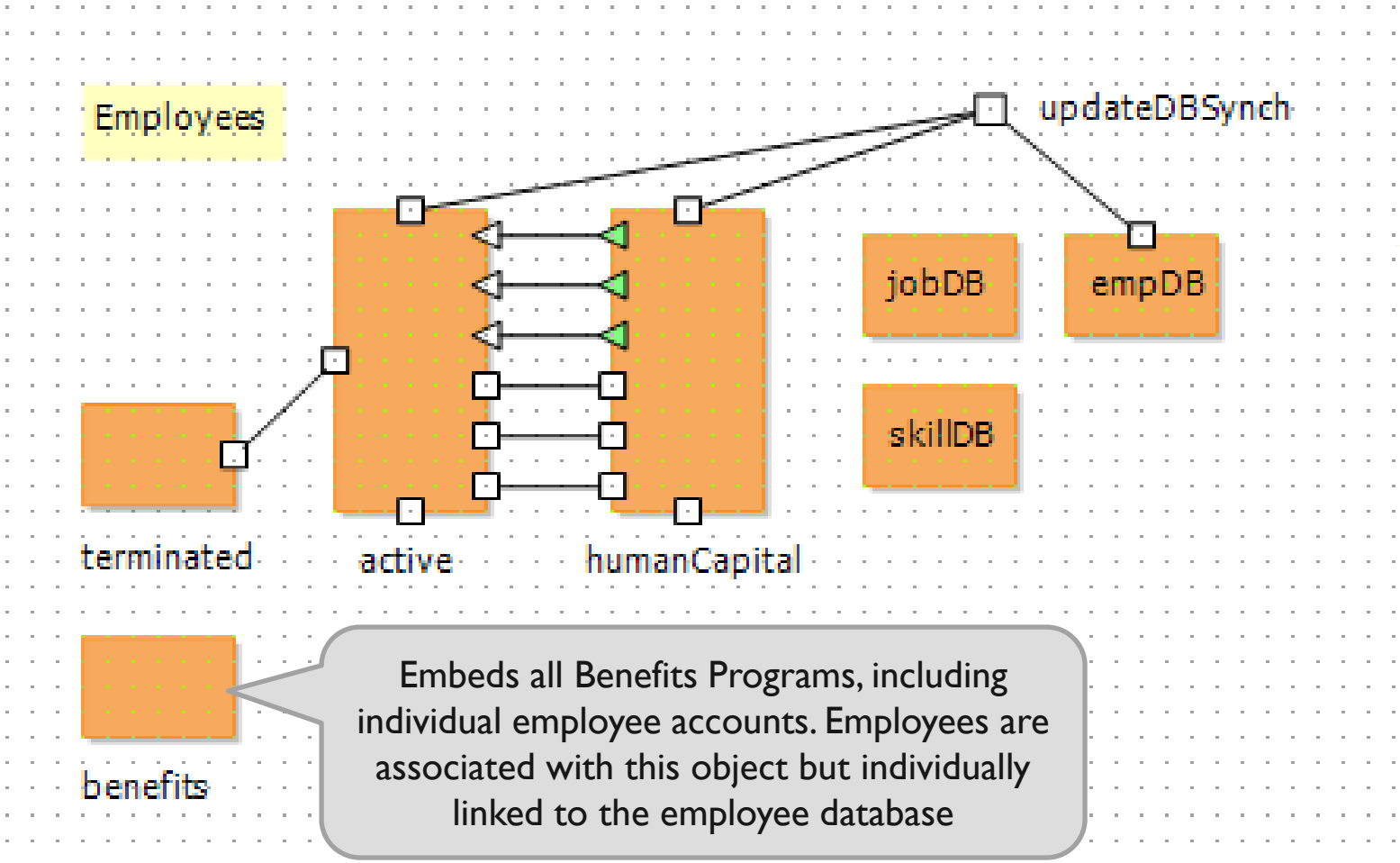
What the consultant sees



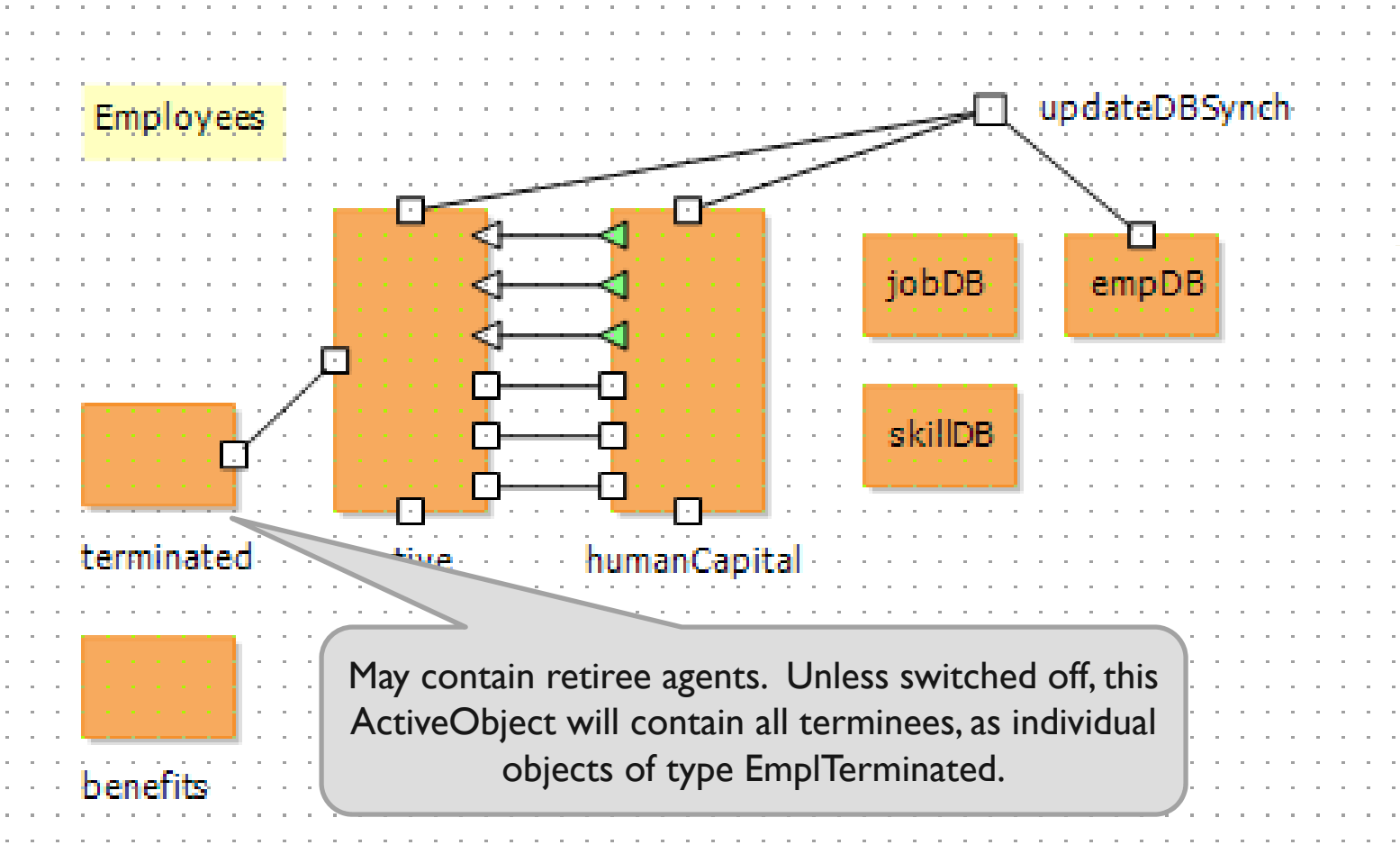
What the consultant sees



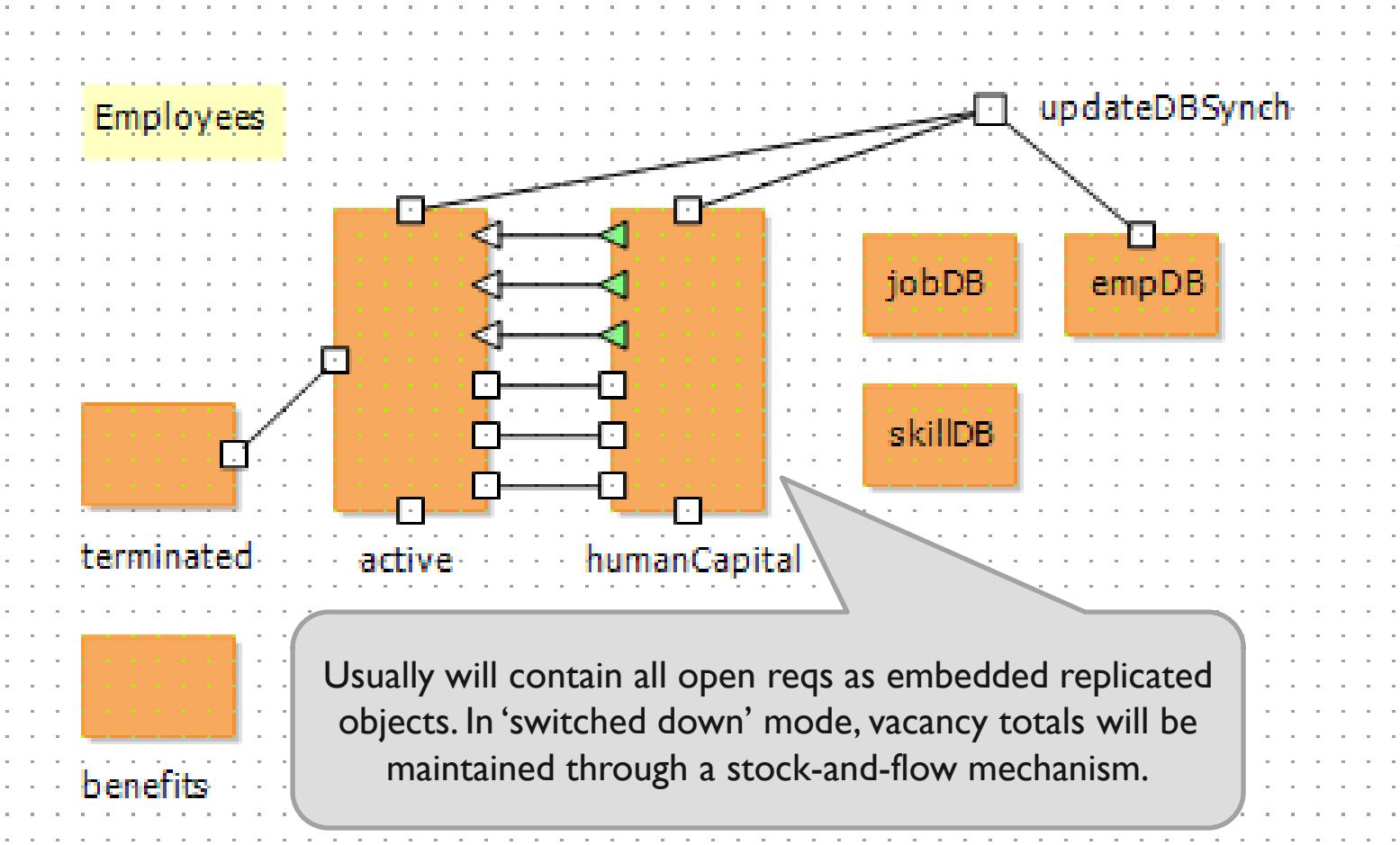
What the consultant sees



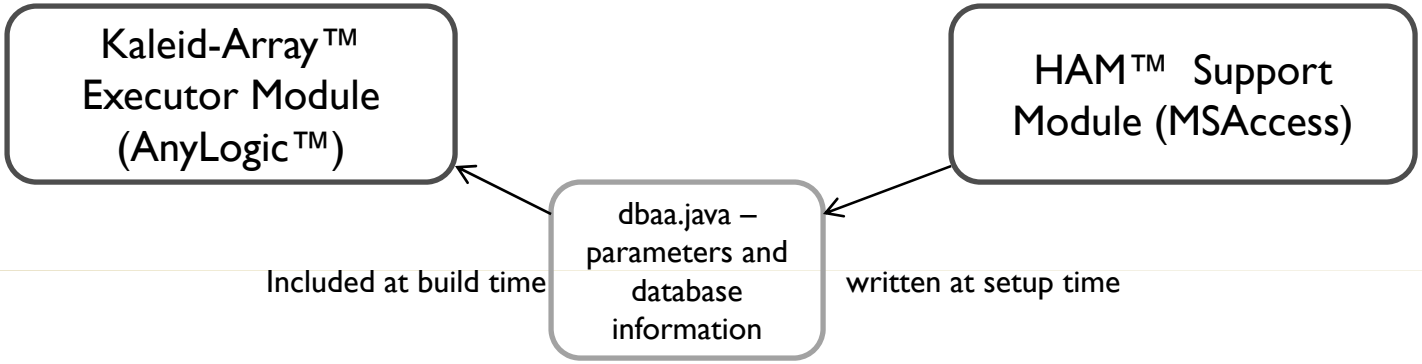
What the consultant sees



What the consultant sees



Program components in RightWorkForce™



- All actual modeling occurs in the Executor Module.
- EM incorporates the Java "include file" dbaa.java at build time, which will have been written by HAM™ as part of the HAM™ setup process
- Reads initial HRIS data from the HAM™ Support Module at run time; database details are provided in dbaa.java

- HAM™ contains initial HRIS data in table form (JET) imported from client data
- HAM™ generates the Java include file dbaa.java as part of its setup process
- HAM™ provides connection to other utilities:
  - Stat::Fit® and SPSS® prior to a model run;
  - other client simulation models (e.g., operations models) during a model run;
  - SPSS® and MS Excel for analysis and reporting after a model run

dbaa.java

- Dbaa.java, a text file containing Java source code, is generated by HAM™, after parameters have been entered through the HAM™ User Interface.
- Dbaa.java contains:
  - Instructions to the Executor Module for reading the employee database at runtime via JDBC
  - Code to create organizational structure or program structure in the model, using an employee database
  - Code to override default lookup tables with updated or client-specific tables
  - Code to provide value labels (e.g., for departments in the organization)
  - Code to furnish period accumulators and hierarchical rollups at run time, as requested through the HAM™ UI during setup
  - Switches and model parameters for using the internal employee database
  - A date-time stamp to insure at run time that it is up-to-date relative to changes made in HAM™
  - Code to introduce startup job vacancy levels and generate initial open job reqs at run time
- Dbaa.java does NOT contain database data … that would be too massive. HRIS and other database data remains in HAM™, and is extracted at run time by the EM using JDBC.

RightWorkForce™ Modules integrate other external Components