Proposed solution:

1. **User Authentication and Authorization:**
   - Implement a secure authentication system such as OAuth or SAML to ensure secure access for employees and approvers.
   - Define user roles such as regular employees, managers, and admin to manage access permissions.
2. **Travel Request Submission:**
   - Create a user-friendly interface for employees to submit travel requests, including trip details, dates, destinations, and justifications.
   - Enable attachment uploads for supporting documents like itineraries and conference details.
3. **Approval Workflows:**
   - Design a customizable workflow that routes travel requests to respective approvers based on predefined hierarchies and budget limits.
   - Allow approvers to review, comment, and approve or reject travel requests.
4. **Real-time Notifications:**
   - Implement real-time notifications via email or in-app notifications to keep employees informed about the status of their travel requests.
   - Notify approvers about pending requests to ensure timely action.
5. **Expense Management:**
   - Integrate an expense tracking system to capture travel expenses, including flights, accommodation, meals, and other miscellaneous costs.
   - Provide employees with the ability to submit expense reports with attached receipts for reimbursement.
6. **Reporting and Analytics:**
   - Generate reports and analytics to provide insights into travel patterns, expenses, and approval turnaround times for management review and decision-making.
7. **Compliance and Policy Enforcement:**
   - Incorporate policy compliance checks to ensure travel requests adhere to company policies and budgets.
   - Implement configurable rules to enforce spending limits and travel regulations.
8. **Integration and Data Security:**
   - Integrate the application with existing HR and finance systems for seamless data flow and accurate financial reporting.
   - Prioritize data security by implementing encryption, access controls, and regular security audits to protect sensitive employee and financial information.
9. **Mobile Accessibility:**
   - Develop a mobile-friendly version of the application to enable employees and approvers to manage travel requests on the go.
10. **Feedback and Continuous Improvement:**

- Collect feedback from users to identify pain points and areas for improvement, and regularly update the application to enhance user experience and efficiency.