**Mobile Application Development — Cross-Platform Native/Hybrid Apps with Biometric Integrations**

**Objective:**  
Deliver user-friendly, secure mobile applications that support core HR features, biometric attendance, offline access, and real-time syncing across Android and iOS platforms.

**Detailed Components:**

* **Technology Stack:**
  + **Flutter** / **React Native** for cross-platform support (or native Swift/Kotlin if platform-specific is preferred).
  + Integration with native device capabilities via plugins/bridges.
* **Core Functionalities:**
  + Employee dashboard (attendance, payslips, leave).
  + Geotagged attendance capture (GPS + biometric).
  + Push notifications (e.g., leave approval, shift changes).
  + Self-service features (update info, submit documents).
* **Biometric Integration:**
  + Use of OS-level biometrics APIs (e.g., Android BiometricPrompt, iOS LocalAuthentication).
  + Optional support for external biometric devices (e.g., fingerprint scanners via SDK).
* **Offline Capability:**
  + Local SQLite/NoSQL caching with queueing of offline transactions.
  + Intelligent sync logic with background retry and conflict resolution.
* **UX/UI Considerations:**
  + Minimalist design optimized for low-end devices.
  + Accessibility features for diverse user profiles.
  + Localization and language support.