**Mobile Device Compatibility & Offline Access Requirements**

**Purpose**: Ensure broad accessibility and functional integrity of the MoHRIS application regardless of device type, OS version, or internet availability.

**Key Considerations**:

* **Supported Platforms**:
  + Android (v8 and above), iOS (v12 and above)
  + Feature phones with USSD/SMS-based alternatives for basic HR tasks
* **Offline Mode**:
  + Local storage of leave requests, attendance logs, and timesheets for later synchronization
  + Conflict detection and resolution protocols for data sync after reconnection
* **Performance Benchmarks**:
  + App load time < 2 seconds
  + Synchronization < 10 seconds over 2G network
* **UI Responsiveness**:
  + Adaptive UI for phones and tablets
  + Auto-scaling for different screen sizes