Employee Leave Management System

Streamlining Leave Management for Enhanced Organizational Efficiency

GROUP NAME: COOLGIRLS

GROUP LEADER: CHEY XIN YI

TEAM MEMBER: WONG KAI LING
NGANG CHI KHIM
LEE XIN EN

TABLE OF *Contents*

01 Problem Statement
02 Solutions
03 Product Demonstration
04 How solution address problem statement
05 Long-term feasibility and business value of product
06 Define market and strategy
07 Competitor Analysis

PROBLEM STATEMENT

COMPLEX APPROVAL WORKFLOWS

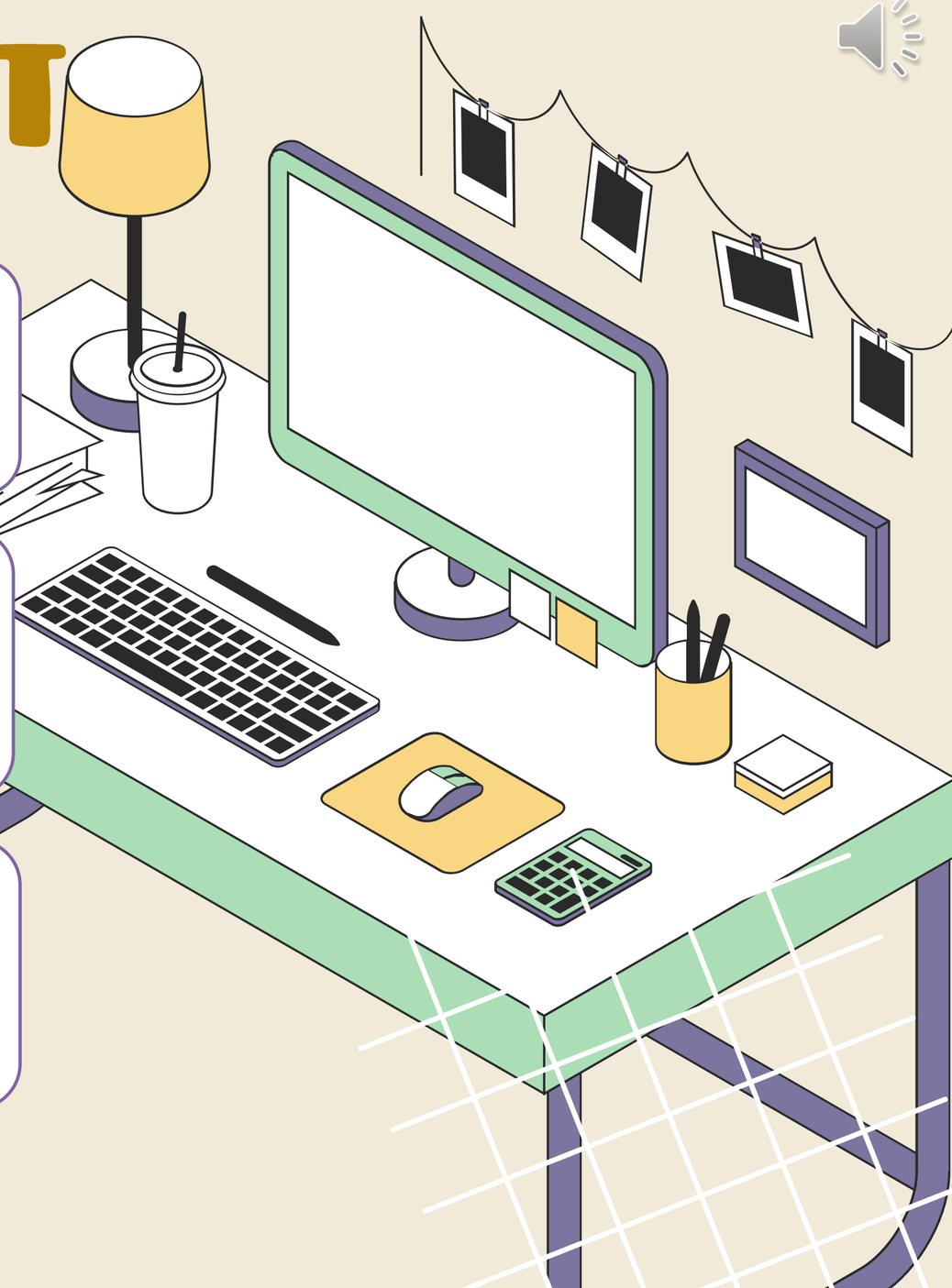
Difficulty in managing & automating the leave approval process

REAL-TIME DATA

Lack of real-time data synchronize and updates on leave balances, approvals, and employee availability

EMPLOYEE SELF-SERVICE

Lack of robust self-service options for employees to check leave balances and status of their requests.



Our Solutions

- USER-FRIENDLY INTERFACE FOR LEAVE REQUEST & APPROVAL
- REAL-TIME LEAVE BALANCE TRACKING & NOTIFICATIONS

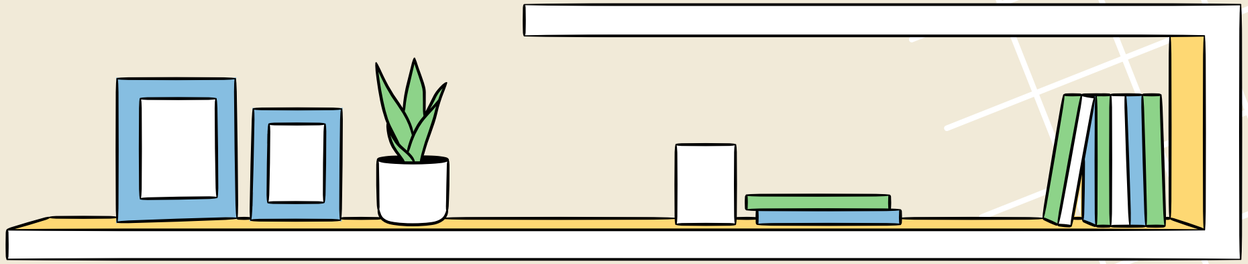
Key Features:

- **User Dashboard:** Overview of leave requests and history.
- **Leave Request Management:** Easy application and tracking.
- **Approval Workflow:** Streamlined, multi-level approvals.
- **Calendar Integration:** Sync with personal and company calendars.

LET'S SEE

Project Demonstration

Analysis



COMPLEX APPROVAL WORKFLOWS

Our system simplifies the approval process by providing a clear, step by step workflow. Each approval level is automated, reducing delays and errors.

LACK OF REAL-TIME DATA

Our system continuously updates leave requests and approval statuses. Notifications keep employees and managers informed instantly.

LACK OF SELF-SERVICE OPTION

Our system provides an intuitive interface where employees can easily apply for leave and track the status of their requests in real-time.

Feasibility & Business Value

LONG-TERM FEASIBILITY

- Scalable architecture to handle growing user base
- Regular updates to comply with changing regulations

BUSINESS VALUE

- Cost Savings: Reduced administrative overhead
- Improved Efficiency: Faster leave processing and approval
- Enhanced Employee Satisfaction: Transparent leave management

Target Market

Small and Medium-Sized Businesses (SMBs):

Definition: Companies with up to 500 employees.

•**Large Customer Base:** SMBs make up a significant portion of the market.
•**Need for Efficiency:** They often lack dedicated HR departments and need streamlined administrative tools.
•**Compliance:** SMBs need help adhering to labor laws.
•**Cost Sensitivity:** Affordable, scalable solutions are attractive to SMBs.

HR Service Providers

Definition: Companies providing outsourced HR services to other businesses.

•**Centralized Management:** They manage leave for multiple clients, needing efficient tools.
•**Scalability:** Providers need systems that scale with client needs.
•**Broad Reach:** Serving HR providers extends market reach through their client networks.

Remote and Hybrid Workforces

Definition: Companies with employees working remotely or in a hybrid model.

•**Growing Trend:** The rise of remote and hybrid work increases demand.
•**Complex Management:** Distributed teams require efficient leave tracking across locations.
•**Employee Satisfaction:** Simplified leave management improves satisfaction and retention.

Market Size

•**Global SMBs:** According to various business reports, there are approximately 400 million SMBs globally.
•**Market Demand:** Assuming every SMB needs an Employee Leave Management System, the TAM would be 400 million SMBs.

Monetary Value:
•**Average Price per Unit:** If the average annual subscription price for the leave management system is $500.
•**TAM Value:** 400 million SMBs * $500 = $200 billion.

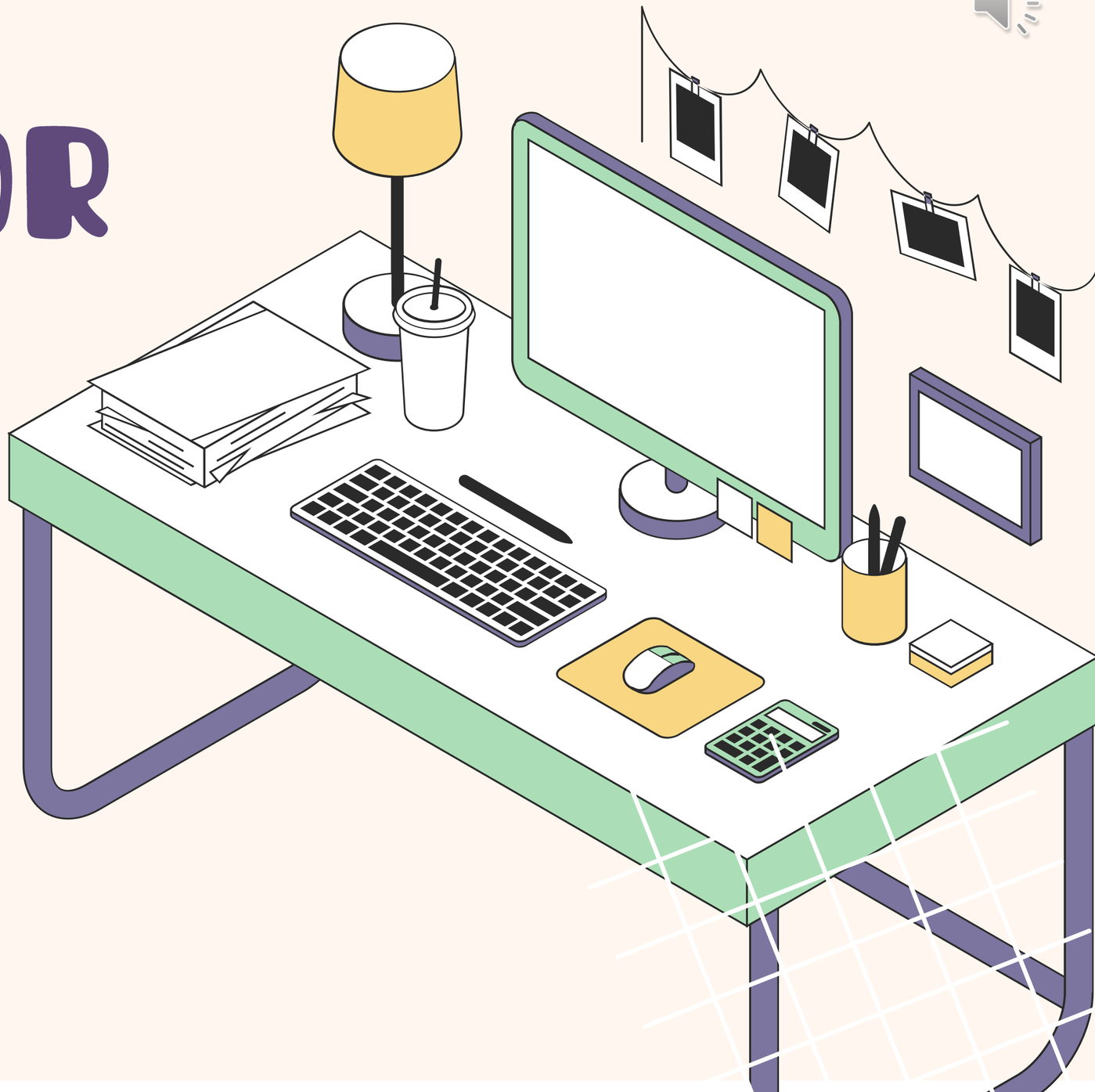
•**Target Geographies:** Let's assume the company currently operates in North America, Europe, and Asia-Pacific.
•**SMBs in Target Regions:** Approximately 100 million SMBs in these regions.
•**Market Demand:** Assuming a similar adoption rate, SAM would be 100 million SMBs.

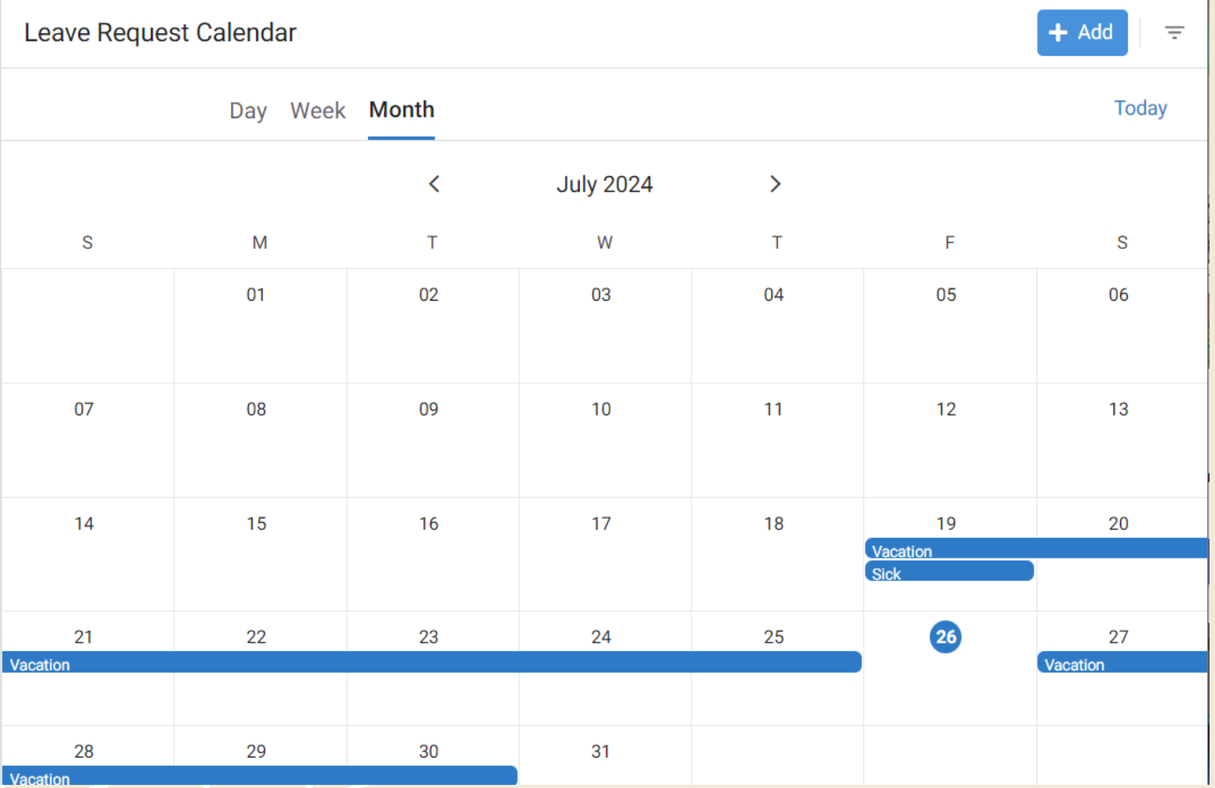
Monetary Value:
•**SAM Value:** 100 million SMBs * $500 = $50 billion.

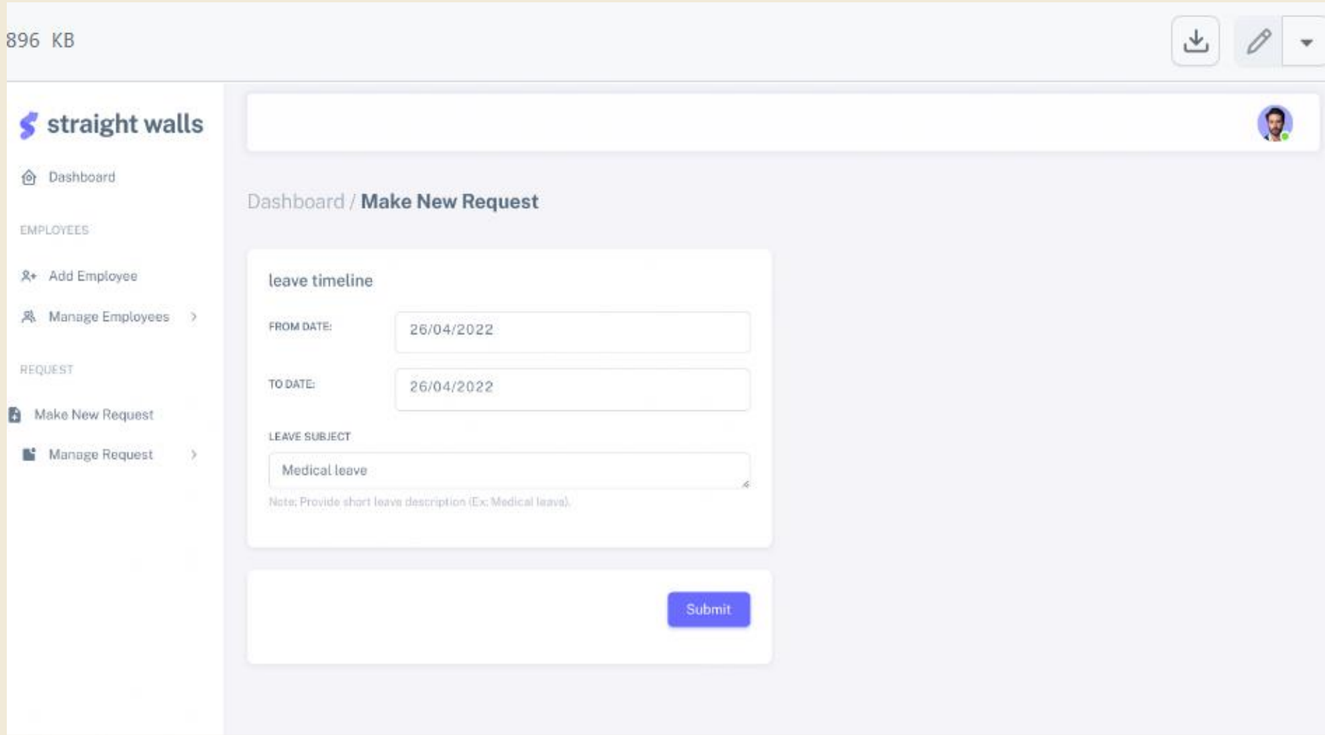
•**Competitive Landscape:** Considering the presence of competitors and the company's market penetration strategy, let's assume the company can capture 5% of the SAM.
•**SOM Market Size:** 5% of 100 million SMBs = 5 million SMBs.

Monetary Value:
•**SOM Value:** 5 million SMBs * $500 = $2.5 billion.

COMPETITOR ANALYSIS







Our Leave Management System (LMS) stands out with its advanced calendar integration features, including the ability to view leaves on an integrated team calendar and synchronize with company-wide calendars. This enhancement provides superior visibility and better workforce planning capabilities compared to competitors like a leave management on github. One of the leave management on github didn't include the calendar.

straight walls

Dashboard

EMPLOYEES

Add Employee

Manage Employees

REQUEST

Manage Request

Manage Requests / **Approved Requests**

Pending Requests | Approved Requests | Rejected Requests

USERNAME	FROM	TO	SUBJECT	STATUS	ACTIONS
Jen_4	2022-04-16	2022-04-29	just a leave	APPROVED	⋮
robert_patricia	2022-05-01	2022-05-03	Casual Leave	APPROVED	⋮

Approved

Employee Name	Employee ID	Combined Dates	Days
Justin	2301923	07/19/2024 - 07/26/2024	7
Haha	2423242	07/19/2024 - 07/19/2024	0

Justin

Employee Name
Justin

Employee ID
2301923

Leave Type
Vacation

StartDate
7/19/2024

EndDate
7/26/2024

Status
Approved

Combined Dates
07/19/2024 - 07/26/2024

Days
7

Enhanced Detail Display

~user-Friendly Information Layout
~expand the detail view to right side without needing to navigate away from the main screen

THANK You