

Lightweight HRIS System – Requirements Document

1. Overview

- The goal is to develop a lightweight Human Resource Information System (HRIS) that provides core employee management functionality, including organizational chart visualization, employee data editing, and export capabilities. The system should be user-friendly, web-based, and optimized for small to mid-sized organizations.

2. Core Features

- Employee Directory: Store/display employee records (Name, Title, Dept, Manager, Contact, Hire Date, Salary, Status, etc.). Search/filter employees.
- [Stretch] Team Directory: Store/display team records (Name, Members, Lead, Parent Team, etc.). Search/filter teams and sub teams. Assign employees to teams and assign team leads.
- Search Page: Should be able to search employees and teams.
- Organizational Chart: Auto-generate from reporting relationships. Interactive (expand/collapse). View employee details. [Stretch] drag-and-drop editing.
- Editing & Management: Add/edit/delete employees. Bulk import (CSV/Excel). Change history (audit log). [Stretch] Role-based access control.
- Data Export: Export directory/org chart to CSV, Excel, PDF. Customizable export filters.

3. Technical Requirements

- Data Models: Come up with the appropriate classes/tables/schema.
- Platform: Web-based, responsive design ([Stretch] deploy live on Vercel).
- Data Storage: Lightweight local DB (PostgreSQL/Neon Free Tier).
- [Stretch] Auth: set up an auth flow for the app (WorkOS or Auth0)

4. [Stretch] RBAC

- Admin: Full access, manage users/data/settings.
- HR: Add/edit employees, export data, view reports.
- Manager: View team, edit direct reports.
- Employee/Viewer: Read-only access.

5. Deliverables

- Functional HRIS system (web-based).
- GitHub Repository.
- Documentation (user/admin guides).
- [Stretch] Deployment (cloud/on-premise).

Note: You're allowed to use any and every tool available at your disposal. That includes AI-Tools like Cursor, ChatGPT, Claude, etc.