**WORKFORCE ADMINISTRATION DEVALOPMENT**

College Name: **MAILAM ENGINEERING COLLEGE**

Code: **4216**

**Department of Computer Science and Engineering**

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Overview

The Salesforce Workforce Administration Solution is a custom Salesforce application designed to simplify and optimize workforce management. This solution includes features for employee management, task scheduling, performance tracking, leave management, and automated notifications, all built using Salesforce technologies such as Apex, Lightning Web Components (LWC), Flows, and APIs.

Objectives

Business Goals:

* 1. Enhance Operational Efficiency: Reduce manual workforce administration tasks by 30%.
* 2. Improve Employee Experience: Increase employee engagement by 25% through streamlined processes.
* 3. Data-Driven Decision-Making: Provide real-time analytics for 100% of workforce data.
* 4. Compliance and Risk Management: Ensure 99.9% data accuracy and compliance with regulatory requirements.

Specific Outcomes:

* 1. Automated Workflows:

Implement automated employee onboarding and offboarding processes.

Streamline performance review and goal-setting workflows.

* 2. Employee Data Management:

Develop a centralized employee database with real-time updates.

Ensure data integrity and compliance with data validation rules.

* 3. Performance Tracking and Analytics:

Design customizable dashboards for workforce performance metrics.

Provide real-time reporting and analytics for talent development.

* 4. User Experience:

Develop intuitive interfaces for employee self-service and manager portals.

Salesforce Key Features:

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1. Salesforce Cloud: Salesforce Platform (Lightning)

2. Workforce Administration Module

3. HR Management Module

4. Automation Tools:

- Process Builder

- Workflow Rules

- Approval Processes

5. Data Management:

- Custom Objects (e.g., Employee, Job Requisitions)

- Custom Fields

- Data Validation Rules

6. Analytics and Reporting:

- Dashboards

- Reports

- Einstein Analytics

7. User Interface:

- Lightning Components

- Visualforce Pages

- Mobile Accessibility

8. Integration:

- APIs (e.g., SOAP, REST)

- Salesforce Connect (formerly Lightning Connect)

Salesforce Concepts:

1. Objects and Relationships

2. Fields and Record Types

3. Profiles and Permission Sets

4. Roles and Hierarchy

5. Workflow and Approval Processes

6. Data Security and Access Controls

7. Customization and Configuration

8. Data Migration and Integration

Technical Details

Salesforce Components

Custom Objects:

Employee\_\_c

Task\_\_c

PerformanceReview\_\_c

LeaveRequest\_\_c

Lightning Web Components (LWC):

EmployeeList

TaskScheduler

PerformanceDashboard

LeaveManager

Apex Classes:

EmployeeManager.cls

TaskController.cls

LeaveApprovalProcess.cls

Triggers:

EmployeeTrigger.trigger

TaskTrigger.trigger

Flows:

Automated employee onboarding flow.

Leave request approval flow.

**Installation Steps**

**1. Clone the Repository:**

**git clone https://github.com/your-repo/workforce-administration.git**

**cd workforce-administration**

**2. Authorize Salesforce Org:**

**sfdx auth:web:login -a WorkforceAdmin**

**3. Push Metadata to Org:**

**sfdx force:source:push**

**4. Assign Permission Sets:**

**sfdx force:user:permset:assign -n WorkforceAdminPerm**

**5. Run Tests:**

**sfdx force:apex:test:run --resultformat human --outputdir test-results**

Apex Class: EmployeeManager.cls

public with sharing class EmployeeManager {

public static List<Employee\_\_c> getAllEmployees() {

return [SELECT Id, Name, Department\_c, Rolec, Emailc FROM Employee\_c];

}

public static void onboardEmployee(Employee\_\_c newEmployee) {

insert newEmployee;

}

}

LWC Component: EmployeeList.html

<template>

<lightning-card title="Employee Directory" icon-name="standard:people">

<template if:true={employees}>

<lightning-datatable

key-field="id"

data={employees}

columns={columns}>

</lightning-datatable>

</template>

<template if:false={employees}>

<p>No employees found.</p>

</template>

</lightning-card>

</template>

Trigger: TaskTrigger.trigger

trigger TaskTrigger on Task\_\_c (after insert, after update) {

if (Trigger.isAfter && Trigger.isInsert) {

TaskController.notifyTaskAssignment(Trigger.new);

}

}

Conclusion:

The Workforce Administration Dev project has successfully transformed workforce management processes, driving efficiency, productivity, and employee satisfaction. The solution's scalability and flexibility ensure it will continue to meet evolving business needs, positioning the organization for long-term success.