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| N | Module | Link | Description | Details |
| 1 | Employee | <http://localhost/goshrm/Module/Employee/EmployeeData?id=980000> | * Include setup for hobbies and likes on employees | **Table (Add, Upload, Download, Delete)**   * Name of Hobby or Likes * Description * Stars   **Form** - Name of Hobby or Likes  - Description  - Stars to Grade |
| 2 | Reward Management:   * Bonus Pay |  | * Include functionality to set up Bonus * Include functionality to run Bonus to Payment | 1. **Bonus Setup** 2. **Table (Add, Upload, Download, Delete)**  * Name of Bonus * Type (Calculated or Uploaded) * Active (Y/N)  1. **Form (General)**  * Name of Bonus * Type (Calculated or Uploaded). If the type is Calculated, the Bonus Element Comes up * Bonus Elements (Multi)   + Components (Selectible from Earning Items)   + Taxable Yes/No   + Bonus Model (Fixed or Performance Based).   *If you select Fixed:*   * + Flat Percentage e.g. 5%   *If you select Performance Based:*   * + Performance Based (Click to Add Ranges, *ability to add multiples*):     1. Upper Score Range     2. Lower Score Range     3. Percentage to apply * Active (Y/N)   ***Bonus Rule by Grade (Exception to the one above)***   * Name of Bonus * Job Grade (Multi-selectible) * Length of Service * Type (Calculated or Uploaded). If the type is Calculated, the Bonus Element Comes up * Bonus Elements (Multi)   + Components (Selectible from Earning Items)   + Taxable Yes/No   + Bonus Model (Fixed or Performance Based).   *If you select Fixed:*   * + Flat Percentage e.g. 5%   *If you select Performance Based:*   * + Performance Based (Click to Add Ranges, *ability to add multiples*):     1. Upper Score Range     2. Lower Score Range     3. Percentage to apply * Active (Y/N)  1. Bonus Pay (Operations) 2. **Bonus Table (**Upload of Bonus amounts for ‘upload type’ as described above, Search, Add, Delete, Filter (Period End date, Company, Name of Bonus**)**  * Company * Name of Bonus * Period * Net Amount * Approval Status * Date Generated * Bonus (Click will open table for the Bonus Pay Schedule - bonus per employee schedule) * Period End Date * **View/Download (See below)**  1. **Process Bonus Pay Form (This opens when you click Add)**  * Company (Selectable) * Name of Bonus (Selectable) * Period Start Date (Date) * Period End Date (Date) * Approvers (Add up to 3, multi-selectable.) * Process Button   When I click on Process, the Bonus Pay is calculated into the Bonus Pay Schedule with Status (Not Paid), and a mail is sent to the approvers to review and approve   1. **Bonus Pay Approver Table (**Search, Filter (Period End date, Company, Name of Bonus**)**  * Company * Name of Bonus * Period * Net Amount * View/Download * Decision (Approve,Disapprove)  1. **View/Download (This opens when you view/download)**  * Employee ID * All the components of the pay * Tax * Net |
|  | Reward Management:   * Gifts |  | * Include functionality to set up Gifts * Include functionality to run Gifts to Payment | 1. **Gift Setup** 2. **Table (Add, Upload, Download, Delete)**  * Name of Gift Setup * Suggested Gift Items * Type (Calculated or Uploaded) * Active (Y/N)  1. **Form (General)**  * Name of Gift Setup * Type (Calculated or Uploaded). If the type is Calculated, the Gift Setup Element Comes up * Gift Elements (Multi)   + Components (Selectible from Earning Items)   + Taxable Yes/No   + Bonus Model (Fixed or Performance Based).   *If you select Fixed:*   * + Flat Percentage e.g. 5%   *If you select Performance Based:*   * + Performance Based (Click to Add Ranges, *ability to add multiples*):     1. Upper Score Range     2. Lower Score Range     3. Percentage to apply * Suggested Gift Items * Active (Y/N)   ***Bonus Rule by Grade (Exception to the one above)***   * Name of Gift * Job Grade (Multi-selectible) * Length of Service * Type (Calculated or Uploaded). If the type is Calculated, the Gift Element Comes up * Gift Elements (Multi)   + Components (Selectible from Earning Items)   + Taxable Yes/No   + Bonus Model (Fixed or Performance Based).   *If you select Fixed:*   * + Flat Percentage e.g. 5%   *If you select Performance Based:*   * + Performance Based (Click to Add Ranges, *ability to add multiples*):     1. Upper Score Range     2. Lower Score Range     3. Percentage to apply * Suggested Gift Items * Active (Y/N)  1. Bonus Pay (Operations) 2. **Gift Table (**Upload of Gift amounts for ‘upload type’ as described above, Search, Add, Delete, Filter (Period End date, Emp ID, Company, Name of Bonus**)**  * Employee ID * Company * Name of Gift * Period * Net Amount * Approval Status * Date Generated * Period End Date * **View/Download (See below)**  1. **Process Gift Form (This opens when you click Add)**  * Employee ID * Company (Selectable) * Name of Gift (Selectable) * Suggested Gift Items * Financial Year * Approvers (Add up to 4, multi-selectable.) * Process Button   When I click on Process, the Gift is calculated into the Gift Schedule with Status (Not Paid), and a mail is sent to the approvers to review and approve   1. **Gift Pay Approver Table (**Search, Filter (Period End date, Company, Name of Bonus**)**  * Employee ID * Company * Name of Bonus * Period * Net Amount * View/Download * Decision (Approve,Disapprove)  1. **View/Download (This opens when you view/download)**  * Employee ID * All the components of the pay * Suggested Gift Items * Tax * Net |
|  | Reward Management:  Salary Increase |  |  | 1. **Table (Add, Upload, Download, Delete)**  * Employee ID * Company * Months in Service * Job Grade * Job Title * Current Net Salary * Average % Increase * Approval Status  1. **Form (General)**  * Employee ID * Company * Months in Service * Job Grade * Job Title * PMS Score (Current and Prior Period, Auto populate) * Competence Score (Auto populate) * Current Net Salary * Suggested Salary Increase (Add)   + Earning Item   + % Increase * Suggested Net Pay * Approvers (Add up to 4, multi-selectable.) * Submit  1. **Salary Increase Approver Table (**Search, Filter (Period End date, Company, Name of Bonus**)**  * Employee ID * Company * Months in Service * Job Grade * Job Title * Current Net Salary * Average % Increase * Approval Status * View/Download * Decision (Approve,Disapprove)  1. **Salary Increase Approver Form**  * Employee ID * Company * Months in Service * Job Grade * Job Title * PMS Score (Current and Prior Period, Auto populate) * Competence Score (Auto populate) * Current Net Salary * Suggested Salary Increase (Add)   + Earning Item   + % Increase * Suggested Net Pay * Approvers (Add up to 4, multi-selectable.) * Comments (to view comments of previous approvers) * View/Download * Decision (Approve,Disapprove) * Submit |
|  | Succession Plan Page |  | Tabble- <http://localhost/goshrm/Module/Employee/Recruitment/SuccessionPlans.aspx>  Form:  Inner Sussession Plan form: http://localhost/goshrm/Module/Employee/Recruitment/successiondetail.aspx?successsionid=19&empid=ABC0004&type=user | Table   * Employee Name * Current Job Grade * Current Job Title * Planned Job Grade * Planned Job Title * Planned Office * Approval Status   Form   * Change Performance Rating to Recent Performance Rating * On the succession plan inner form change the target date to Target Start Date and the Due Date to Target Delivery Date * When I click on save and update on the inner form, it should do the work of close. And change Close button to back, change colour to red * Let’s find another way to virtualize expected and actual competence/skills * Let’s find another way to virtualize expected and actual PMS * When I click on Notify, it should send a link to the form rather than to the list |
|  | Succession Approver Page | Approver page | http://desktop-dt7tnko/goshrm/Module/Employee/Recruitment/SuccessionPlansApprove.aspx  http://localhost/goshrm/Module/Employee/Recruitment/ApprovalUpdate.aspx?id=21&type=succession | Table   * Employee Name * Current Job Grade * Current Job Title * Planned Job Grade * Planned Job Title * Planned Office * Approve Button   Form   * Change update approval button to Approve * After Clicking Approve Let what was formally in update approval button come out with only comments. Save and Close. Made Save an update to close * Change View Approval status to See Approval Comments * From approver mail, mail should navigate straight to form * In the inner approver page, change save and update to save and close. |
|  | Succession Approver Page | HR Page | http://desktop-dt7tnko/goshrm/Module/Recruitment/SuccessionPlan.aspx | Table   * Employee Name * Current Job Grade * Current Job Title * Planned Job Grade * Planned Job Title * Planned Office * Approve Status |
|  | Training and Development |  | <http://desktop-dt7tnko/goshrm/Module/Trainings/Settings/courseskills.aspx?id=2> | * Save and update is changed to save and close |
|  |  | <http://desktop-dt7tnko/goshrm/Module/Trainings/Settings/CoursesUpdate?id=142> | * When I click on save and update, validation should happen; total skills added cannot be more than 100%. * Validation, you cannot add the same skill name twice |
|  |  | <http://desktop-dt7tnko/goshrm/Module/Employee/TrainingPortal/EmployeeTrainingsUpdate?id=2450> | * Include link to training materials * Let the date for application assessment from setup drive the application assessment link |
|  |  | <http://desktop-dt7tnko/goshrm/Module/Trainings/Settings/employeetrainingsession.aspx?sessionid=2324> | * Ability to change status of multiple participants to attend |
|  |  | desktop-dt7tnko/goshrm/Module/Employee/TrainingPortal/EmployeeTrainingAssessment.aspx?assessid=2450&session=ASAS1 | * Training assessment upload is not uploading |
|  |  | desktop-dt7tnko/goshrm/Module/Employee/TrainingPortal/LearningAssessment.aspx?id=2450 | * Next on the Learning assessment should update the scores on the database |
|  |  | http://desktop-dt7tnko/goshrm/Module/Trainings/Portal/ApplicationAssessment.aspx?id=2450 | * It should autopopulate but editable |
|  | PMS |  |  |  |
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* Gift:
  + Setup
* Propose Salary Increase
  + Proposed by HR and Manager
  + Can propose for multiple people
  + Can determine the constituents and the % increase
  + Can download and total see impact of the salary increase before submitting for approval
  + This should be initiatable from Success Planning,
* Employee Profile from Manager:
  + Include the PMS Score Chart
  + Include Succession Plan
  + Include Skills bucket with the scores
  + Include a button to initiate salary increase
  + Include a button to initiate promotion
  + Include a button to access their training and scores
  + Include button to initiate Gift
  + Include Kudos
* Employee Profile from HR
  + Include Employee Management Page:
    - A place to manage all employee

1. ESS Employee Dashboard
   1. Dashboard
      1. Quick Links
         1. Development Plan
         2. My Training
         3. Training Library
         4. My PMS Form
         5. My Feedback
         6. Give Kudos
         7. My Kudos
         8. Exit
         9. Payslip
         10. Respond to queries
         11. Loans and advances
         12. Leave
         13. Attendance
         14. Time sheet
   2. My Profile
2. ESS Employee Profile
3. Employee Page
   1. Employee Management Page
4. Manager Dashboard
   1. Dashboard
   2. Employee Management Page
      1. Training application for Direct Reports
      2. Approver for Training
      3. Application assessment
5. Employee Management Page
6. HR Dashboard
   1. Analytics
   2. Employee Management Page