STATEMENT OF CASE FOR WHITELISTING OF
MANPOWER MANAGEMENT SOFTWARE APPLICATION

INTRO

1.   Manpower management software is a vital tool for modern organizations seeking to optimize workforce efficiency and productivity. It automates various human resource functions, including employee scheduling, attendance tracking, task assignment, and performance evaluations, by reducing manual errors and enhancing data accuracy, this software facilitates informed decision – making, enabling organization to allocate resources effectively. Selecting the right software requires careful evaluation of features, scalability, integration and capabilities. Successful implementation also depends on seamless integration with existing systems to align with organizational workflows.

PROPOSAL

2.   It is proposed that to implement a manpower management software to streamline workforce management process. The proposed software will be a web based application that can be accessed by multiple users, which enable efficient management in workforce, reduce administrative burdens, and improve productivity. Employee training is essential to familiarize users with the software to ensuring smooth adoption across all levels. A phased rollout, starting with a pilot program, allows for testing and troubleshooting, minimizing disruptions to daily operations. Detail checklist for the same is att as **Appx**.

DETAILED JUSTIFICATION

3.   Manpower management software offers a comprehensive solution for organizations to streamline their workforce operations, enhance productivity and optimize resource allocation. By integrating this software, IA can automate processes like employee scheduling, attendance tracking, and task assignment, reducing manual errors and administrative burdens. The implementation process begins with a thorough assessment of organizational needs, setting clear objectives, and selecting a software solution that aligns with manpower management goals. Critical to successful implementation is ensuring seamless integration with existing manpower supervision systems, which minimizes disruptions and maximizes the software's utility. Employee training are also essential, as they help IA to adapt new workflows and embrace the technology's benefits. Organizations may face challenges, such as resistance to change or concerns about data security, but these can be addressed through clear communication, robust security measures, and phased rollouts that allow for adjustments. Monitoring the software's performance and gathering user feedback enables continuous improvement, ensuring the system evolves alongside the organization's needs.

4.   Ultimately, manpower management software can significantly enhance workforce efficiency, provide valuable insights through data analytics, and help organizations make informed, strategic decisions. With the right approach to implementation can unlock the full potential of our human resources, driving both employee satisfaction and organizational success.

5.   Our organization currently relies on manual processes and spreadsheets to manage our workforce, which can lead to errors, inefficiencies, and wasted resources. To address these challenges, we propose the implementation of a manpower management software that can automate and streamline our workforce management process. The time consuming and error-prone manual processes for managing employee data, lack of real time insights which leads to delayed decision making can be avoided. Inadequate utilization of staff resources due to manual process and lack of automation.

FINANCIAL EFFECT

6. The Manpower Management Software is an in house development software.

CONCLUSION

7. The implementation of manpower management software will enable our organization to streamline our workforce management processes, reduce administrative burdens, and improve productivity. We believe that the proposed software will meet our needs and will help other users also. We recommended that the proposed project be approved and implemented as soon as possible.

Station : C/o 56 APO

Dated : 08/2025

(Varun Rana)
Maj
OC Comn

CHECK LIST

S No	Nomenclature	Remarks
1.	Name of proj (Incl ver)	Manpower management Software
2.	Name of sponsor	31 Armd Div Sig Regt (AREN)
3.	Type of Sw (Bespoke/ COTS/ Customized)	A customized software built specifically to match the users needs improving efficiency and performance of the organization.
4.	Brief justification/ endorsement on reqmt for devp of Sw appl	The need for manpower management software arises from the growing complexity of workforce planning, resource allocation, and performance tracking in organization. Developing a customized solution ensures efficient handling of employee data scheduling and compliance requirements.
5.	Aim, Scope and Purpose incl utility, beneficiaries and tgt users	**Improved efficiency** : Automates workforce management tasks, reducing manual effort and errors. **Optimized Resource Allocation** : Ensures the right personnel are assigned to the right tasks, enhancing productivity. **Real – Time Tracking** : Monitors attendance and performance metrics for better decision - making. **Cost saving** : Reduces administrative costs and increases overall operational efficiency.
6.	To be hosted on internet/ ADN with brief justification	Hosting manpower management software on the ADN (Web - based solution) offers several advantages over traditional on premise systems. (a) **Remote Accessibility** : Employees and management can access the system anytime, anywhere, improving flexibility and productivity. (b) **Real Time Data Synchronization** : Ensures instant updates across all departments, reducing delays in decision-making. (c) **Cost – Effectiveness** : Reduce upfront hardware costs and IT maintenance expenses associated with on – premise solutions. (d) **Intergration with other systems** : Seamlessly connects with HRMS and other applications for a unified workflow. (e) **Automatic Updates and Maintenance** : Ensure the software remains up-to-date with the latest features and security patches.

7.	Being devp in house or through IT funds	In house
8.	Usability of proposed appls by other arms/ services/ org/ est	Manpower management software, hosted in ADN can be beneficial to other Arms/ Services
9.	Hw and IT infrastructure reqd in the form of Virtual Machines at Data Centre (incl memory, storage and processing capb)	Nil
10.	Brief details of content of the proposed Sw appl	The manpower management software will include various modules to efficiently handle workforce-related tasks
11.	Endorsement by Head of Br/ Svc/ Fmn	Yes
12.	Details of user base	Nil
13.	Envisaged cost of entire proj incl licence fees and maint	Nil
14.	Projected dt of completion incl maj timelines	1 Months
15.	Brief details of Sw platform and tech stack proposed for devp of appl incl op sys dependencies (if any)	Python : hosted on server
16.	Brief details of proposed network and bandwidth reqmts	ADN
17.	Brief details of OS & Sys software reqmts	Server OS
18	Brief details of proposed data security measures incl backup of data	Non confd data : Backup within server
19.	Brief Details of proposed Database Engine To be used in the appl	Use Microsoft Excel to fetch data
20.	Detls of Sw architecture and COTS Sw proposed to be utilized	Python
21.	Detls of proposed architecture — Centralised/ Federated/ Hybrid	Centralised
22.	Brief details of proposed utilization of Public key infra (PKI) and iden and Access Mgt (IAM)	PKI
23.	Technology dependencies (if any)	Nil
24.	Database reqmts	Nil
25	Enhancement/ upgradation (incl patch mgt/ Sw updt procedure and mechanism	Centralised
26.	Details of licensing (If any)	Nil

Ser No	Nomenclature	Remarks
Sigs - 7		
1.	**Hardware Reqmt**. To be rationalized by developer with supported load calculation.	On existing web server
2.	**Bandwidth Reqmt**. No of concurrent users access the appl on ADN to be highlighted, Common user bandwidth to be utilized no dedicated bandwidth to be provided.	No dedicated bandwidth is reqd.
3.	**Encryption**. IACA SSL cert to be incorporated for secure HTTPs connection (TLS 1.3 should be impl)	Yes
4.	**IAM**. Appl developer to design and devp the appls for integ with IAM (SAML 2.0 needs to be followed)	Yes
5.	**Ports**. 443 port to be used for hosting, any addl port reqd should be justified.	Yes port 443 used for hosting
6.	**Software**. Sponsor Dte to provn for licensed OS and other reqd softwares for the appl.	Win Server 2023 & Starling Software
ACG		
1.	Advisory on Appl Security: Evolving (URD) User Requirement Document (Hosted at ACG Website – Web/ Appl Devp – Test & Eval Advisories).	-
2.	Impl of Secure Coding Prac in IA : HCL App Scan VS Code Sweep (ACG letter No. B/51106/ArCyGp/T-3/T&E dt 04 Aug 23).	-
3.	Advisory on Cyber Security Parameters for Website hosted within ADN (Hosted at ACG Website – Web/ Appl Devp – Test & Eval Advisories).	-
4.	Guidelines for Indian Govt Websites (GIGW 3.0).	-
ASDC		
1.	Platform to be used – Check and render advice on Long Term Sp incl the End of Life	Yes
2.	Database to be used – Check and render advice on Long Term Sp incl the End of Life.	Yes
3.	Software architecture and COTS Sw dependencies – native/ web based/ centralised/ decentralized, offline/ online mode, Selection criteria of COTS Sw etc.	Web based
4.	Integration reqmt with other Sw (online/ offline) – recommend appls alongwith the requisite formats of exch.	Nil
5.	Usability of Sw by other arms/ Services/ fmns/ orgs – advice sponsor fm scalability pt of view.	Yes