**HR Module Retrospective**

1. Top 3 failure reasons:

* Requirement and Kt is not up to the mark, Inconsistent data validation and field validation across business flow, Lack of user role validation, causing unauthorized access to certain features.
* Confusion about the module's operation and workflow is causing inconsistencies between expected and actual functionality.
* Outdated UI components that do not match current design guidelines or functionality.

1. Top 3 action items:

* Implement additional validation checks for user inputs to handle edge cases.
* Address critical bugs reported during the Testing.
* Address any inconsistencies in label names by aligning them with their intended functions. Provide a clear and intuitive UI alongside a simplified workflow, making the process more accessible for users.

1. Top 3 recommendations:

* Regularly conduct root cause analysis of critical bugs and failures to identify and address systemic issues in the development process.
* Establish a performance baseline early in the development process and continuously monitor performance as new features are added.
* Ensure better communication between development and QA teams to align expectations and testing requirements.

1. General observations:

* The development team primarily concentrates on the technical aspects of the functionality, often overlooking its overall impact and purpose
* Each screen is designed with a static layout, rather than being dynamically generated based on user input or context.
* Focus on defining the meaning of each label, field, and menu name, but overlook creating a user-friendly process.

