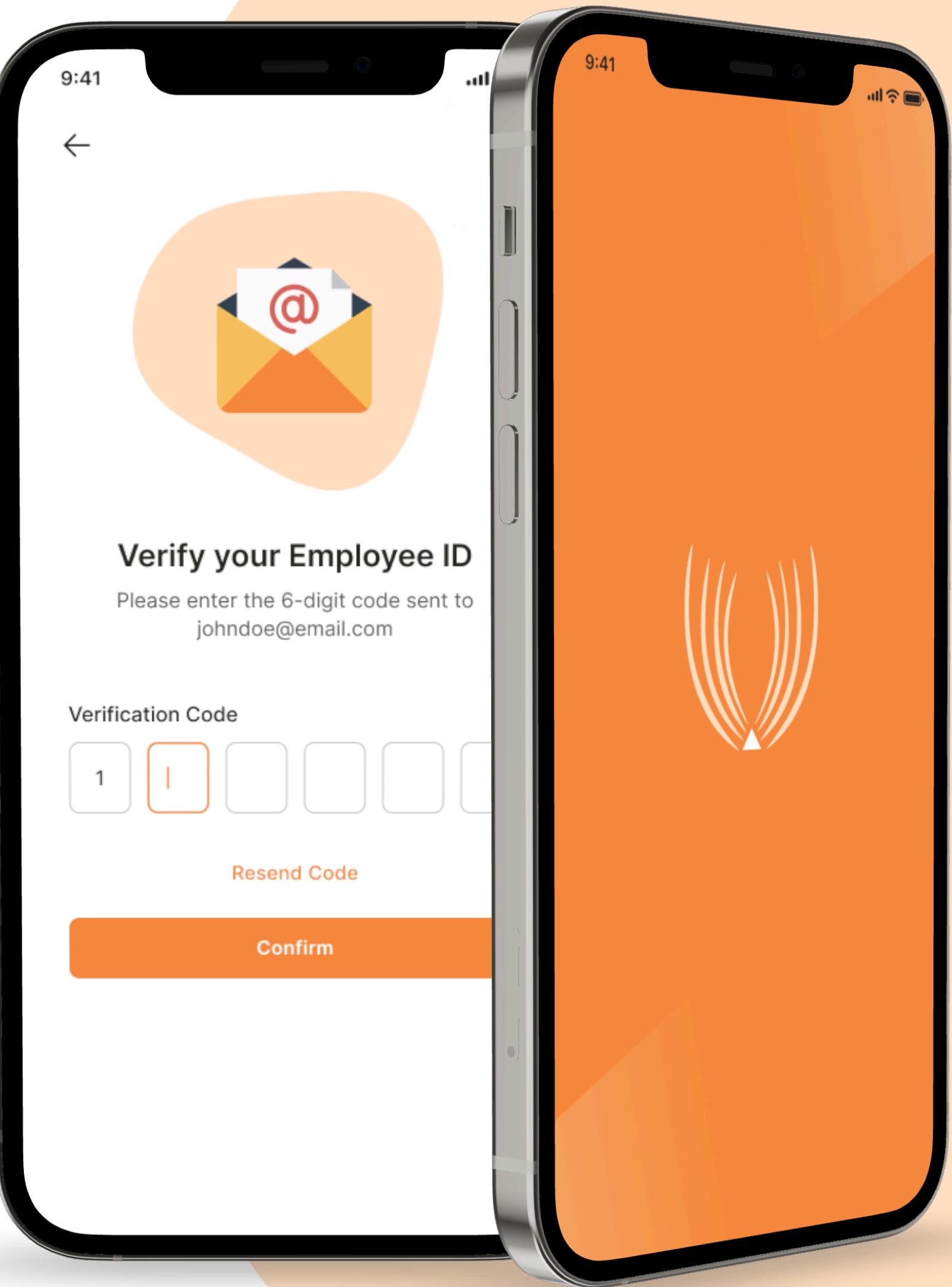


# Mobile HRMS

Designed a proprietary mobile HRMS app  
for Lotus Wireless to simplify remote  
attendance and task tracking.



Manan Arora

# What is HRMS?

A Human Resource Management System (HRMS) is an internal tool that helps organizations manage employee information, attendance, tasks, and HR processes in one place.

Attendance Regularisation

Leave Management

Payroll Management

Expense Management

Travel Management

# Project Overview

We worked with Lotus Wireless to translate their proprietary desktop HRMS software into a **mobile-first solution** tailored for both remote and on-site employees. The goal was to address key challenges in **attendance management** and **task tracking**.

# Context

**My Role**

Lead Developer

**Client**

Lotus Wireless Technologies Pvt. Ltd.

**Duration**

Jan 2024 - July 2024 (6 months)

**Status**

Deployed to 1000+ internal users (as of Feb 2026)

**Team**

1 Project Lead (Me)

1 UX developer

2 Front end developers

## Initial Problem Framing: Stakeholder Meeting

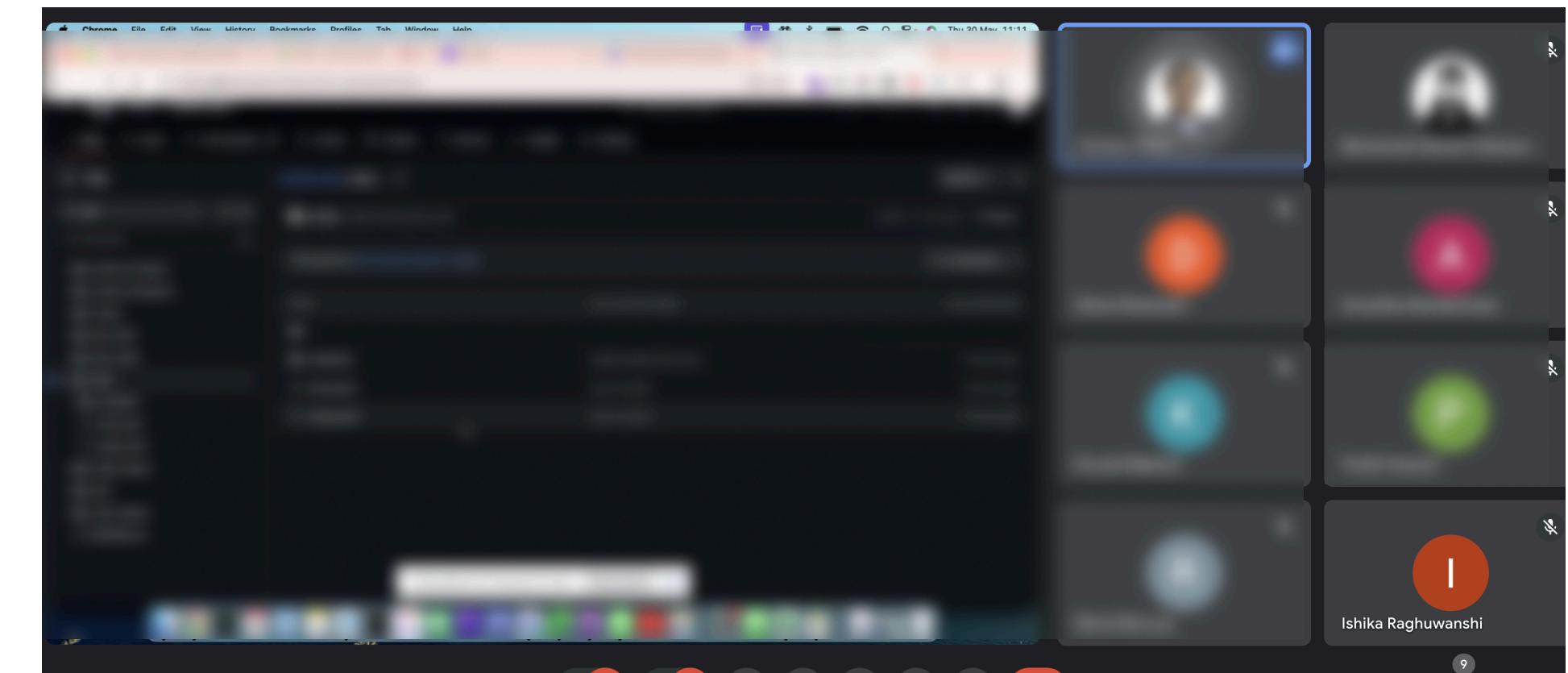
Stakeholder meeting to get insights into the product- what was working and what was not working, the scope of our project.

**Project Sponsor** → Business objectives, success criteria, scope of the project

**Remote and on-site employees** → Challenges and system constraints

**Managers** → Visibility & how they manage requests

**HR personnel** → Organisational overview



# Initial Problem Framing: Analysis of the desktop HRMS

Analysed the desktop HRMS

- To understand existing workflows and map them
- To better understand the challenges employees face
- To align our mobile solution with the existing system



The screenshot displays the KUU-LAA HRMS portal's user interface. It features a dark-themed sidebar with a list of HR modules and a light-themed main dashboard with various functional panels.

# What we Learned

The current desktop HRMS software did not work for remote and on-site employees

- They did not have access to their desktops/laptops
- Management worried about false instances of attendance logging

Management needed an easier way to handle all request notifications

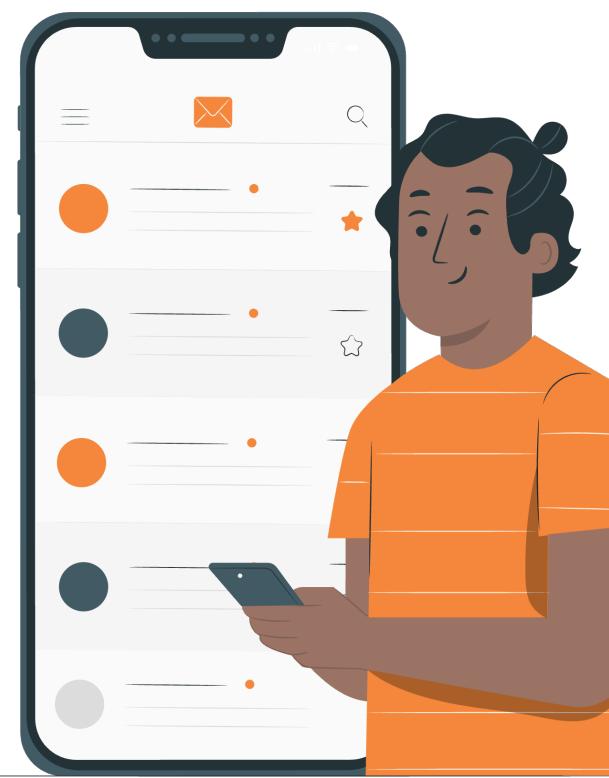
- Current system was very messy and cluttered
- Sometimes things were urgent and they did not always have access to their desktops/laptops

Employees did not want to use separate platforms to manage their daily tasks

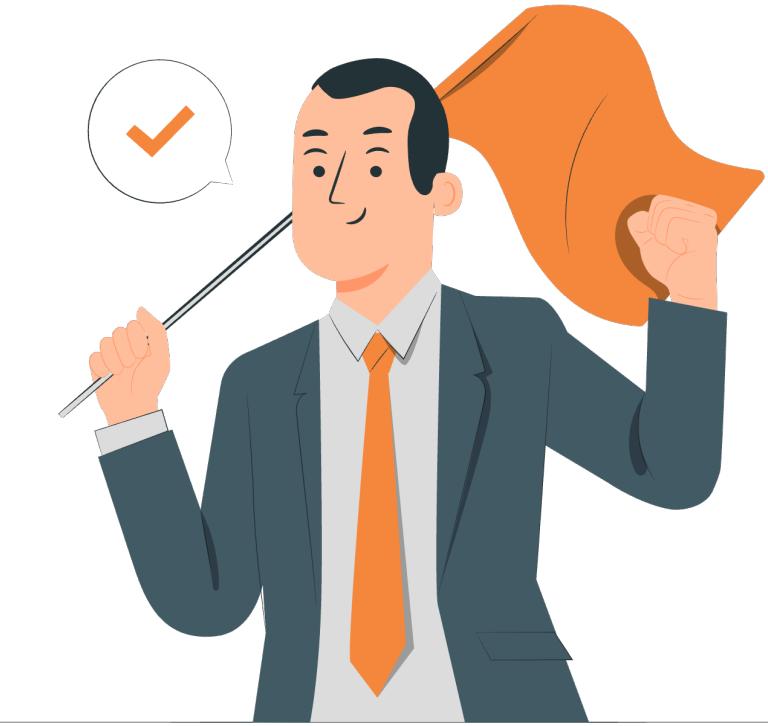
- Needed one platform to manage everything

**“Everything needs to be handled on the go”**

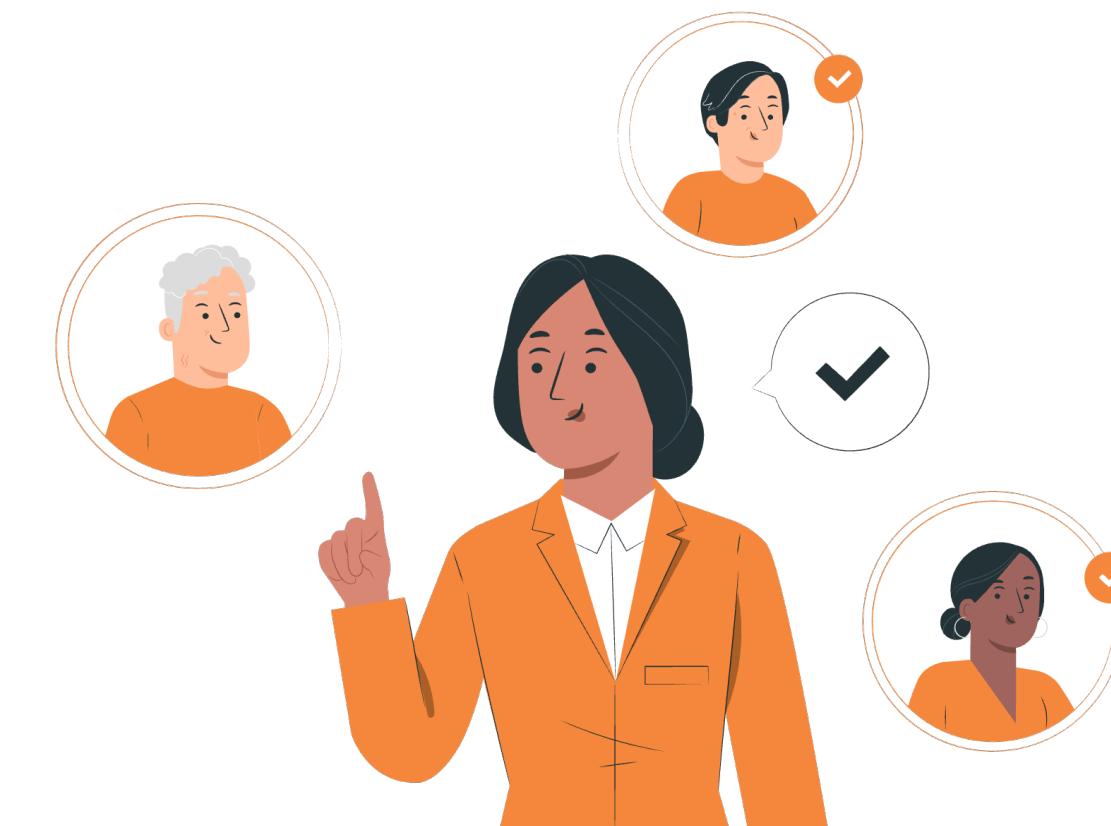
# Who were our users



Remote and on-site  
employees



Managers



HR personnel

Different Access Roles for each user type

# Product Benchmarking



## Improvement opportunities

- All of them had functional mobile versions of their desktop apps
- Quick access to key tasks on the home page itself
- Organisation wide shared calendar

# Our redefined problem space

How might we

Retain what is working on desktop to **directly translate** into mobile

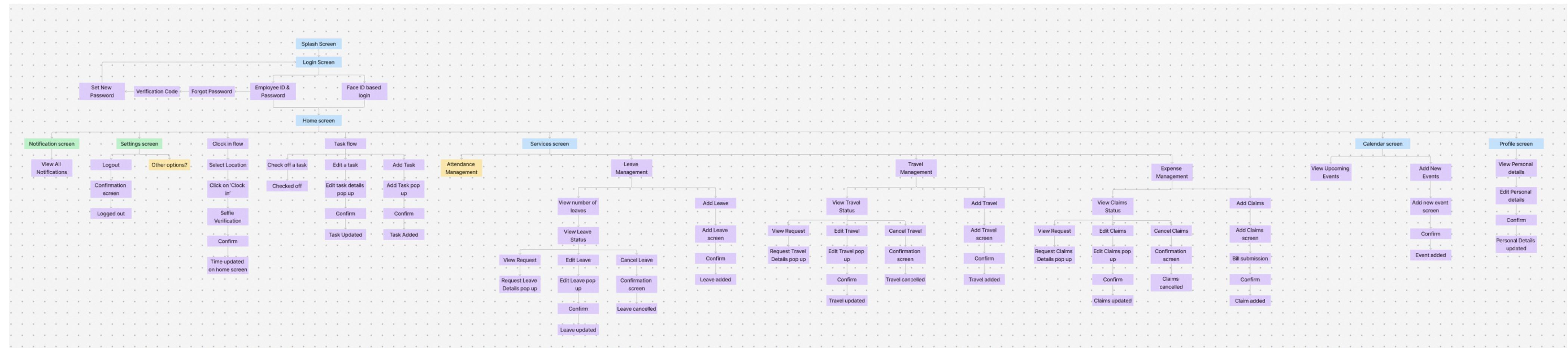
Make **attendance logging** easier for remote/onsite employees while avoiding false logs

Make **task management** easier to avoid switching platforms

Make it easier to manage **attendance requests** for managers

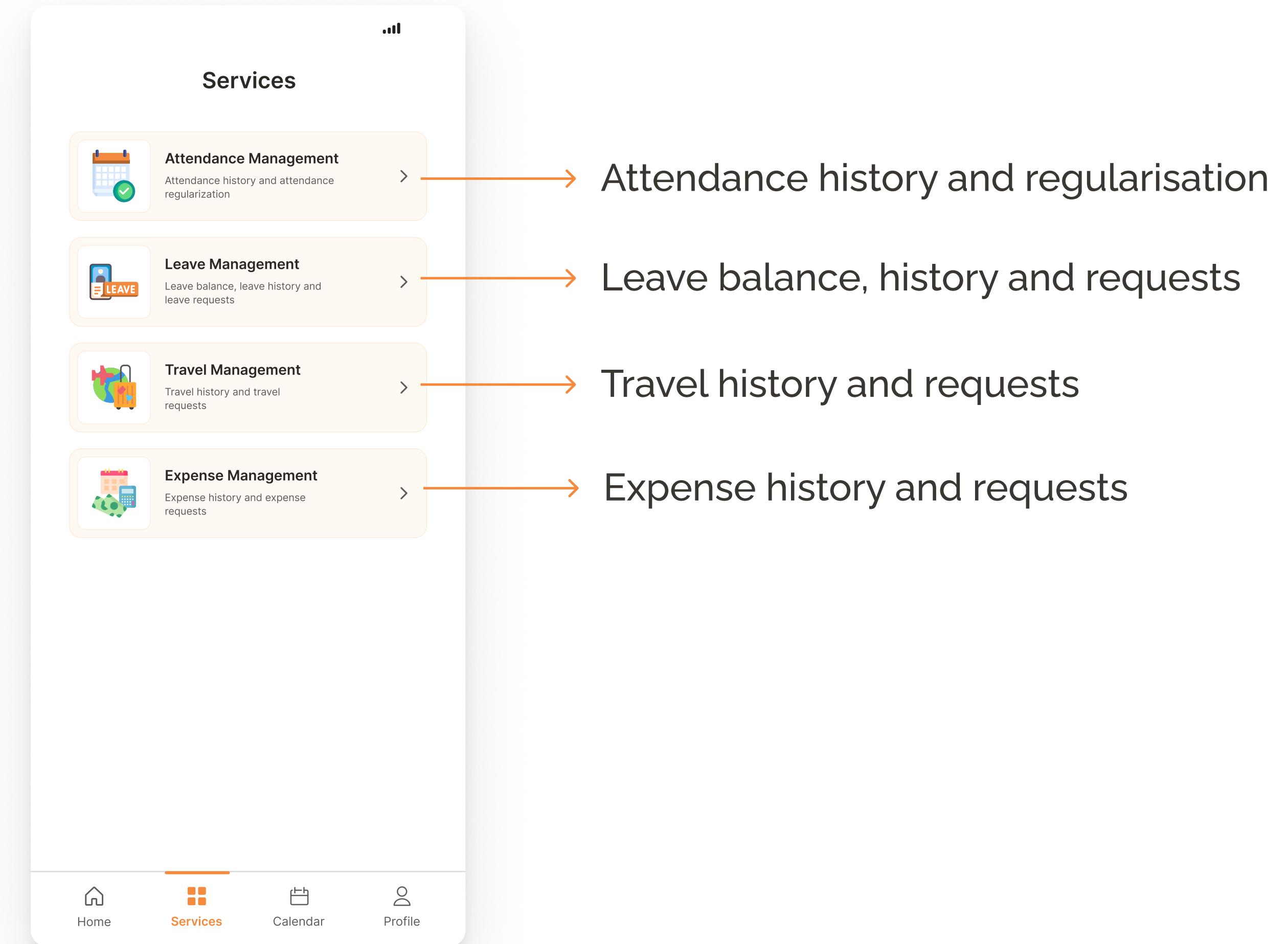
# Design Strategy

- Big picture of the whole product
- Short sprints (2 weeks)
- Design → Evaluation → Development & Deployment
- Information architecture (based on insights from product benchmarking)



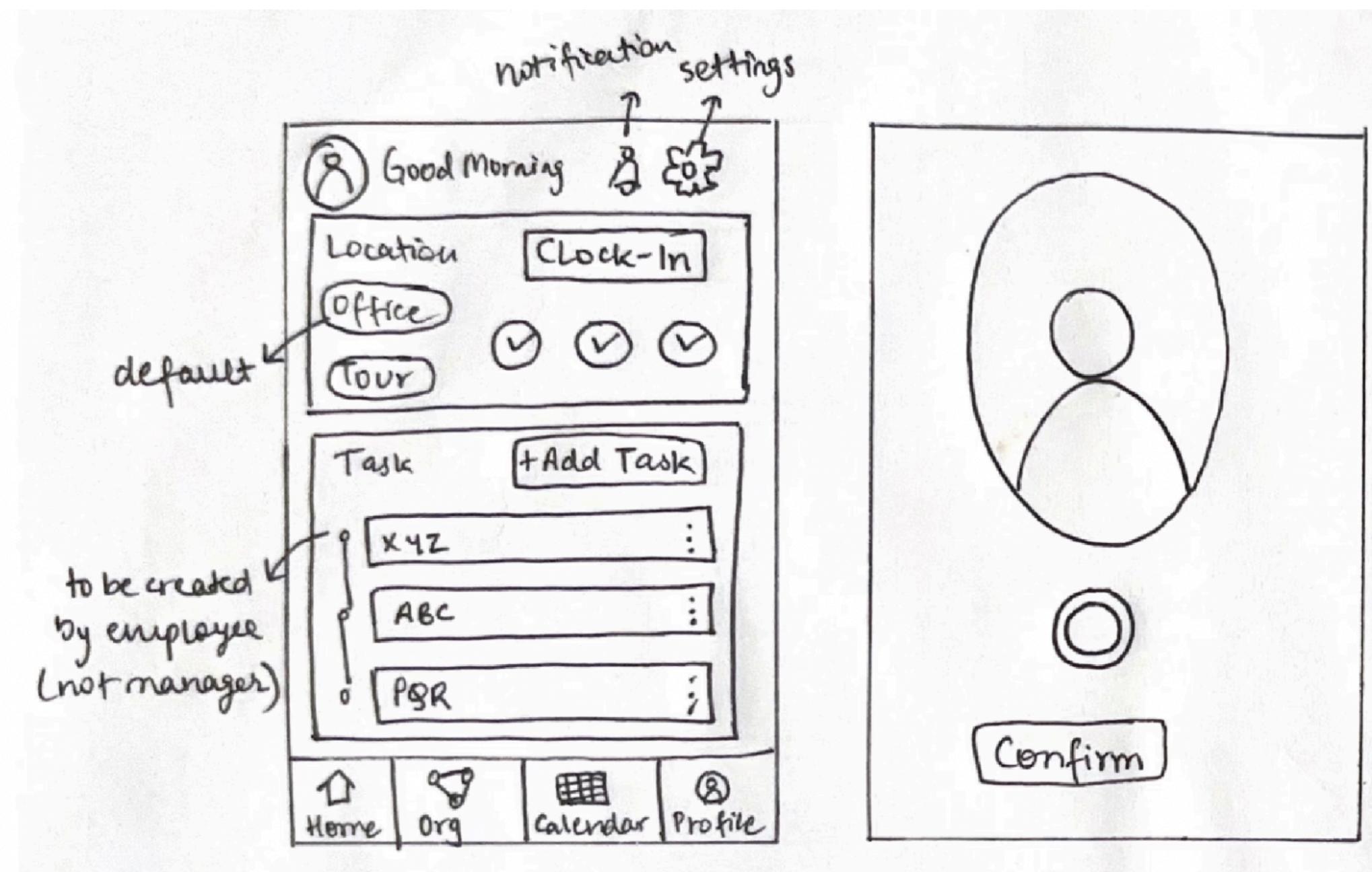
# What was retained

- Based on the workflow map we created after speaking to employees and analysing the existing desktop system
- Did not want to change something that was working well for the organisation



## Feature #1: Remote Selfie Attendance

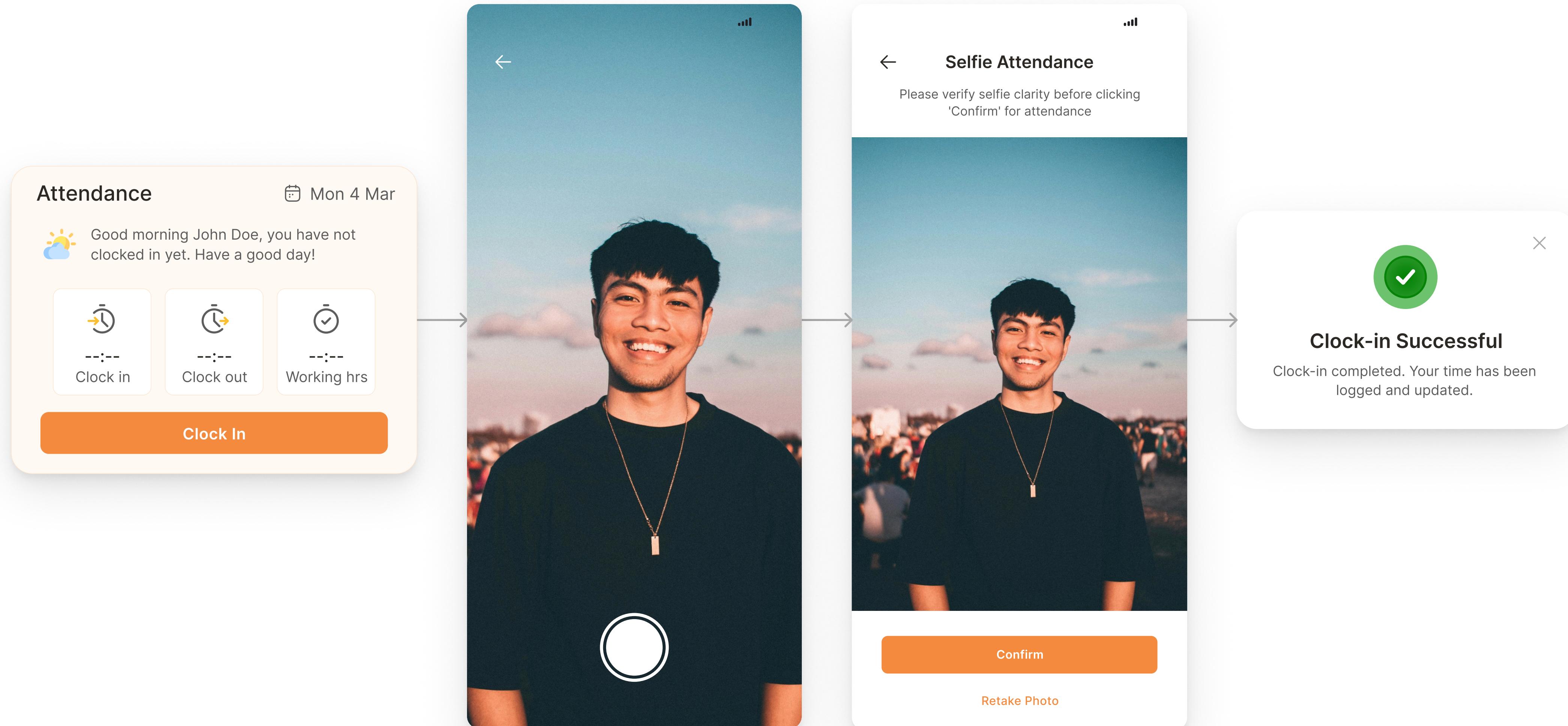
- **Existing workplace practice:** On-site and remote employees submitted photo proofs to their managers to log attendance
- **Why:** Managers were worried about employees falsely logging attendance on the HRMS software
- **Why was this not working:** Manually needing to verify attendance & storage issues on phones



Also served as a reminder for employees to log their attendance

- Attendance widget is the first thing on the home page

# Feature #1: Remote Selfie Attendance



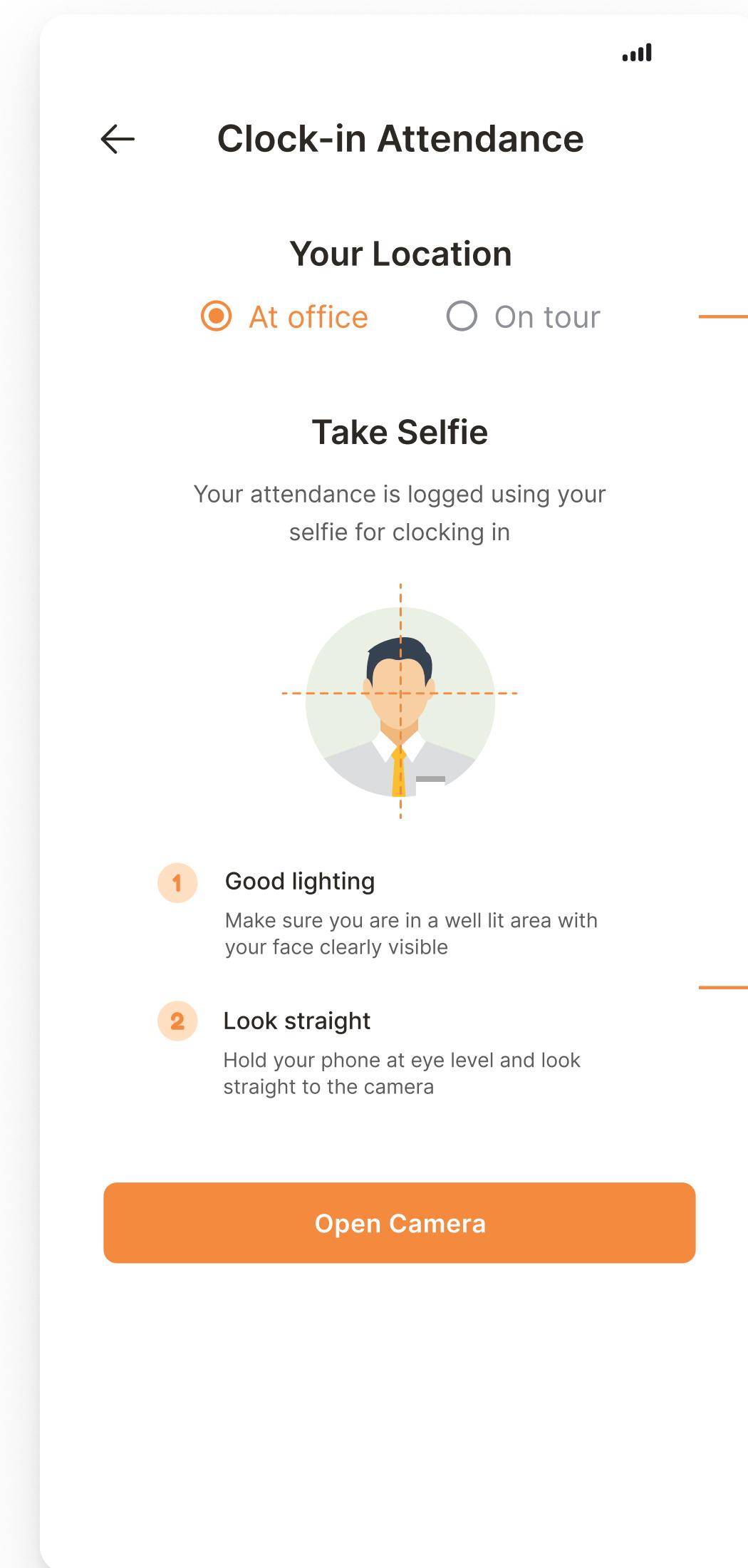
# Iteration

During evaluations, some problems emerged

- Employees needed more guidance on how to click a selfie

Additional feedback was given by managers

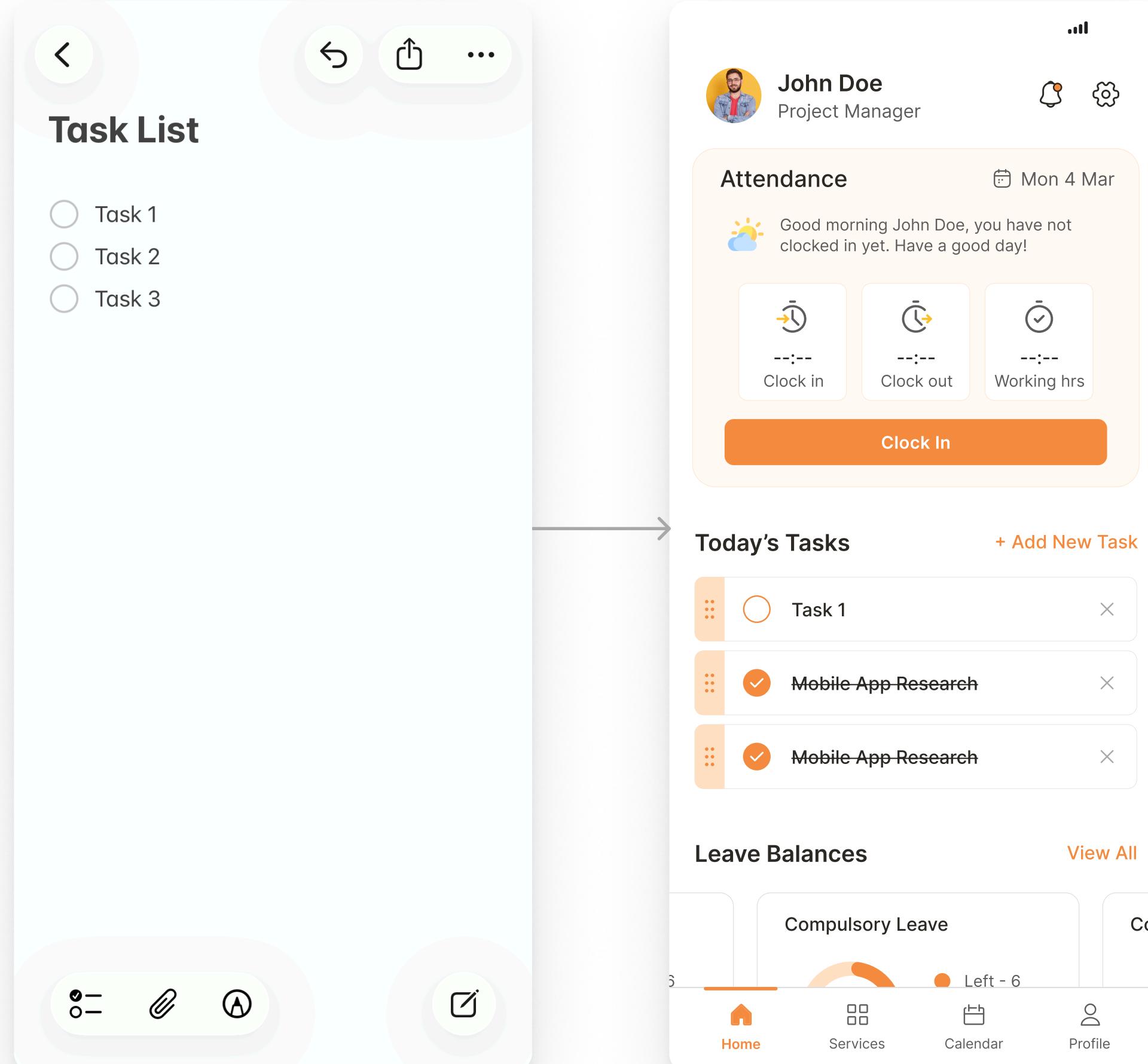
- Wanted to verify location of employee and enabled geo tracking



Location input

Instructions for employees on how to record selfie attendance

## Feature #2: Task List



**"I want everything to be in one place."**

Employees were creating their task lists on the Notes app

→ Organisation provided them an iPhone and a Macbook

Utilised UI elements from the Notes app into the HRMS mobile app

## Feature #3: Actionable Notifications

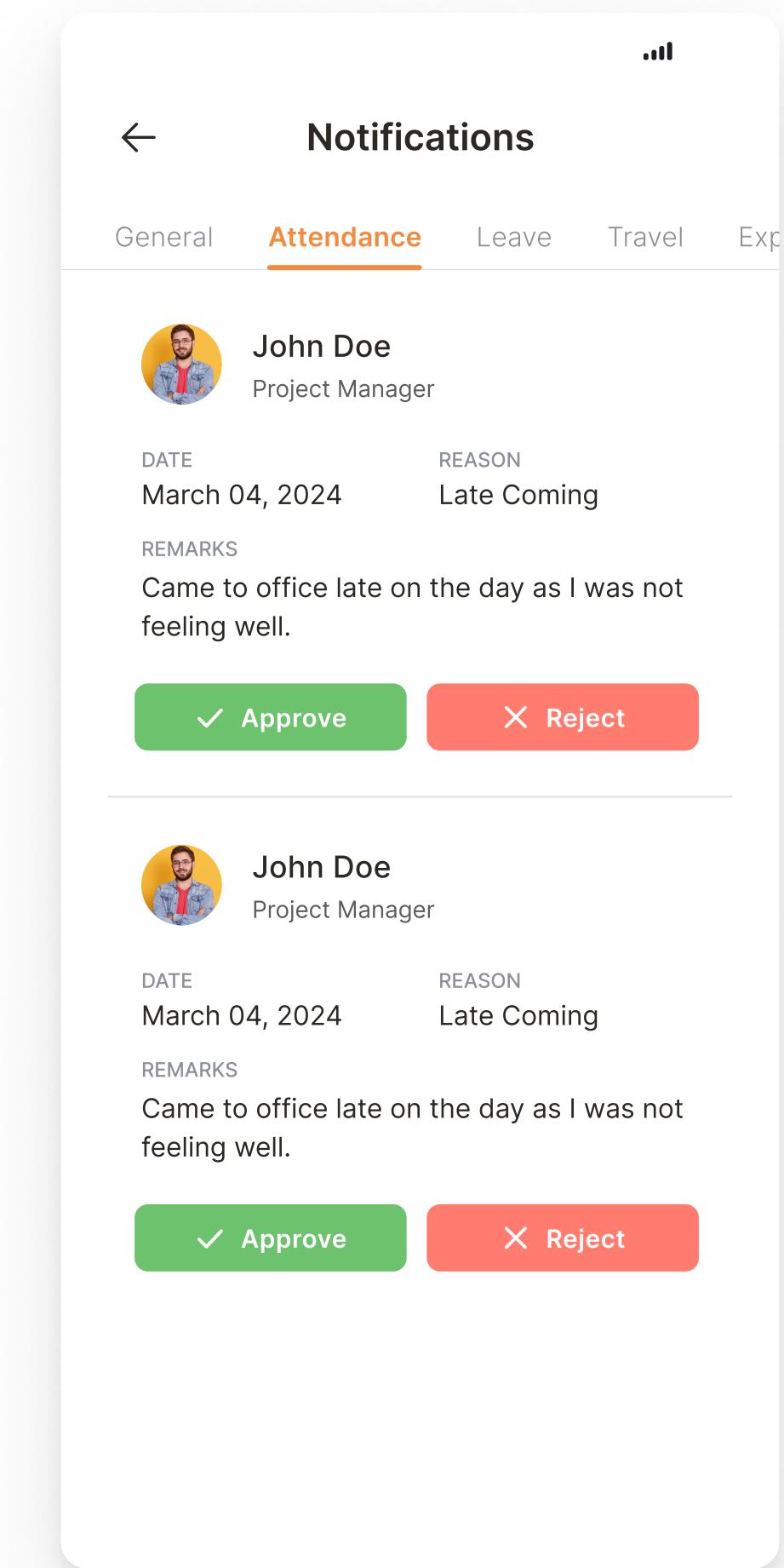
Managers needed quick access to their notifications

- Certain requests/notifications were urgent
- They did not always have access to their desktops or laptops

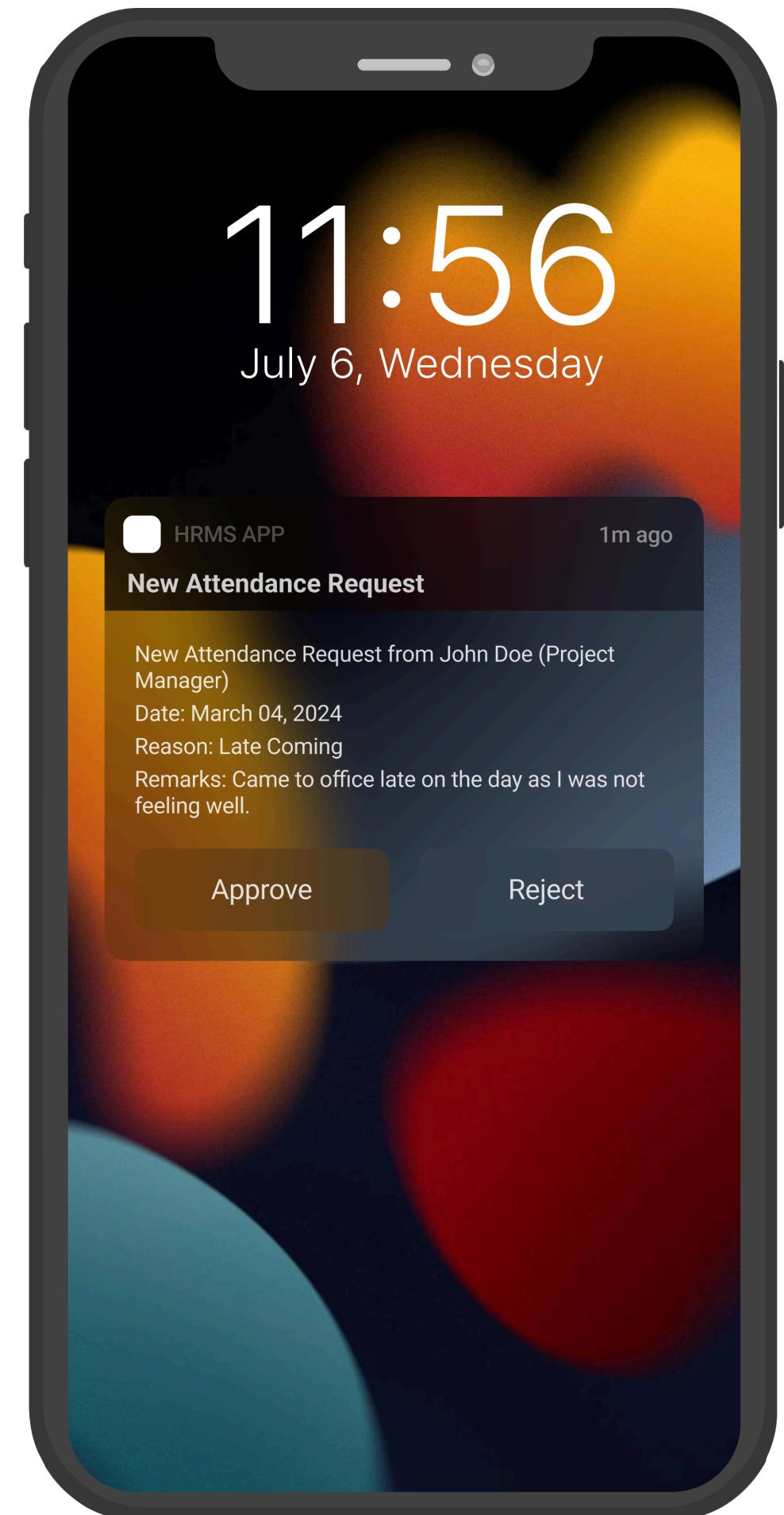
Notifications are segregated into categories

- Existing system was cluttered

Quick summary and easy actionable buttons are provided



# Iteration



After our evaluation rounds for the feature

How could we make access even quicker?

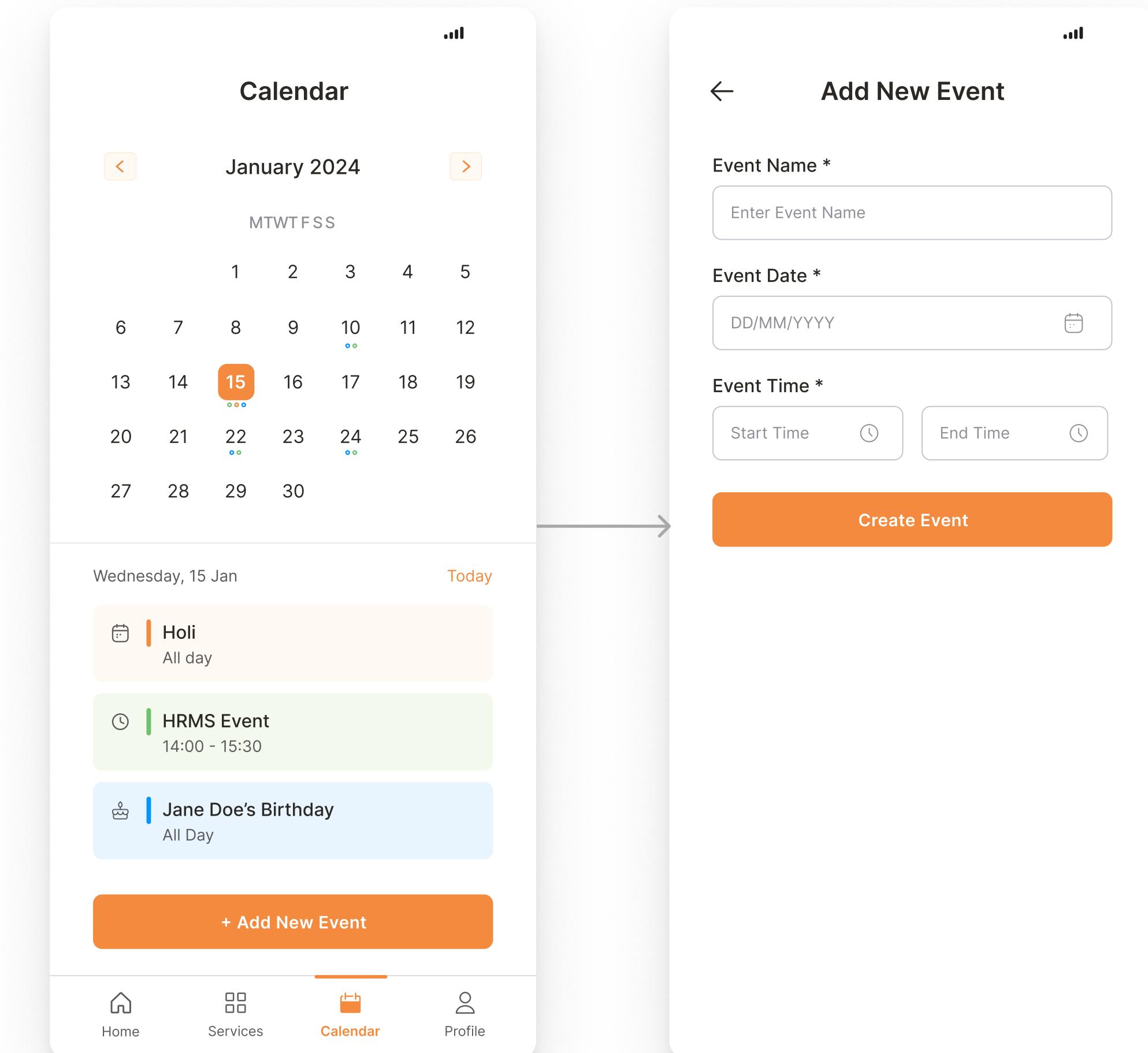
- Request details provided in the notification
- No need to open the app
- Actionable buttons in the notification

# Centralised Employee Calendar

Product benchmarking revealed the need for a centralised employee calendar

Accessible to everyone through the calendar tab

- Holidays, special events and important meetings separated by colours
- HR personnel has the authority to add new events to the central calendar

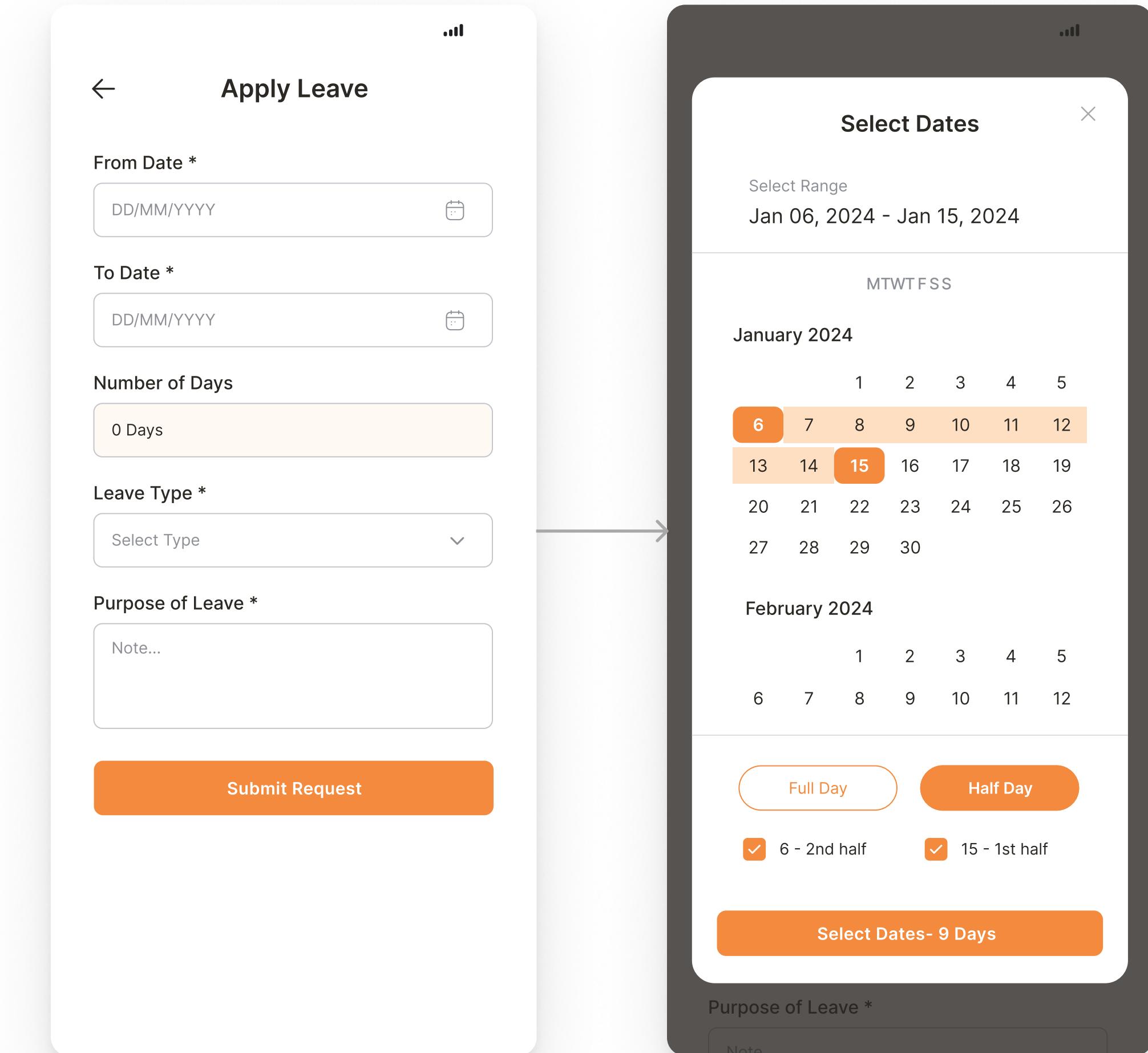


# Edge case: Half day leaves

Good learning opportunity for us - noticed this edge case while evaluating other features

Current system did not support edge cases like half day leaves

→ Analysis of other competitors revealed that they supported this feature



# Design-Development Collaboration

- Central to the project's success
- Had discussions early on to understand technical feasibilities and constraints
- Created designs for success/failure flows, empty states, errors etc
- Translated the desktop components into mobile version to ensure smoother handoffs (components, auto layout, styles)

Aa

Inter Semi Bold- Headings

Inter Semi Bold- Sub Headings

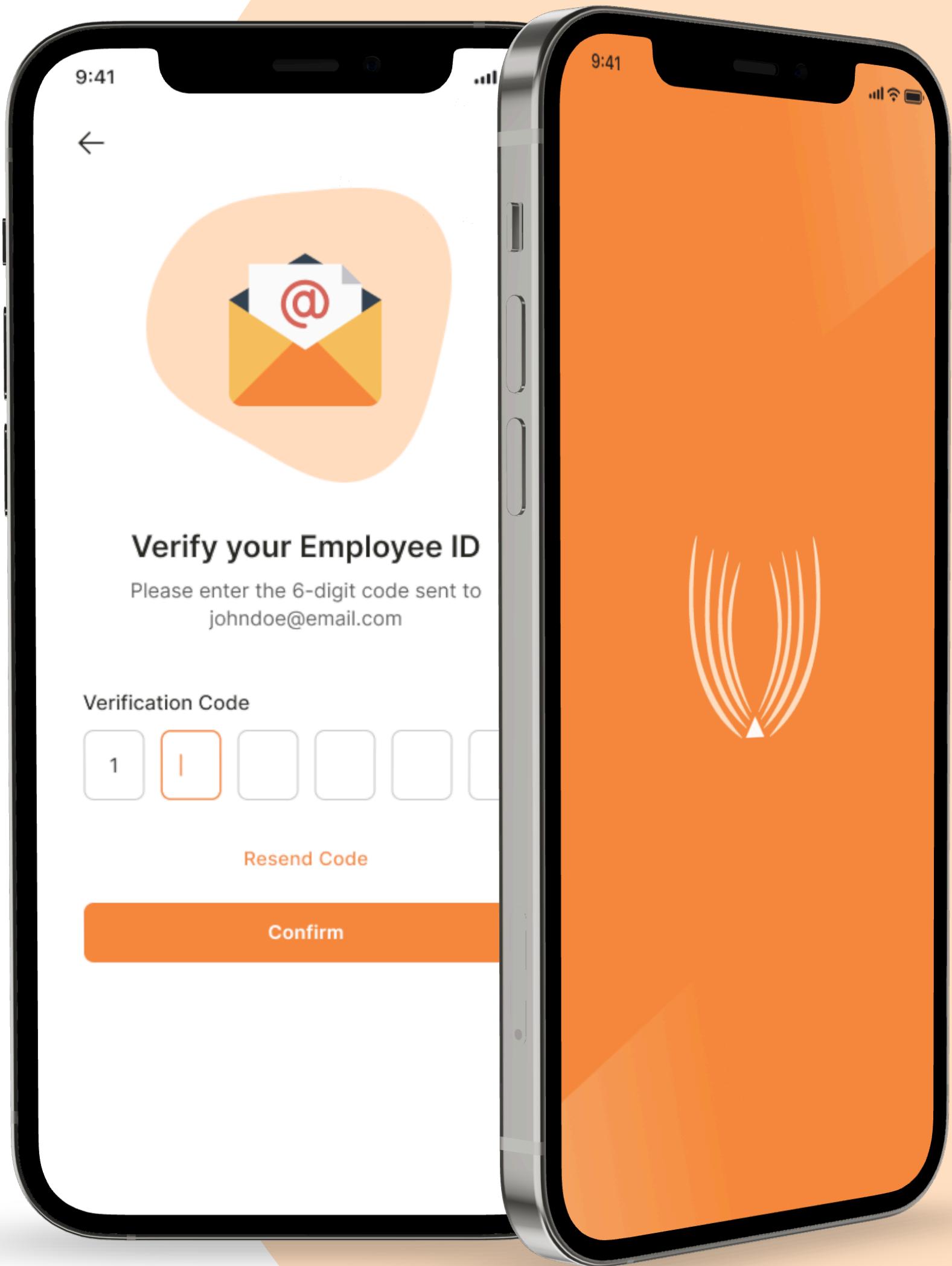
Inter Regular- Body Text



# Key Outcomes

- App was deployed to **400+** users in July 2024
- **1000+** internal users as of Feb 2026
- Based on a comparison of incorrect or disputed remote attendance entries before and after launch, we saw ~**30% fewer issues reported**.

# Thank you!



Manan Arora