SOFTWARE ENGINEERING PROJECT

MILESTONE 1

Submitted by **TEAM 11**

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SECTOR: HRMS

Problem statement: HR teams and employees struggle with outdated, manual systems that are inefficient and impersonal. A GenAI-powered HRMS can revolutionize workforce management by making processes smarter, faster, and more human-centric.

User identification

❖ Primary users: HR teams, employees

HR teams manage the system regularly, and employees use it for things like leave requests, personal data updates, etc.

❖ Secondary users: Line managers

Usually use the system to approve requests, manage their teams' data, review performance, or access reports.

❖ Tertiary users: Executives, Regulatory bodies, IT administrators

Does not interact with the system but indirectly uses it to inform high level strategic decisions.

📄 Interview_transcript.pdf

User stories

1. As an HR Manager,

   I want to access a real time dashboard showing the department wise attendance and employee headcount

   so that I can monitor both workforce availability and team distribution effectively.

2. As an HR Manager,

   I want an efficient and structured way to create and manage job descriptions

   so that I can save time and manage up-to-date role definitions across the organisation.

3. As an HR Manager,

   I want to manage all job postings in a centralized portal, allowing me to view, edit, or close listings

   so that I can manage active job vacancies efficiently.

4. As an HR Manager,

   I want to maintain and update employee personal, job, and contact details in one central place

   so that I can maintain an up-to-date workforce database.

5. As an HR Manager,

   I want to reduce manual effort in screening resumes

   so that I can focus on shortlisting qualified candidates faster.

6. As an HR Manager,

   I want to make company policies accessible 24/7 through an employee self-service portal

   so that employees can quickly get accurate answers without needing to contact HR directly, saving time.

7. As an Employee,

   I want to view my performance metrics and feedback

   so that I can understand areas of improvement.

8. As an Employee,

   I want to have access to view and download my monthly payslips

   so that I can keep track of my earnings and deductions.

9. As an Employee,

   I want to receive timely notifications for leave approvals or rejection

   so that I can stay informed of changes without delay.

10. As an Employee,

I want to quickly find answers to company policy questions

so that I don't need to wait for HR responses.

11. As a Team lead,

I want to enable my team members to access relevant skill modules

so that they can develop the skills needed to meet project goals and improve team performance.

12. As a Team lead,

I want to set clear and effective goals for employees

so that they can improve their performance effectively

13. As a Team lead,

I want to view a dashboard to monitor team performance

so that I can monitor progress and motivate my team effectively.

14. As a Team lead,

I want to review employees in my team

so that I can provide continuous feedback and help them improve.

15.   As an Executive,

I want to access high-level HR analytics and workforce insights through customizable dashboards and reports,

so that I can make strategic decisions about hiring, budgeting, and workforce planning based on real-time data.

16.   As an IT Administrator,

I want to manage user roles, permissions, and system integrations securely and efficiently,

so that I can maintain system integrity, ensure data privacy, and support smooth operation of the HRMS across departments.