**Novelty of the Project Idea**

The software project we worked on is an Employee Engagement Application. Employee Engagement is something which characterizes the relationship between the organization and it’s employees. When referring to an employee as an Engaged Employee it means that the employee is dedicated to his job and is instrumental in the process of growth and development of the organization. Such commitment and dedication on the employee’s part can only be expected under the condition that the employee has levels of Job satisfaction and morale. Employee Engagement is one such practice which can help to the increase the employee satisfaction level and foster the feeling of belonging to the organization in the employees. One of the biggest challenges faced by an organization is to how to incorporate it’s employees into it’s work culture. Whenever the employees are engaged, they are not driven by money, they work with commitment as a choice that is why it’s so important for the organization to incorporate the employees into it’s work culture.

The Employee Engagement Application is a software tool which can help to elevate employee engagement. Communication between the higher authorities and the employees is key for the efficiency and timely completion of goals and tasks. The application includes notification option using which the employees higher in the hierarchy can create surveys, news and project updates and feedback which makes it a reliable tool for conveying and collection with little or no distortion. This also helps in clearly defining roles of the employees within the organization, which can help in increasing employee independence and minimize confusion concerning their tasks and duties.

The following are some of the measures of employee engagement; recognition, feedback, personal growth, satisfaction, wellness, relationship with superiors and company alignment. Many of these can improved by the use of this Application, such as feedback and satisfaction can taken care of by the notification section. Another important aspect of structural and management changes in an organization that the organization itself often fails to realize is that the change is not a one-time process. It’s an ongoing process in which the organization should not exclude it’s employees.

The application also includes attendance marking feature, which allows the employees to convenient mark their attendance from their computers granted that they are connected to the company’s private network. The entire idea behind this application revolves around convenience involvement and efficiency. By reducing the unnecessary wastage of time on bureaucratic processes the employee can focus on his work and help achieve his personal as well as the organization’s goals.