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Lab Practical Extra:

The Comprehensive HRMS Software is a multi-platform solution (web, desktop, mobile) for payroll processing and employee management, with integrations for accounting and time-tracking systems. It streamlines HR tasks like pays lip generation, attendance tracking, and employee data management across devices.

Practical Assignment:

Objective: To understand and create a Project Charter and an initial Project Plan, incorporating key aspects such as stakeholder needs, project phases, and strategic planning.

Description:

Lab Exercise 1: Developing a Project Charter and Project Plan

Objective:

To develops a secure, multi-platform HRMS (Human Resource Management System) that automates payroll processing, centralizes employee management, and integrates with third-party tools (accounting/time-tracking), improving HR efficiency and user experience across web, desktop, and mobile platforms

Instructions:

1. **Develop a Project Charter:**
   Create a Project Charter document that includes:
   - **Project Title:** Comprehensive HRMS Software Development
   - **Project Purpose/Justification:**
     To develop a multi-platform HRMS (Human Resource Management System) with payroll and employee management modules, streamlining HR operations for businesses.
   - **High-Level Project Description:**
     The project involves designing, developing, and deploying an HRMS solution for web, desktop, and mobile platforms, integrating payroll processing, employee records, and third-party system compatibility (e.g., accounting software).
   - **Objectives and Success Criteria:**
     - Deliver a fully functional HRMS with payroll and employee management modules.

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- Ensure cross-platform compatibility (web/desktop/mobile).
- Achieve seamless integration with accounting/time-tracking systems.
- Meet user acceptance testing (UAT) benchmarks

- **Assumptions and Constraints:**
  - Assumes access to development tools (e.g., React, .NET, Flutter).
  - Constraints: Budget limits, 12-month timeline, dependency on third-party APIs.
- **Stakeholders:**
  - Project Sponsor (HR Director)
  - Development Team (Developers, UI/UX Designers)
  - End-users (HR Staff, Employees)
  - Automotive Partners (Accounting Software Vendors)
- **Project Manager Assigned:** Nikhil Rathod
- **Authorization:**
  signature- _____

2. **Project Planning:**
   Develop an initial Project Plan outline that includes:
   - **Project Phases:**
     - Requirement Analysis: Gather HR process workflows
     - UI/UX Design: Wireframes for all platforms
     - Application Development (React.js,.NET,Flutter)
     - API development for accounting/time-tracking
     - Testing & Debugging
     - Deployment
   - **Major Deliverables:**
     - SRS Document
     - UI Mockups (Figma)
     - Modular Codebase
     - Test Reports
     - Deployment Packages
   - **Timeline:**
     - Gantt chart (12 months total):
     - Planning (1 month)
     - Development (7 months)
     - Testing (2 months)
     - Deployment (2 months)

- **Resource Requirements:**
  - Tools: Figma, GitHub, Jira, AWS
  - Team: 5 Developers, 2 QA Engineers, 1 UI/UX Designer
- **Risk Management:**
  - Risks: Integration failures, platform-specific bugs.
  - Mitigation: Agile sprints, API sandbox testing.

3. **Documentation:**
   Compile all documents into a single file for submission.

Deliverables:

- Completed Project Charter
- Initial Project Plan outline
- Timeline in Excel or project management software

Lab Exercise 2: Stakeholder Analysis and Project Life Cycle Mapping

Objective:

To perform a detailed stakeholder analysis and map out the project life cycle for Android Automotive App Development.

Instructions:

1. **Stakeholder Identification:**
   - Initiation: Define HRMS scope, select platforms.
   - Planning: Create charter, finalize tech stack.
   - Execution: Develop modules, integrate APIs.
   - Monitoring: Test across platforms, optimize performance.
   - Closing: Deploy, conduct training, review.
2. **Stakeholder Analysis:**
   Create a Stakeholder Analysis Matrix:

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Stakeholder Name	Role/Position	Interests/Concerns	Impact Level	Influence Level	Engagement Strategy
HR Director	Sponsor	Budget, ROI	High	High	Biweekly steering meetings
Developers	Internal Team	Technical feasibility	High	Medium	Daily stand-ups, sprint reviews
Accounting Vendor	External Partner	API compatibility	Medium	Medium	Technical workshops
HR Staff	End-User	Ease of use, reporting features	High	Low	Beta testing, feedback surveys
Employees	End-User	Self-service portal	Medium	Low	UX prototyping sessions

3. Project Life Cycle Mapping:

Stages & Key Activities:

- **Initiation:** Define HRMS scope, select platform
- **Planning:** Create charter, finalize tech stack.
- **Execution:** Develop modules, integrate APIs
- **Monitoring & Controlling:** Test across platforms, optimize performance
- **Closing:** Deploy, conduct training, review.

Influence of Stakeholders:

- HR Director prioritizes payroll accuracy

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- Employees influence self-service features
- Vendors dictate API constraints

4. Documentation:

Deliverables:

- Stakeholder Analysis Matrix
- Life Cycle Mapping Diagram
- Summary Report

Lab Exercise 3: Project Selection Methods and Developing a Project Scope Statement

Objective:

Deliver a secure, multi-platform HRMS with payroll, employee management, and third-party integrations.

Instructions:

1. **Project Selection Methods Summary:**

Method	Advantages	Disadvantages
Cost-Benefit Analysis	Financial clarity, informed decision-making	May overlook qualitative factors
Scoring Models	Considers multiple criteria	Requires subjective weighting
Payback Period	Easy to calculate, focuses on ROI timeline	Ignores long-term strategic benefits

2. **Project Selection Exercise:**
   Chosen Method: Scoring Model
   Rationale: Suitable for evaluating technical, financial, and user-experience aspects.
   Based on criteria scores, the Android Automotive App project is selected due to its high potential for real-world impact and technical feasibility.

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3. **Project Scope Statement:**

- **Project Objective:**
  To develop and deploy a user-friendly Android Automotive Application for in-vehicle use, compliant with Google's guidelines.
- **Scope Description:**
  Design and implement core features such as:
  - Media Control
  - Navigation Integration
  - Voice Command Support
  - Optimized UI for car displays
- **Project Exclusions:**
  - Non-Automotive Android app compatibility
  - Hardware-level vehicle integrations
- **Acceptance Criteria:**
  - App passes compatibility tests on Automotive Emulator
  - Meets all functional requirements
  - Positive feedback from initial user testing
- **Assumptions and Constraints:**
  - Google Automotive guidelines remain stable
  - Development within semester timeline
  - Limited access to real vehicle hardware

4. **Documentation:**
   Compile the comparison table, project selection rationale, and scope statement into a final report.

Deliverables:

- Project Selection Comparison Table
- Selection Rationale
- Detailed Project Scope Statement
- Final Report