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# Role-Based Actions

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## 1) HR

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HR = privileged employee who can manage people, payroll, recruitment, onboarding/offboarding.

Module	Actions HR Can Perform	Notes
Employee Management	<ul style="list-style-type: none"><li>- View all employees</li><li>- Edit employee salary / contract docs</li><li>- Upload HR-approved documents for employees</li></ul>	Cannot edit employee personal info (email, phone, etc.)
Payroll	<ul style="list-style-type: none"><li>- Run payroll cycles (manual or scheduled)</li><li>- Mark payments as paid or failed</li><li>- View payroll status per employee</li><li>- Generate payslips/reports</li></ul>	Only for <b>Active</b> employees
Onboarding / Offboarding	<ul style="list-style-type: none"><li>- Start onboarding for selected candidate</li><li>- Verify employee documents</li><li>- Upload contracts</li><li>- Complete onboarding → activate employee</li><li>- Start offboarding for Exiting employee</li><li>- Revoke access / archive employee record</li></ul>	Audit entries recorded for each action
Recruitment Pipeline	<ul style="list-style-type: none"><li>- Create / edit job postings</li><li>- Define interview rounds per job</li><li>- Move candidates through pipeline (shortlist, clear rounds, select/reject)</li><li>- Trigger onboarding for selected candidates</li></ul>	Cannot change candidate personal info
Audit / Compliance	<ul style="list-style-type: none"><li>- View audit logs for recruitment &amp; payroll</li><li>- Generate reports for audits</li></ul>	Cannot alter logs
General / Dashboard	<ul style="list-style-type: none"><li>- Login to HR dashboard</li><li>- See metrics: payroll status, job openings, candidate pipeline</li></ul>	

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## 2) Employee

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Employee = regular user of the system, only sees their own data and payroll.

Module	Actions Employee Can Perform	Notes
Employee Management	<ul style="list-style-type: none"><li>- View personal profile</li><li>- Update personal info (address, phone, emergency contact)</li><li>- Upload personal documents (ID, certificates)</li></ul>	Cannot view other employees
Payroll	<ul style="list-style-type: none"><li>- View own payslips</li><li>- Download payslip for given month</li></ul>	Only for <b>Active</b> employees
Onboarding / Offboarding	<ul style="list-style-type: none"><li>- Upload required documents during onboarding</li><li>- Acknowledge policies</li></ul>	Status updates handled automatically / by HR
Audit / Compliance	<ul style="list-style-type: none"><li>- None</li></ul>	Read-only personal activity only
General / Dashboard	<ul style="list-style-type: none"><li>- Login to Employee dashboard</li><li>- Check document upload status</li><li>- See onboarding/offboarding status</li></ul>	

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## 3) Candidate

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Candidate = potential employee applying for jobs.

Module	Actions Candidate Can Perform	Notes
Recruitment Pipeline	<ul style="list-style-type: none"> <li>- Create candidate account</li> <li>- Apply for job openings</li> <li>- Upload resume / basic documents</li> <li>- Track application status (Applied, Shortlisted, In Round N, Rejected, Selected)</li> </ul>	Cannot change pipeline status — only view
Onboarding (if selected)	<ul style="list-style-type: none"> <li>- Upload onboarding documents</li> <li>- Acknowledge policies</li> <li>- Complete onboarding → become Employee</li> </ul>	Once onboarding complete, role changes to Employee
General / Dashboard	<ul style="list-style-type: none"> <li>- Login to Candidate dashboard</li> <li>- See list of applied jobs and their statuses</li> </ul>	Cannot see employee or HR dashboards

## 📝 Notes / Implementation Tips

### 1. RBAC Enforcement

- All APIs must check user role before performing actions.
- Example: Only HR can call `/payroll/run` or `/recruitment/job/create`.

### 2. Role Transition

- Candidate → Employee after onboarding → access changes from Candidate dashboard → Employee dashboard.
- HR is always Employee + HR role, so can **toggle between Employee and HR dashboards**.

### 3. UI / Frontend

- Separate frontends per role (as we discussed):
  - Candidate: port 3003
  - Employee: port 3001
  - HR: port 3002
- Redirect from login page based on role.

### 4. Audit / Logging

- Track every role-specific action for compliance.
- Especially HR actions (payroll, recruitment, onboarding/offboarding).