**Business Requirements**

Understanding the data of different jobs provided by glassdoor can help businesses and personals to analyze current market trends in hiring, packages offered, etc. Businesses need to understand the glassdoor jobs data in order to get valuable insights. Job analysis is a crucial step in validating all major personnel activities. Employers must be able to show that their screening tools and appraisals are actually related to performance on the job in question. Doing this, of course, requires knowing what the job entails, which in turn requires a competent job analysis. The ultimate goal is to gain insights and improve performance through data visualization techniques.

**Non-Functional Requirements**

Non-functional requirements, on the other hand, relate to how the end-user works within the business environment and to the business standards or laws that need to be adhered to.

They describe the properties of a product (physical or otherwise) and the user’s experience while doing the work.

**Features**

These are often elements of a project that make the user’s task easier in some way – it may be that a feature assists in organising data more clearly, managing workflow, or providing graphics to help visualise processes or products. Features do not (or should not) affect the end result but they do positively affect the experience of the user whilst performing some task.

**Reporting Requirements**

Ultimately many people in an organisation may only see the end result of a new product or process as a statistical report. The quality of these reports will be perceived as a measure of the quality of the product or process. Therefore, the business requirements document should also cover in detail the reporting requirements. And, more importantly, reporting requirements may fundamentally affect how data and images are stored, which will have an influence on the technical specifications.

**Data Retention/Archiving**

It is rare that a project starts with no data – it is far more likely that there is some history of data or information that needs to be retained either in an archive system or within the new system as legacy data. It is also common that the existing data needs to be converted to work with the new system, particularly when the project is a software enhancement or replacement where there already exists a database of information that needs to be used going forward in the business.

So some measure of technical information is needed in a business requirements document and effective [project management](https://www.parallelprojecttraining.com/courses/) should ensure that there is sufficient detail without there being an overload.

**Business requirements**, also known as stakeholder requirements specifications (StRS), describe the characteristics of a proposed system from the viewpoint of the system's end user like a [CONOPS](https://en.wikipedia.org/wiki/Concept_of_operations). Products, systems, software, and [processes](https://en.wikipedia.org/wiki/Business_process) are ways of *how* to deliver, satisfy, or meet business requirements. Consequently, business requirements are often discussed in the context of developing or procuring software or other systems.

Confusion arises for three main reasons.

1. A common practice is to refer to objectives, or expected benefits, as 'business requirements.' [[1]](https://en.wikipedia.org/wiki/Business_requirements#cite_note-1)
2. People commonly use the term 'requirements' to describe the features of the product, system, software expected to be created.
3. A widely held model claims that these two types of requirements differ only in their level of detail or abstraction — wherein 'business requirements' are high-level, frequently vague, and decompose into the detailed product, system, or software requirements.

Such confusion can be avoided by recognizing that business requirements are not objectives, but rather meet objectives (i.e., provide value) when satisfied. Business requirements *whats* do not decompose into product/system/software requirement *hows*. Rather, products and their requirements represent a response to business requirements — presumably, *how* to satisfy *what*. Business requirements exist within the business environment and must be discovered, whereas product requirements are human-defined (specified). Business requirements are not limited to high-level existence, but need to be driven down to detail. Regardless of their level of detail, however, business requirements are always business deliverable *whats* that provide value when satisfied; driving them down to detail never turns business requirements into product requirements.[[2]](https://en.wikipedia.org/wiki/Business_requirements#cite_note-2)

In system or software development projects, business requirements usually require authority from stakeholders. This typically leads to the creation or updating of a product, system, or software. The product/system/software requirements usually consist of both [functional requirements](https://en.wikipedia.org/wiki/Functional_requirements) and [non-functional requirements](https://en.wikipedia.org/wiki/Non-functional_requirements). Although typically defined in conjunction with the product/system/software functionality (features and usage), non-functional requirements often actually reflect a form of business requirements which are sometimes considered constraints. These could include necessary performance, security, or safety aspects that apply at a business level.

Business requirements are often listed in a Business Requirements Document or BRD. The emphasis in a BRD is on process or activity of accurately accessing planning and development of the requirements, rather than on how to achieve it; this is usually delegated to a Systems Requirements Specification or Document (SRS or SRD), or other variation such as a Functional Specification Document. Confusion can arise between a BRD and a SRD when the distinction between business requirements and system requirements is disregarded. Consequently, many BRDs actually describe requirements of a product, system, or software