## **Feasibility Analysis**

## **Daily Employee Birthday and Work Anniversary Alert System**

### **1. Technical Feasibility**

The proposed system is technically feasible as it utilizes:

* **Existing Oracle HCM Cloud database** structures.
* Standard **SQL queries** to fetch and filter employee data.
* **Date functions** to determine birthdays and anniversaries.
* Optional use of **Oracle BI Publisher** for scheduling and bursting reports via email.

Since no external integration or custom application development is required, the solution can be implemented quickly with minimal technical complexity.

### **2. Operational Feasibility**

This solution is operationally feasible and aligns with HR’s daily functions:

* HR teams can easily **review, download, or receive the report automatically** via email.
* The report enhances HR's ability to **personally engage with employees**, boosting morale.
* Minimal training is required for users, as the report is presented in a **simple tabular format**.

The system can be **scheduled to run daily** with little to no manual effort post-deployment.

### **3. Economic Feasibility**

The cost involved in this solution is minimal:

* Utilizes **existing infrastructure** (Oracle Fusion, BI Publisher).
* Requires **no new hardware or licenses**.
* Reduces HR’s manual effort and improves efficiency, leading to **indirect cost savings**.

It offers high value with minimal investment, making it a **cost-effective solution**.

### **4. Legal and Security Feasibility**

* All employee data used is already stored in the **secured Oracle HCM system**.
* The solution **respects data privacy** by only including relevant fields (name, email, etc.).
* No external sharing or third-party systems are involved, ensuring **data remains compliant** with internal security policies.

### **5. Time Feasibility**

* Initial development and testing of the SQL logic can be completed in **1–2 days**.
* BI Publisher report creation and email scheduling can be done in **1 day**.
* The entire solution can be deployed and tested in **less than a week**, making it **quick to implement**.

### **Conclusion**

The proposed alert system is **highly feasible** across all dimensions—technical, operational, economic, legal, and temporal. It offers a simple yet powerful way to enhance employee recognition using existing Oracle HCM capabilities.