

Product Requirements Document (PRD)

ERPROOTS Employee Satisfaction Survey Web Application

Version: 1.0

Date: November 19, 2025

Product Owner: ERPROOTS HR/Management

Target Users: SAP Technical & Functional Consultants, HR Admins

1. Executive Summary

1.1 Product Vision

Build a fully functional, production-ready web application to collect anonymous employee satisfaction feedback from SAP consultants at ERPROOTS. The tool will enable HR and management to gather actionable insights on project execution, documentation quality, change request handling, resource allocation, training, leadership, and workplace culture.

1.2 Business Objectives

- Replace manual survey processes with automated web-based data collection
- Enable anonymous feedback to encourage honest responses
- Centralize response storage for easy analysis and export
- Reduce survey administration overhead by 80%
- Achieve 70%+ employee response rate within first deployment

1.3 Success Metrics

- Survey completion rate: >70% of active employees
 - Average completion time: <10 minutes
 - Data export success rate: 100%
 - Zero data loss incidents
 - System uptime: 99.5%+
-

2. Product Scope

2.1 In Scope

- Responsive web form with 41 questions across 9 sections
- Supabase PostgreSQL database integration
- Real-time form validation
- Conditional question logic (show/hide based on answers)
- Anonymous data collection
- Admin dashboard access via Supabase UI
- CSV/Excel export capability

- Mobile-responsive design
- Dark mode support
- Deployment on static hosting (Netlify/Vercel)

2.2 Out of Scope (Phase 1)

- User authentication/login system
- Built-in analytics dashboard (use external tools)
- Email notifications for submissions
- Multi-language support
- Automated reminder emails
- Response editing after submission
- Real-time analytics charts
- Integration with HR management systems

3. User Personas

3.1 Primary Persona: SAP Consultant (Survey Respondent)

Name: Rajesh Kumar

Role: SAP ABAP Developer

Experience: 3 years in SAP development

Goals:

- Complete survey quickly (<10 minutes)
- Ensure anonymity of responses
- Provide honest feedback without fear
- Access survey on mobile during breaks

Pain Points:

- Concerned about survey anonymity
- Limited time during work hours
- Prefers mobile-friendly interfaces

3.2 Secondary Persona: HR Administrator

Name: Priya Sharma

Role: HR Manager

Experience: 5 years in HR operations

Goals:

- View all survey responses in real-time
- Export data for analysis in Excel/Google Sheets
- Share survey link easily via email/Slack
- Monitor response rates

Pain Points:

- Needs simple data export (no technical complexity)
- Wants to filter responses by date
- Requires data security and privacy compliance

4. Functional Requirements

4.1 Survey Form Structure

Section A: General Work Satisfaction (4 Questions)

Q#	Question	Type	Validation
Q1	How satisfied are you with your current role and responsibilities?	Rating (1-5)	Required
Q1-Comment	Comments (Optional)	Text Area	Optional
Q2	Do you feel your work is valued and recognized?	Yes/No	Required
Q2-Comment	Comments (Optional)	Text Area	Optional
Q3	Are you satisfied with the level of communication within your project team?	Yes/No	Required
Q3-Comment	Comments (Optional)	Text Area	Optional
Q4	Do you believe your skills are being effectively utilized?	Yes/No	Required
Q4-Comment	Comments (Optional)	Text Area	Optional

Section B: Documentation Quality (5 Questions)

Q#	Question	Type	Validation
Q5	Do you receive clear Scope of Work / Requirement Documents before development starts?	Yes/ No	Required
Q5-Comment	Comments (Optional)	Text Area	Optional
Q6	Are Functional Specifications (FS) and/or Technical Specifications (TS) consistently provided and approved before development?	Yes/ No	Required
Q6-Comment	Comments (Optional)	Text Area	Optional
Q7	Are project documents (FS, TS, Requirement Docs, Change Logs) updated regularly and kept accurate?	Yes/ No	Required
Q7-Comment	Comments (Optional)	Text Area	Optional
Q8	Do you face any challenges in documentation?	Yes/ No	Required
Q8-Conditional	If Yes: What are the main challenges? (Multi-select: Lack of time, No proper template, Incomplete requirements, Not required for small tasks, Other)	Checkbx	Conditional
Q8-Other	If "Other" selected: Please specify	Text Input	Conditional

Q#	Question	Type	Validation
Q10	What improvements would you suggest to strengthen documentation?	Text Area	Optional

Section C: Change Request Management (7 Questions)

Q#	Question	Type	Validation
Q11	Are change requests properly prioritized before they are assigned?	Yes/ No	Required
Q11-Comment	Comments (Optional)	Text Area	Optional
Q12	Do you get frequent changes?	Yes/ No	Required
Q12-Comment	Comments (Optional)	Text Area	Optional
Q13	Do you get sufficient time and clarity to work on change requests?	Yes/ No	Required
Q13-Comment	Comments (Optional)	Text Area	Optional
Q14	Is there clear communication regarding timeline, scope, and priority of each CR?	Yes/ No	Required
Q14-Comment	Comments (Optional)	Text Area	Optional
Q15	Do you get unplanned changes?	Yes/ No	Required
Q15-Conditional	If Yes: How often do unplanned changes interrupt your scheduled tasks? (Always, Often, Sometimes, Rarely, Never)	Radio	Conditional

Q#	Question	Type	Validation
Q15-Comment	Comments (Optional)	Text Area	Optional
Q17	Do you face any challenge with CRs?	Yes/No	Required
Q17-Conditional	If Yes: What challenges do you face? (Multi-select: Lack of clarity, Frequent changes, Unrealistic timelines, Too many reworks, Other)	Checkbx	Conditional
Q17-Other	If "Other" selected: Please specify	Text Input	Conditional

Section D: Resource Allocation & Workload (4 Questions)

Q#	Question	Type	Validation
Q19	Do you feel work is fairly distributed across team members?	Yes/ No	Required
Q19-Comment	Comments (Optional)	Text Area	Optional
Q20	Do the same people usually receive most of the tasks?	Yes/ No	Required
Q20-Comment	Comments (Optional)	Text Area	Optional
Q21	Do you believe your current workload is manageable?	Yes/ No	Required
Q21-Comment	Comments (Optional)	Text Area	Optional
Q22	How do you feel about your utilization? (Properly utilized, Overutilized, Underutilized)	Radio	Required

Section E: Skill Growth & Training (3 Questions)

Q#	Question	Type	Validation
Q23	Are you receiving adequate training to perform your job effectively?	Yes/No	Required
Q23-Comment	Comments (Optional)	Text Area	Optional
Q24	Do you get cross-training opportunities in other modules/technologies?	Yes/No	Required
Q24-Comment	Comments (Optional)	Text Area	Optional
Q25	Are you encouraged to pursue certifications/learning?	Yes/No	Required
Q25-Comment	Comments (Optional)	Text Area	Optional

Section F: Leadership & Support (4 Questions)

Q#	Question	Type	Validation
Q26	Do you feel comfortable approaching your project lead/manager for clarifications?	Yes/No	Required
Q26-Comment	Comments (Optional)	Text Area	Optional
Q27	Do you feel leadership listens to your feedback?	Yes/No	Required
Q27-Comment	Comments (Optional)	Text Area	Optional
Q28	Do you feel Project manager / Lead understands ground-level challenges?	Yes/No	Required
Q28-Comment	Comments (Optional)	Text Area	Optional
Q29	Do you receive timely feedback on your work?	Yes/No	Required
Q29-Comment	Comments (Optional)	Text Area	Optional

Section G: Work Culture & Team Collaboration (4 Questions)

Q#	Question	Type	Validation
Q30	Do you feel teamwork and collaboration are encouraged?	Yes/ No	Required
Q30-Comment	Comments (Optional)	Text Area	Optional
Q31	Are conflicts resolved timely and fairly?	Yes/ No	Required
Q31-Comment	Comments (Optional)	Text Area	Optional
Q32	Do you feel your ideas and suggestions are respected?	Yes/ No	Required
Q32-Comment	Comments (Optional)	Text Area	Optional
Q33	How would you rate overall team morale? (Very High, High, Neutral, Low, Very Low)	Radio	Required

Section H: Tools & Infrastructure (3 Questions)

Q#	Question	Type	Validation
Q34	Do you have the necessary tools to perform your job well?	Yes/No	Required
Q34-Comment	Comments (Optional)	Text Area	Optional
Q35	Are tools like Jira, ChaRM, Solution Manager used effectively?	Yes/No	Required
Q35-Comment	Comments (Optional)	Text Area	Optional
Q36	What improvements do you suggest regarding tools or processes?	Text Area	Optional

Section I: Open-Ended Feedback (5 Questions)

Q #	Question	Type	Validation
Q37	What are the biggest challenges you currently face in your project?	Text Area	Optional
Q38	What process improvements would help you deliver better?	Text Area	Optional
Q39	What is the biggest bottleneck in SAP project execution today, and how would you fix it?	Text Area	Optional
Q40	What changes would help reduce rework and improve first-time-right delivery?	Text Area	Optional
Q41	Do you feel anything is holding you back from performing at your best?	Text Area	Optional

4.2 Conditional Logic Requirements

Q8 Conditional Logic:

- When Q8 = "Yes" → Show checkbox group for challenges
- If "Other" checkbox is selected → Show text input field for specification
- When Q8 = "No" → Hide all conditional fields

Q15 Conditional Logic:

- When Q15 = "Yes" → Show radio group for frequency + comment field
- When Q15 = "No" → Hide conditional fields

Q17 Conditional Logic:

- When Q17 = "Yes" → Show checkbox group for challenges
- If "Other" checkbox is selected → Show text input field for specification
- When Q17 = "No" → Hide all conditional fields

4.3 Form Validation Rules

Required Fields:

- All primary questions (Q1, Q2, Q3, etc.) must be answered
- User cannot submit form with missing required fields
- Show inline error messages for required fields

Optional Fields:

- All comment fields are optional
- Text area fields for open-ended questions are optional
- Conditional fields are only required when their parent question triggers them

Input Constraints:

- Text areas: Maximum 2000 characters
- Text inputs (for "Other" specifications): Maximum 500 characters
- No HTML/script injection allowed
- Special characters sanitized on submission

4.4 Database Schema (Supabase)

Table Name: survey_responses

Columns:

```
id BIGSERIAL PRIMARY KEY
submitted_at TIMESTAMPTZ DEFAULT NOW()
q1 TEXT
q1_comment TEXT
q2 TEXT
q2_comment TEXT
q3 TEXT
q3_comment TEXT
q4 TEXT
q4_comment TEXT
q5 TEXT
q5_comment TEXT
q6 TEXT
q6_comment TEXT
q7 TEXT
q7_comment TEXT
q8 TEXT
```

q8_challenges TEXT
q8_other TEXT
q10 TEXT
q11 TEXT
q11_comment TEXT
q12 TEXT
q12_comment TEXT
q13 TEXT
q13_comment TEXT
q14 TEXT
q14_comment TEXT
q15 TEXT
q15_frequency TEXT
q15_comment TEXT
q17 TEXT
q17_challenges TEXT
q17_other TEXT
q19 TEXT
q19_comment TEXT
q20 TEXT
q20_comment TEXT
q21 TEXT
q21_comment TEXT
q22 TEXT
q23 TEXT
q23_comment TEXT
q24 TEXT
q24_comment TEXT
q25 TEXT
q25_comment TEXT
q26 TEXT
q26_comment TEXT
q27 TEXT
q27_comment TEXT
q28 TEXT
q28_comment TEXT
q29 TEXT
q29_comment TEXT
q30 TEXT
q30_comment TEXT
q31 TEXT
q31_comment TEXT
q32 TEXT
q32_comment TEXT
q33 TEXT
q34 TEXT
q34_comment TEXT
q35 TEXT
q35_comment TEXT
q36 TEXT
q37 TEXT

q38 TEXT
q39 TEXT
q40 TEXT
q41 TEXT

Indexes:

- Primary key on id
- Index on submitted_at for date-based filtering

Row Level Security (RLS):

- Enable RLS on table
- Allow INSERT for anonymous users (public role)
- Allow SELECT only for authenticated admin users
- No UPDATE or DELETE permissions for anyone (data integrity)

4.5 Supabase Configuration

API Settings:

- Use Supabase Anonymous Key (public) for form submissions
- Store URL and Key in environment variables (not hardcoded)
- Enable CORS for form domain

Security Policies:

-- Allow anyone to insert responses

```
CREATE POLICY "Allow public insert" ON survey_responses
FOR INSERT TO anon
WITH CHECK (true);
```

-- Only authenticated users can view responses

```
CREATE POLICY "Allow authenticated select" ON survey_responses
FOR SELECT TO authenticated
USING (true);
```

5. Non-Functional Requirements

5.1 Performance

- Page load time: <2 seconds on 4G connection
- Form submission response time: <3 seconds
- Database query response: <1 second
- Support 100 concurrent users
- Handle 500+ submissions without performance degradation

5.2 Security

- No collection of personally identifiable information (PII)
- HTTPS-only deployment
- SQL injection prevention via parameterized queries
- XSS prevention via input sanitization
- CSRF protection not required (no authentication)

- Supabase RLS policies enforced
- No sensitive data in browser localStorage

5.3 Accessibility

- WCAG 2.1 Level AA compliance
- Keyboard navigation support
- Screen reader compatibility
- Sufficient color contrast (4.5:1 for text)
- Focus indicators visible
- Form labels properly associated with inputs
- Error messages announced to screen readers

5.4 Browser Compatibility

- Chrome 90+
- Firefox 88+
- Safari 14+
- Edge 90+
- Mobile Safari (iOS 14+)
- Chrome Mobile (Android 10+)

5.5 Responsive Design

- Mobile-first design approach
- Breakpoints: 640px (mobile), 768px (tablet), 1024px (desktop)
- Touch-friendly tap targets (minimum 44x44px)
- Readable font sizes on all devices (minimum 14px)

5.6 Data Privacy

- No IP address logging
- No cookies or tracking
- Anonymous submission (no user identification)
- Compliant with data protection regulations
- Data stored in Supabase (ISO 27001 certified)

6. Technical Architecture

6.1 Technology Stack

Frontend:

- HTML5 (semantic markup)
- CSS3 (custom properties for theming)
- Vanilla JavaScript (ES6+)
- No framework dependencies

Backend:

- Supabase PostgreSQL database
- Supabase REST API

- Supabase JavaScript client library (@supabase/supabase-js v2)

Hosting:

- Netlify or Vercel (static hosting)
- CDN-enabled for global distribution
- Automatic HTTPS

6.2 File Structure

```
project-root/
├── index.html # Main form file
├── README.md # Setup and deployment guide
└── supabase/
    ├── schema.sql # Database table creation script
    └── .env.example # Environment variable template
```

6.3 Deployment Architecture

```
User Browser
↓ HTTPS
Static Host (Netlify/Vercel)
↓ API Call
Supabase PostgreSQL Database
↓ Admin Access
Supabase Dashboard (HR Team)
```

6.4 Data Flow

Survey Submission Flow:

1. User fills form in browser
2. Client-side validation runs
3. Form data converted to JSON object
4. Supabase client sends POST request to Supabase API
5. Data inserted into survey_responses table
6. Success confirmation displayed to user
7. Form hidden, thank you message shown

Admin Data Access Flow:

1. HR admin logs into Supabase dashboard
 2. Navigate to Table Editor → survey_responses
 3. View all submissions with filters (date, etc.)
 4. Export to CSV or Excel
 5. Analyze data in spreadsheet or BI tool
-

7. User Interface Design

7.1 Design System

Color Palette:

- Light Mode: Cream background (#FCFCF9), Teal primary (#21808D)
- Dark Mode: Charcoal background (#1F2121), Teal accent (#32B8C6)
- Semantic colors: Success (teal), Error (red), Warning (orange)

Typography:

- Font family: System fonts (Apple/Segoe UI/Roboto)
- Base size: 14px
- Headings: 24px (section titles), 20px (subsections)
- Line height: 1.5 (body), 1.2 (headings)

Spacing:

- Base unit: 8px (increments of 8px for consistency)
- Section padding: 24px
- Question margin: 24px bottom
- Input padding: 12px

Components:

- Buttons: Rounded (8px), primary color, hover states
- Inputs: Border radius 8px, focus outline
- Cards: Rounded (12px), subtle shadow
- Radio/Checkbox: Custom styled, 18px size

7.2 Layout Structure

Header:

- Title: "ERPROOTS - Employee Satisfaction Survey"
- Description: Survey purpose and anonymity statement
- Centered layout
- Background: Surface color with border

Form Sections:

- Each section in a card component
- Section title with star emoji (*)
- Questions numbered sequentially
- Consistent spacing between questions

Footer:

- Submit button: Centered, large, primary color
- Disabled state during submission
- Loading text: "Submitting..."

Success Message:

- Full-width card
- Checkmark icon (✓)
- "Thank You!" heading
- Confirmation text

7.3 Interaction States

Default State:

- All required questions visible
- Conditional questions hidden
- Submit button enabled

Validation State:

- Required fields with missing data highlighted in red
- Inline error messages below inputs
- Submit button prevents submission

Loading State:

- Submit button shows "Submitting..." text
- Button disabled
- No duplicate submissions allowed

Success State:

- Form hidden
- Success message displayed
- Scroll to top of page

7.4 Mobile Optimizations

Layout Changes:

- Single column layout on mobile
- Increased touch target sizes (48x48px)
- Stacked radio buttons instead of horizontal
- Reduced padding on cards (16px instead of 24px)

Input Optimizations:

- Auto-zoom disabled on input focus
- Native mobile keyboards for text inputs
- Larger font sizes to prevent auto-zoom

8. Development Guidelines

8.1 Code Quality Standards

HTML:

- Semantic HTML5 elements
- Valid W3C markup
- Proper heading hierarchy (h1 → h2 → h3)
- ARIA labels where needed
- Form labels associated with inputs

CSS:

- BEM naming convention not required (simple project)
- CSS custom properties for theming
- Mobile-first media queries
- No !important declarations
- Commented sections

JavaScript:

- ES6+ syntax (const/let, arrow functions)
- Clear variable and function names
- Comments for complex logic
- Error handling with try/catch
- No console.logs in production

8.2 Testing Requirements

Manual Testing Checklist:

- [] All required fields validated
- [] Optional fields can be skipped
- [] Conditional logic works (Q8, Q15, Q17)
- [] Form submits successfully to Supabase
- [] Success message displays after submission
- [] No duplicate submissions possible
- [] Mobile responsive on all breakpoints
- [] Dark mode works correctly
- [] Keyboard navigation functional
- [] Screen reader compatible

Browser Testing:

- [] Chrome (desktop and mobile)
- [] Safari (desktop and mobile)
- [] Firefox (desktop)
- [] Edge (desktop)

Data Validation Testing:

- [] Verify data appears in Supabase table
- [] Check all fields populated correctly
- [] Confirm checkbox arrays converted to strings
- [] Validate timestamp recorded accurately

- [] Test CSV export from Supabase

8.3 Error Handling

Client-Side Errors:

- Form validation errors: Inline messages below fields
- Network errors: Alert user to retry submission
- Supabase connection errors: Clear error message

Server-Side Errors:

- Database insertion failures: Alert with support contact
- API key invalid: Console error for developers
- Rate limiting: Alert user to wait and retry

Error Messages:

- Clear, non-technical language
 - Actionable guidance (what to do next)
 - Contact support option if critical
-

9. Deployment Process

9.1 Pre-Deployment Checklist

Supabase Setup:

- [] Create Supabase project
- [] Run schema.sql to create table
- [] Enable Row Level Security
- [] Create security policies (INSERT for anon, SELECT for authenticated)
- [] Copy project URL and anon key
- [] Test database connection

Code Configuration:

- [] Replace YOUR_SUPABASE_URL with actual URL
- [] Replace YOUR_SUPABASE_ANON_KEY with actual key
- [] Remove console.log statements
- [] Verify all questions match document
- [] Test form locally

9.2 Deployment Steps (Netlify)

1. Create Netlify account
2. Create new site from existing HTML file
3. Drag and drop index.html file
4. Netlify auto-deploys and provides URL
5. Configure custom domain (optional)
6. Enable HTTPS (automatic)
7. Test deployed form with sample submission

9.3 Deployment Steps (Vercel)

1. Create Vercel account
2. Install Vercel CLI: `npm i -g vercel`
3. Run `vercel` in project directory
4. Follow prompts to deploy
5. Configure custom domain (optional)
6. Enable HTTPS (automatic)
7. Test deployed form

9.4 Post-Deployment Verification

Functionality Tests:

- [] Form loads without errors
- [] All questions visible
- [] Conditional logic works
- [] Form submits successfully
- [] Data appears in Supabase
- [] Success message displays
- [] Mobile view works correctly

Performance Tests:

- [] Page load time <2 seconds
- [] Form submission <3 seconds
- [] No console errors
- [] No network errors

10. Admin Guide

10.1 Accessing Survey Responses

1. Login to Supabase:

- Go to <https://supabase.com>
- Login with admin credentials
- Select your project

2. View Responses:

- Click "Table Editor" in left sidebar
- Select `survey_responses` table
- View all submissions with timestamps

3. Filter Responses:

- Click filter icon
- Filter by date range: `submitted_at` column
- Filter by specific answers: Select column and value

4. Export Data:

- Click "Export" button (top right)
- Choose CSV or Excel format
- Download file to local machine

10.2 Sharing Survey Link

Distribution Methods:

- Email: Send form URL to all employees
- Slack/Teams: Post link in company channels
- Intranet: Embed link on company portal
- QR Code: Generate QR code for posters

Sample Email Template:

Subject: ERPROOTS Employee Satisfaction Survey - Your Voice Matters

Dear Team,

We value your feedback and want to hear from you! Please take 10 minutes to complete our Employee Satisfaction Survey. Your responses are completely anonymous and will help us improve our workplace.

Survey Link: [INSERT DEPLOYED URL]

Thank you for your participation!

ERPROOTS HR Team

10.3 Data Analysis Guide

Recommended Tools:

- Google Sheets (free, collaborative)
- Microsoft Excel (advanced pivot tables)
- Tableau/Power BI (visual dashboards)

Analysis Steps:

1. Export CSV from Supabase
2. Import into spreadsheet tool
3. Clean data (remove test submissions)
4. Calculate response rates per question
5. Identify common themes in open-ended responses
6. Create visualizations (charts/graphs)
7. Generate insights report

Key Metrics to Track:

- Overall response rate
 - Average satisfaction scores (Q1, Q33)
 - % of "Yes" responses for each question
 - Most common challenges (Q8, Q17)
 - Top suggestions (Q36, Q38, Q39, Q40)
-

11. Maintenance & Support

11.1 Regular Maintenance Tasks

Weekly:

- Check Supabase database health
- Monitor response rates
- Verify no errors in submissions

Monthly:

- Review and export responses
- Clear old test data (if any)
- Check hosting service status

Quarterly:

- Update dependencies (Supabase client library)
- Review browser compatibility
- Test on new browser versions

11.2 Troubleshooting Guide

Issue: Form not submitting

- Check browser console for errors
- Verify Supabase URL and key are correct
- Check network tab for failed requests
- Confirm Row Level Security policies allow INSERT

Issue: Data not appearing in Supabase

- Verify table name is correct (survey_responses)
- Check RLS policies are enabled
- Confirm anonymous key has INSERT permission
- Look for error messages in console

Issue: Conditional questions not showing

- Check JavaScript console for errors
- Verify event listeners attached correctly
- Test with browser dev tools

Issue: Mobile layout broken

- Test viewport meta tag present
- Check media queries in CSS
- Verify responsive units used (% , rem, vw)

11.3 Future Enhancements (Phase 2)

Potential Features:

- User authentication for tracking response rates
 - Email notifications on new submissions
 - Built-in analytics dashboard
 - Multi-language support (Tamil, Hindi)
 - Response editing capability
 - Automated reminders for non-respondents
 - Integration with Slack/Teams for alerts
 - Custom branding/logo upload
 - Multiple survey templates
 - Response archiving by quarter
-

12. Appendix

12.1 SQL Schema Script

```
-- Create survey_responses table
CREATE TABLE survey_responses (
    id BIGSERIAL PRIMARY KEY,
    submitted_at TIMESTAMPTZ DEFAULT NOW(),
    q1 TEXT,
    q1_comment TEXT,
    q2 TEXT,
    q2_comment TEXT,
    q3 TEXT,
    q3_comment TEXT,
    q4 TEXT,
    q4_comment TEXT,
    q5 TEXT,
    q5_comment TEXT,
    q6 TEXT,
    q6_comment TEXT,
    q7 TEXT,
    q7_comment TEXT,
    q8 TEXT,
    q8_challenges TEXT,
    q8_other TEXT,
    q10 TEXT,
    q11 TEXT,
    q11_comment TEXT,
    q12 TEXT,
    q12_comment TEXT,
    q13 TEXT,
    q13_comment TEXT,
    q14 TEXT,
    q14_comment TEXT,
    q15 TEXT,
    q15_frequency TEXT,
```

```
q15_comment TEXT,  
q17 TEXT,  
q17_challenges TEXT,  
q17_other TEXT,  
q19 TEXT,  
q19_comment TEXT,  
q20 TEXT,  
q20_comment TEXT,  
q21 TEXT,  
q21_comment TEXT,  
q22 TEXT,  
q23 TEXT,  
q23_comment TEXT,  
q24 TEXT,  
q24_comment TEXT,  
q25 TEXT,  
q25_comment TEXT,  
q26 TEXT,  
q26_comment TEXT,  
q27 TEXT,  
q27_comment TEXT,  
q28 TEXT,  
q28_comment TEXT,  
q29 TEXT,  
q29_comment TEXT,  
q30 TEXT,  
q30_comment TEXT,  
q31 TEXT,  
q31_comment TEXT,  
q32 TEXT,  
q32_comment TEXT,  
q33 TEXT,  
q34 TEXT,  
q34_comment TEXT,  
q35 TEXT,  
q35_comment TEXT,  
q36 TEXT,  
q37 TEXT,  
q38 TEXT,  
q39 TEXT,  
q40 TEXT,  
q41 TEXT  
);  
  
-- Enable Row Level Security  
ALTER TABLE survey_responses ENABLE ROW LEVEL SECURITY;  
  
-- Allow anyone to insert responses (anonymous submissions)  
CREATE POLICY "Allow public insert" ON survey_responses  
FOR INSERT TO anon  
WITH CHECK (true);
```

```
-- Only authenticated users (admins) can view responses
CREATE POLICY "Allow authenticated select" ON survey_responses
FOR SELECT TO authenticated
USING (true);

-- Create index for faster date-based queries
CREATE INDEX idx_submitted_at ON survey_responses(submitted_at);
```

12.2 Environment Variables Template

.env.example

```
SUPABASE_URL=https://your-project.supabase.co
SUPABASE_ANON_KEY=your-anon-key-here
```

12.3 README.md Template

ERPROOTS Employee Satisfaction Survey

Production-ready web form for collecting anonymous employee feedback.

Quick Start

1. Setup Supabase:

- o Create project at <https://supabase.com>
- o Run SQL script from supabase/schema.sql
- o Copy URL and anon key from Settings → API

2. Configure Form:

- o Open index.html
- o Replace YOUR_SUPABASE_URL with your project URL
- o Replace YOUR_SUPABASE_ANON_KEY with your anon key

3. Deploy:

- o Upload to Netlify/Vercel
- o Share link with employees

Viewing Responses

1. Login to Supabase dashboard
2. Go to Table Editor → survey_responses
3. Export to CSV/Excel for analysis

Support

For issues, contact: hr@erroots.com

12.4 Question-to-Database Mapping

Question	Database Column	Data Type	Notes
Q1	q1	TEXT	Values: "1", "2", "3", "4", "5"
Q1 Comment	q1_comment	TEXT	Optional
Q2	q2	TEXT	Values: "yes", "no"
Q2 Comment	q2_comment	TEXT	Optional
...
Q8 Challenges	q8_challenges	TEXT	Comma-separated values
Q8 Other	q8_other	TEXT	Conditional
Q15 Frequency	q15_frequency	TEXT	Conditional
Q17 Challenges	q17_challenges	TEXT	Comma-separated values
Q17 Other	q17_other	TEXT	Conditional

END OF PRD

This document serves as the complete specification for development. All features, requirements, and technical details are documented above. Developers should reference this PRD throughout the build process.