



# ZeroCodeHR

Proactive Data Integrity & QA Framework  
for HR Compensation Rollout

by Leela Venugopal

leelagopalcherukuri@gmail.com

**Why Code?** When There Is  
**ZeroCodeHR**

## Introduction

# Who we are?

ZeroCodeHR is the first software development shop specializing in the rapid, agile development of bespoke human resource applications using proprietary low code/no code development tools.

- **Mission:** To make digital application development accessible to HR professionals globally.
- **Core Value:** Specialized low-code/no-code HR product company, leveraging proprietary technology (Flex Dynamic Schema & Transparent Inheritance) for rapid application deployment.
- **Focus Areas:** Compensation Management, Performance Solutions, Pay Equity Analysis, and Scenario Modeling.

**Save up to 80% costs** as compared to traditional coding platforms.

## Our Products

### 1. Compensation

- Compensation system systematically guides, controls and simplifies the calculation and allocation of merit, bonus and equity awards that drive employee engagement, performance and retention.

### 2. Performance management

- Performance management solution offers an agile way to manage feedback, goals and performance as a team – whether you're in the office or working from home.

### 3. Planning, modelling and calibration tool

- More advanced scenario modeling conducted by comp team's to model different business outcomes as they relate to incentive calculations as well as merit matrix and other real world modeling.

### 4. Pay Equity

- A simple, easy to use solution that can use data in real time to analyze pay gaps, uncover any issues of pay equity, and estimate the budget needed to remediate those issues.

The **low code/no code technology** flips the IT model on its head. Working with skilled citizen developers, business users can now drive the **agile development** of applications.

# The Critical Problem Identified

**Challenge:** Data Migration & Trust Erosion

The most significant risk during HR SaaS implementation is the transfer of employee data, especially financial data.

SNO	Problem Area	Business Consequence
1	Data Cleansing Failure	Incorrect salary formats, non-numeric values, or inconsistent dates break compensation calculation engines.
2	Integrity & Integration	Records existing in the Payroll file but missing in the Master file (Orphaned Records).
3	QA Time Drain	Finding and fixing these errors post-configuration consumes 75% of the Implementation Team's time and delays go-live.

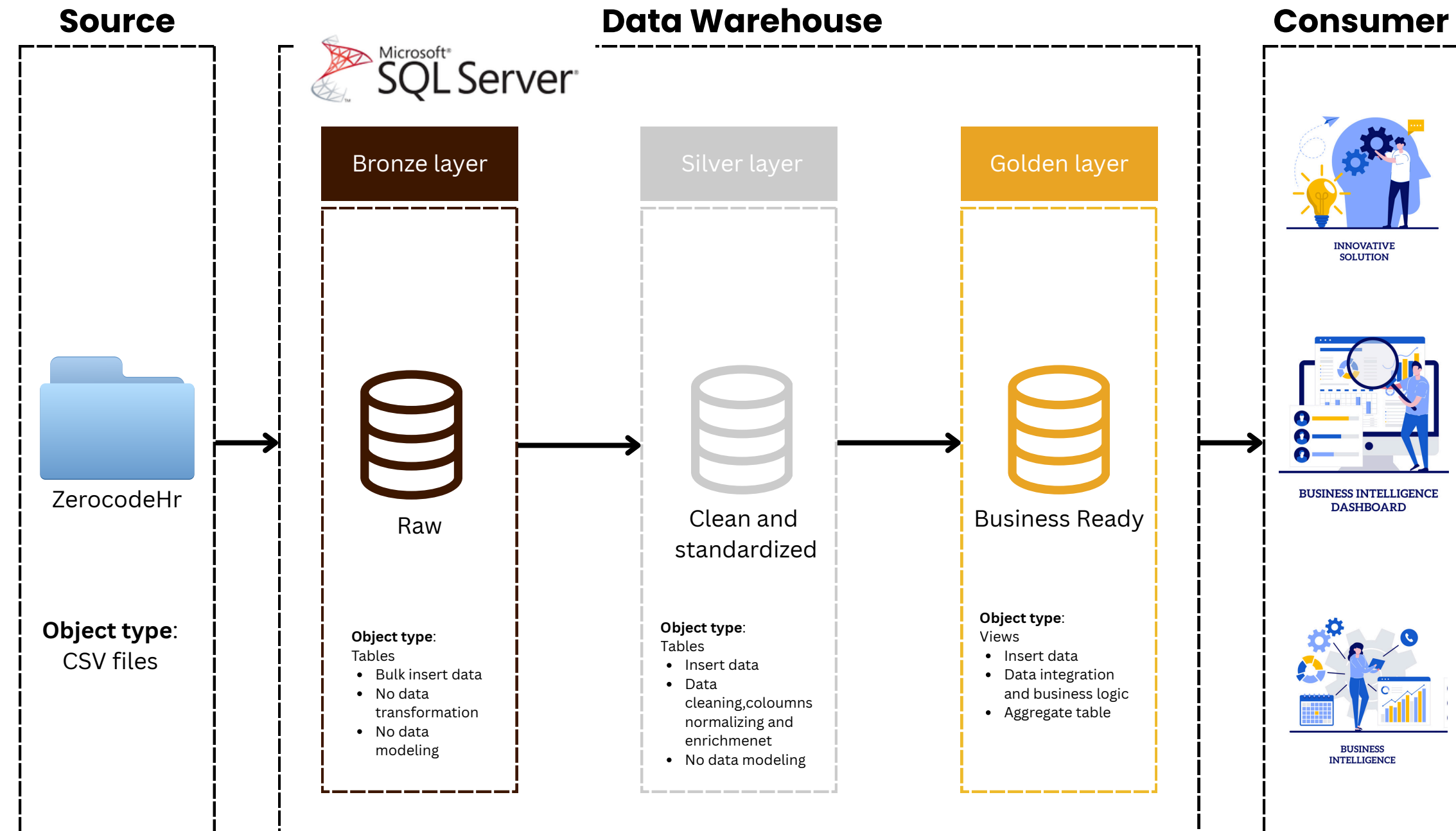
## The Solution

# Proactive DWH QA Framework

## Proposed Project: The 4-Layer QA Gate

A standardized staging architecture is used to enforce quality rules before any data is configured in the low-code application.

SNO	Layer	Input/Action
1	Bronze	Raw Ingestion. Load client files (Emp Master, Compensation Details) directly.
2	Silver	Cleansing & Integration. JOIN the tables and run SQL scripts to clean formats and standardize codes using Lookup Tables.
3	Gold	Business Logic. Apply client's HR rules (e.g., tenure check).
4	Consumer	Configuration & Reporting. The ZerocodeHR low-code platform reads the Golden View.





Project Overview

Raw data and project link



Above is the project github link

- The side tables are raw datasets-csv files compensation, dept and employee tables.

Emp_ID	Annual_Sa	Bonus_Am	Review_Rating_Raw	
1001	75000	5000	A	
1002	\$92000.00	8000	Excellent	
1003	110000	12000	B	
1004		7000	B	
1005	65000	3000	C	
1006	88500	6000	A	
1007	78000	4500	Good	
1008	135000	15000	A	
1011	70000	3500	B	
1010	\$999999	9000	A	

Emp_ID	Dept_ID	Dept_Name_Legacy
1001	HR-D	HumanResources - Div.
1002	FIN-US	Finance - United States
1003	ENG-DEV	Engineering - Development
1004	ENG-QA	Engineering - Quality
1005	SALES_WE	Sales - Western Region
1006	FIN-US	Finance - United States
1007	HR-D	HumanResources - Div.
1008	MISSING	(Error: Missing Dept ID)
1009	ENG-DEV	Engineering - Development
1010	SALES_WE	Sales - Western Region

Emp_ID	Hire_Date_Raw	First_Nam	Last_Nam	Departme	Location_I
1001	15-11-2023	John	Smith	HR-D	1
1002	12-01-2022	Jane	Doe	FIN-US	1
1003	20-03-2024	Alex	Chan	ENG-DEV	2
	01-08-2021	Maria	Garcia	ENG-QA	2
1005	05-18-2023	David	Lee	SALES_WE	3
1006	05-10-2022	Sarah	Kim	FIN-US	1
1007	03-10-2024	Michael	Chen	HR-D	3
1008	01-01-2020	Emily	Clark	UNKNOWN	4
1009	06-25-23	Daniel	Wong	ENG-DEV	2
1010	30-07-2024	Jessica	Brown	SALES_WE	4

## Project Overview

# Final Output view in golden layer

	Emp_ID	First_Name	Last_Name	Hire_Date_Clean	Dept_Code_Clean	Annual_Salary_Clean	Years_of_Service_Metric	Eligible_For_Merit_FLAG	Review_Rating_Standard	Details_Validation
1	1001	John	Smith	2023-11-15	HR-D	75000.00	2	Y	A	Yes
2	1002	Jane	Doe	2022-12-01	FIN-US	92000.00	3	Y	A	Yes
3	1003	Alex	Chan	2024-03-20	ENG-DEV	110000.00	1	N	B	Yes
4	1005	David	Lee	2023-05-18	SALES_WEST	65000.00	2	Y	C	Yes
5	1006	Sarah	Kim	2022-10-05	FIN-US	88500.00	3	Y	A	Yes
6	1007	Michael	Chen	2024-03-10	HR-D	78000.00	1	N	B	Yes
7	1008	Emily	Clark	2020-01-01	UNKNOWN	135000.00	5	Y	A	No
8	1009	Daniel	Wong	2023-06-25	ENG-DEV	NULL	2	Y	FAIL_RATING	No
9	1010	Jessica	Brown	2024-07-30	SALES_WEST	999999.00	1	N	A	Yes

This is the final view in the golden layer

- Applied joins and data cleaning in silver layer.
- We have years\_of\_service where it is calculated by datediff.
- If the years\_of\_service is greater than 1 eligible for Merit and given flag as Y or else N.
- The review\_rating\_standard column have standard values A,B and C.
- Details\_validation if all the details are present in column then it gives flag "Yes" or "Else" no and if "No" details need be obtained from the client.

THE  
RULE



# My Approach to Client Analysis & Documentation

## Bridging the Functional and Technical Divide

1. **Understand the "Why"**: Start with the client's business objective
2. **Define the "What"**: Translate the objective into a Functional Requirement.
3. **Specify the "How"**: Define the Technical Logic.

## Documentation & Communication

- **Documentation**: Every step (from raw data load to final flag logic) is documented as shown in the Requirements Document, ensuring auditability.
- **Communication**: Failed QA records are summarized in a simple Data Quality Scorecard (MS Excel) and delivered to the client, demonstrating Superior Written and Verbal Communication and Strong Client Service.



Where Implementation Begins with Integrity.

# Thank You