**Use Case –** **Employee Receive Incentives**

**IDENTITY SECTION**

**Project: Human Resource Management System(HRMS)**

**ID:**  UC-003

**Use Case Name: Employee Incentives Generation**

**Priority**: ­­­­­­­­­­­­­­ 🗹 Critical

🞎 Important

🞎 Nice-to-have

**Actor(s):** Manager, HR Executive, Employee   
**Trigger Event:**  25th of every month at 2 am PDT.

**Trigger Type:** 🞎 External

🗹 Internal

**Description:** In the HRMS, salary calculation module, the system will calculate total salaries by computing incentives for the employees based on the performance reviews and adding it to their basic salary. Proper and timely calculation of salaries and incentives maintain a healthy competitive environment and enhance productivity.

**PROCEDURAL SECTION**

**Preconditions:**

1. The employee must exist in a database.
2. Basic Salary for the employee must be populated.

**Normal Course**

|  |  |
| --- | --- |
| **Procedure NC 1:** Incentives Calculation | |
| **Major Steps for This Process** | **Inputs and outputs for each step** |
| 1. System pulls basic salary of the employee from the employee table | <Employee Table (Internal) |
| 1. System will pull the review score from the Reviews table. | < Reviews Table (Internal) |
| 1. System calculates incentives for the employee based on score. (If employee has worked less than 3 months then branch to AC1) (If incentives is not populated branch to E1) |  |
| 1. System will check if the calculated incentives lies in the incentives range (If not in range branch to AC2) | <Salary Table(Internal) |
| 1. System will calculate the total salary for all the employees | >Employee Table (Internal) |
| 1. End of Use Case |  |

**Alternate Course**

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| --- | --- |
| **Decision Branch AC 1**: (From Step 2) | |
| **Major Steps** | **Inputs and outputs for each step** |
| 1. Employee has no quarterly review as recently joined the company | >Employee Table  >Salary Table |
| 1. No incentives provided to new employee |  |
| 1. Total salary would be basic salary |  |

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| **Decision Branch AC 2**: (From Step 2) | |
| **Major Steps** | **Inputs and outputs for each step** |
| 1. Check if the incentives is on the higher side of the range. |  |
| 1. If it is on higher side, then assign the maximum amount as the incentive to the employee | > Employee Table |
| 1. Check if the incentives is on the lower side of the range. |  |
| 1. If it is on lower side, then assign the minimum amount as the incentive to the employee | > Employee Table |

**Exceptions**

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| --- | --- |
| **Exception E 1:** (From Step 2) | |
| **Major Steps** | **Inputs and outputs for each step** |
| 1. Incentives is not populated in the database | > System Raises and Incentives not found exception |
| 1. HR will set the incentives to zero for new employees |  |

**Post Conditions**

1. An Employee ID must have basic salary in the repository.
2. Consolidated salary with incentives would be updated in the repository.

**DATA SECTION**

**Summary of Inputs**

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| --- | --- |
| **Inputs** | **Sources** |
| Employee Details | HR\_Systems, Employees table |
| Salary Details | System, Salaries Table |

**Summary of Output**

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| --- | --- |
| **Outputs** | **Destinations** |
| Updated Salaries with basic salary and incentives are reflected throughout the system for that employee | HR\_Systems, Salaries table |