TECH-TRIBE

EMPLOYEE SKILLS AND CAREER DEVELOPMENT

Software engineer

Let's get started

AGENDA
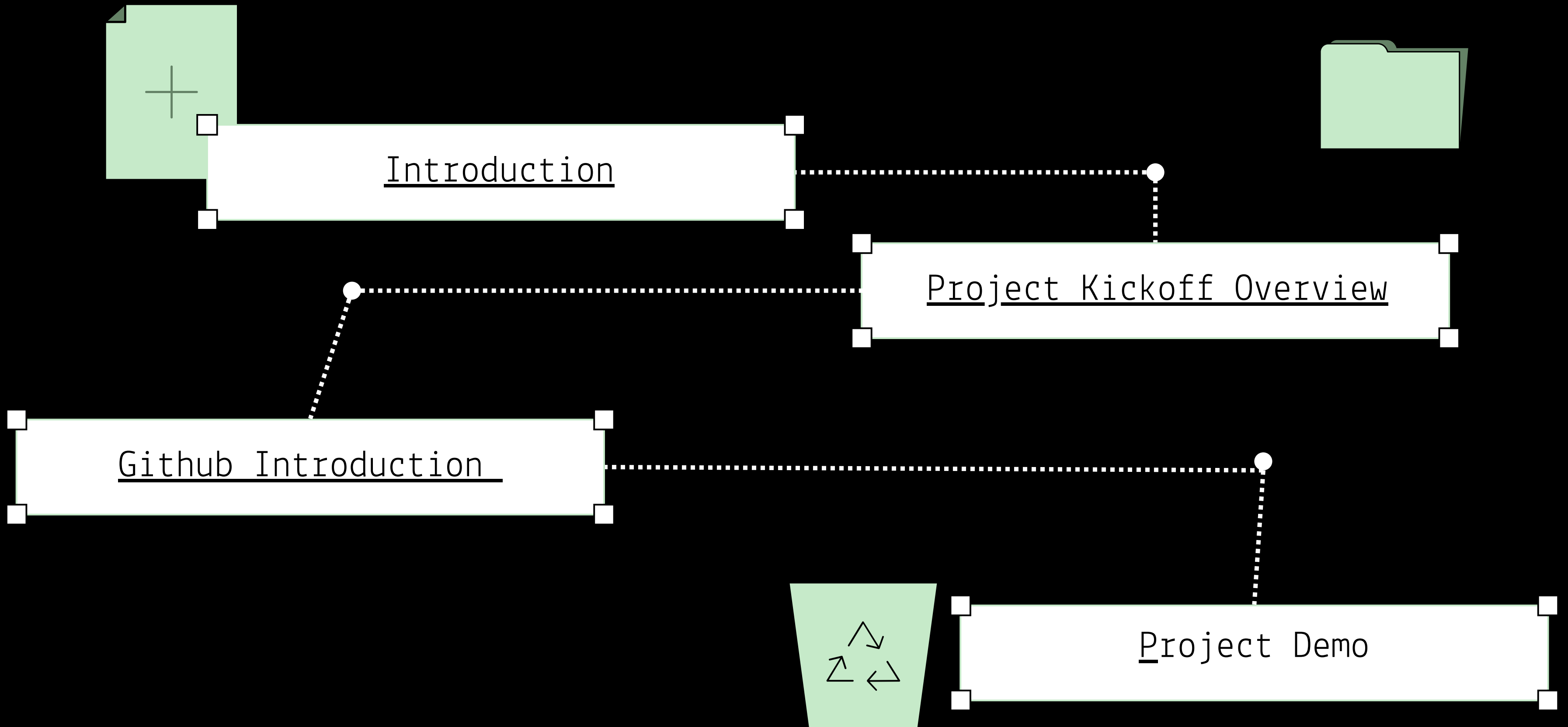
Introduction

Project Kickoff Overview

Github Introduction

Project Demo

PROJECT KICKOFF

Introduction

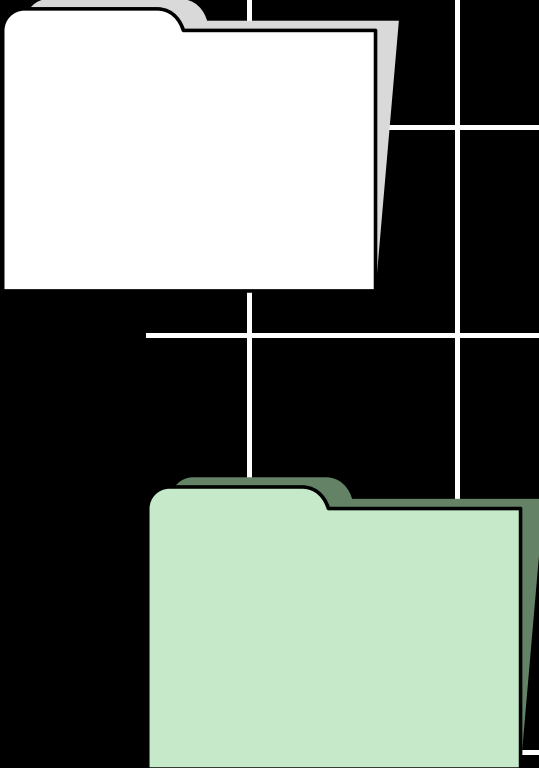| Team members:	Project Goals	Project Relevance
Armela Elezaj	The primary goal is to streamline HR processes and tasks	Industry demand Organizational efficiency
Alesja Vrapi	Create a centralized platform for storing and managing employee data	Cost savings Compliance and risk mitigation
Endri Kena	Implement tools and features for tracking employee performance	Employee experience Educational relevance
Megi Kamberi	Eliminating manual data entry and reducing costs	Data-driven decision making
Romina Zeneli	Prioritize user experience (UX) design to create an intuitive and user-friendly interface	Scalability and adaptability

PROJECT OVERVIEW

1.   Project Name: Employee Skills And Career Development

2. Objective: To create and affective employee skills and career development platform.

3. Scope: Employee management, attendance tracking, leave management, generating reports, performance evaluations, and communication tools.

4. Target Audience: HR and employees of different organizations.

5. Key Features: Skills Assessment, Performance Review, Career Path.

PROJECT OVERVIEW - HRMS

●■▲

1. Technologies Used: Angular, Node Js with Express Framework, Mongo DB, Figma, Github etc.

2. Development Timeline: 2 Months

3. Future Enhancements: Implementing Training and Learning, Certificates tracking, Coaching Programs etc.

4. Project Impact: Creating a dedicated job marketplace which will transform talent management and foster culture of continuous learning and progress inside businesses.

GITHUB RESPOSITORY:

TECH-TIBE
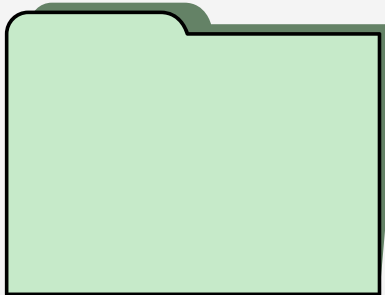
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AlesjaVrapi committed 2 weeks ago

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○ Commits on Mar 4, 2024

Update README.md

AlesjaVrapi committed 2 months ago

Verified   cf943f6

Update README.md

armelaelezaj1 committed 2 months ago

Verified   5d6c938

Initial commit

armelaelezaj1 committed 2 months ago

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TARGET AUDIENCE

OUR EMPLOYEE SKILLS AND CAREER DEVELOPMENT PLATFORM IS DESIGNED TO BENEFIT HR AND EMPLOYEES, OFFERING SOLUTIONS TO ENHANCE WORKFORCE PRODUCTIVITY AND ENGAGEMENT.

HR PROFESSIONALS BENEFITS:
- EFFICIENT TALENT MANAGEMENT: OPTIMIZE EMPLOYEE SKILLS AND ROLES.
- IMPROVED ENGAGEMENT: BOOST JOB SATISFACTION.
- DATA-DRIVEN INSIGHTS: IDENTIFY SKILL GAPS AND TRAINING NEEDS.

EMPLOYEES BENEFITS:
- CAREER DEVELOPMENT: PERSONALIZED CAREER PATHWAYS AND SKILL ENHANCEMENT.
- ACCESS TO OPPORTUNITIES: VISIBILITY INTO INTERNAL JOB OPENINGS.
- CONTINUOUS LEARNING: EMPOWERMENT THROUGH SKILL TRACKING AND DEVELOPMENT.
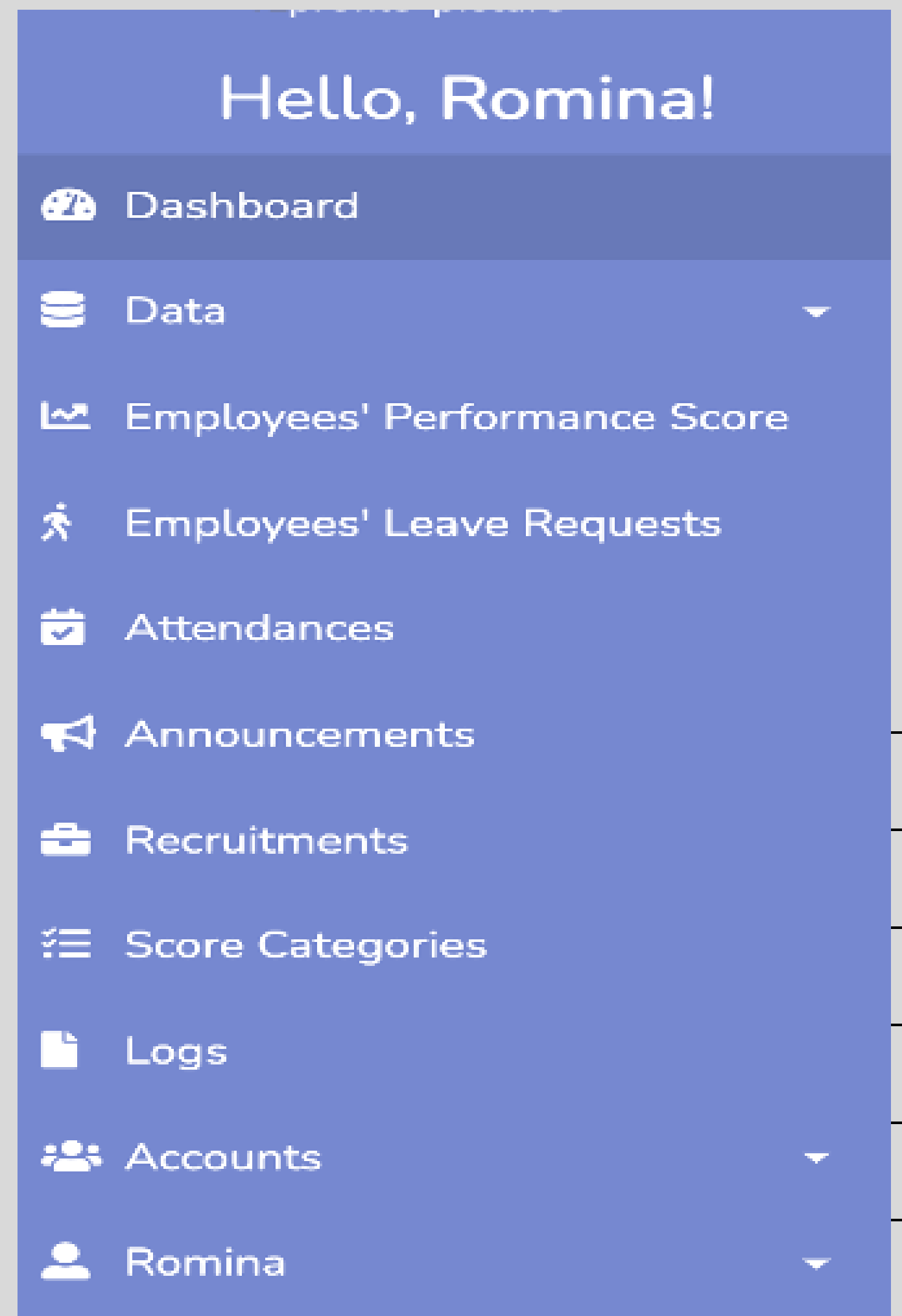
ORGANIZATIONAL BENEFITS
- EFFECTIVE TALENT DEVELOPMENT: ALIGN SKILLS WITH ORGANIZATIONAL GOALS.
- INCREASED RETENTION: BETTER CAREER DEVELOPMENT OPPORTUNITIES.
- ENHANCED PRODUCTIVITY: MATCH EMPLOYEES TO SUITABLE ROLES.

FEATURES

●Skills Assessment: Employees can assess their current skills and identify areas for improvement using our comprehensive skills assessment tool.

●Career Path Planning: Our platform helps employees explore different career paths within the organization and create personalized career development plans.

●Feedback and Performance Reviews: Employees receive ongoing feedback and performance reviews, including feedback on skill development and career progression.

Hello, Romina!

- Dashboard
- Data
- Employees' Performance Score
- Employees' Leave Requests
- Attendances
- Announcements
- Recruitments
- Score Categories
- Logs
- Accounts
- Romina

DASHBOARD OVERVIEW

profile-picture

Hello, Administrator!

- 🚲 Dashboard
- 🗄 Data ▾
- 📈 Employees' Performance Score
- 🏃 Employees' Leave Requests
- 📅 Attendances
- 📣 Announcements
- 💼 Recruitments
- 📧 Score Categories
- 📄 Logs
- 👥 Accounts ▾
- 👤 Administrator ▾

Dashboard

Don't forget to check in / out !

	Total Employees
	3

	Job Applicants
	0

Contract ends soon

#	Name	Contract ends on	Action
1	User	1987-09-06	Renew
2	Administrator	2005-08-03	Renew
3	Romina	2024-06-09	Renew

Announcements

#	Name	Created By	Date

EMPLOYEE'S PERFORMANCE VIEW

Employees' Performance Scores

profile-picture

, Administrator!

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ees' Leave Requests

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ategories

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+ Create

🖨 Print

Successfully added an employee's score

#	Employee Name	Score	Scored By	Date
1	Romina	Detail	Administrator	19-05-2024 10:05:21
2	User	Detail	Administrator	19-05-2024 10:05:06

Laravel

profile-picture

Hello, **Administrator!**

- Dashboard
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- Score Categories

Announcements

+ Create

Successfully created an announcement.

#	Title	Description	Attachment	Created By	For	
1	Training	teaching, or developing in oneself or others, any skills and knowledge or fitness that relate to specific useful competencies. Training has specific goals of improving one's capability, capacity, productivity and performance.	View	Administrator	IT	21

CODE CHALLANGES

THROUGHOUT THE DEVELOPMENT PROCESS, WE ENCOUNTERED SEVERAL CHALLENGES, INCLUDING:

1.   INTEGRATING THIRD-PARTY APIS FOR SKILLS ASSESSMENT AND LEARNING RESOURCES.
2.   ENSURING DATA SECURITY AND PRIVACY COMPLIANCE.
3. OPTIMIZING PLATFORM PERFORMANCE FOR SCALABILITY AND RESPONSIVENESS.
4. ITERATING ON USER FEEDBACK TO REFINE FEATURES AND IMPROVE USABILITY.

TO OVERCOME THESE CHALLENGES, WE ADOPTED AN AGILE DEVELOPMENT APPROACH, CONDUCTED REGULAR TESTING AND FEEDBACK SESSIONS AND PRIORITIZED CONTINUOUS IMPROVEMENT AND ITERATION.

THANK YOU !