



SER 517 - Team 6

Aligned Rewards



The Employee Engagement & Performance Hub

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What is Aligned Rewards?

Aligned Rewards is a unified employee engagement platform that brings peer-to-peer recognition, performance feedback, and goal management together in one intuitive dashboard. By turning everyday achievements into real-time insights, it helps leaders boost morale, accelerate development, and drive measurable business results.

Super Admin Module

Unified Super-Admin Controls: Securely reset org and user passwords and manage feature access at org, team, and role levels with full audit logging.

Comprehensive Reporting Suite: On-demand reports for performance, engagement, rewards, workforce analytics, compliance, goals, and hiring—customizable filters and Excel/PDF export.

Interactive Dashboards & Analytics: Visualize performance, engagement, recognition, headcount, diversity, and compliance in charts and gauges for instant, data-driven insights.

Employee Development Module

Resume Upload & Parsing : Employees upload their CVs; the system automatically extracts skills, experience and qualifications for tailored insights.

Trait & Skill Assessment: A brief interactive questionnaire maps work-style preferences, personality traits and identifies skill gaps.

Role Recommendation & Roadmap: AI-driven matching suggests ideal future roles and displays a visual career path—with key responsibilities, required skills and actionable next steps—for each.

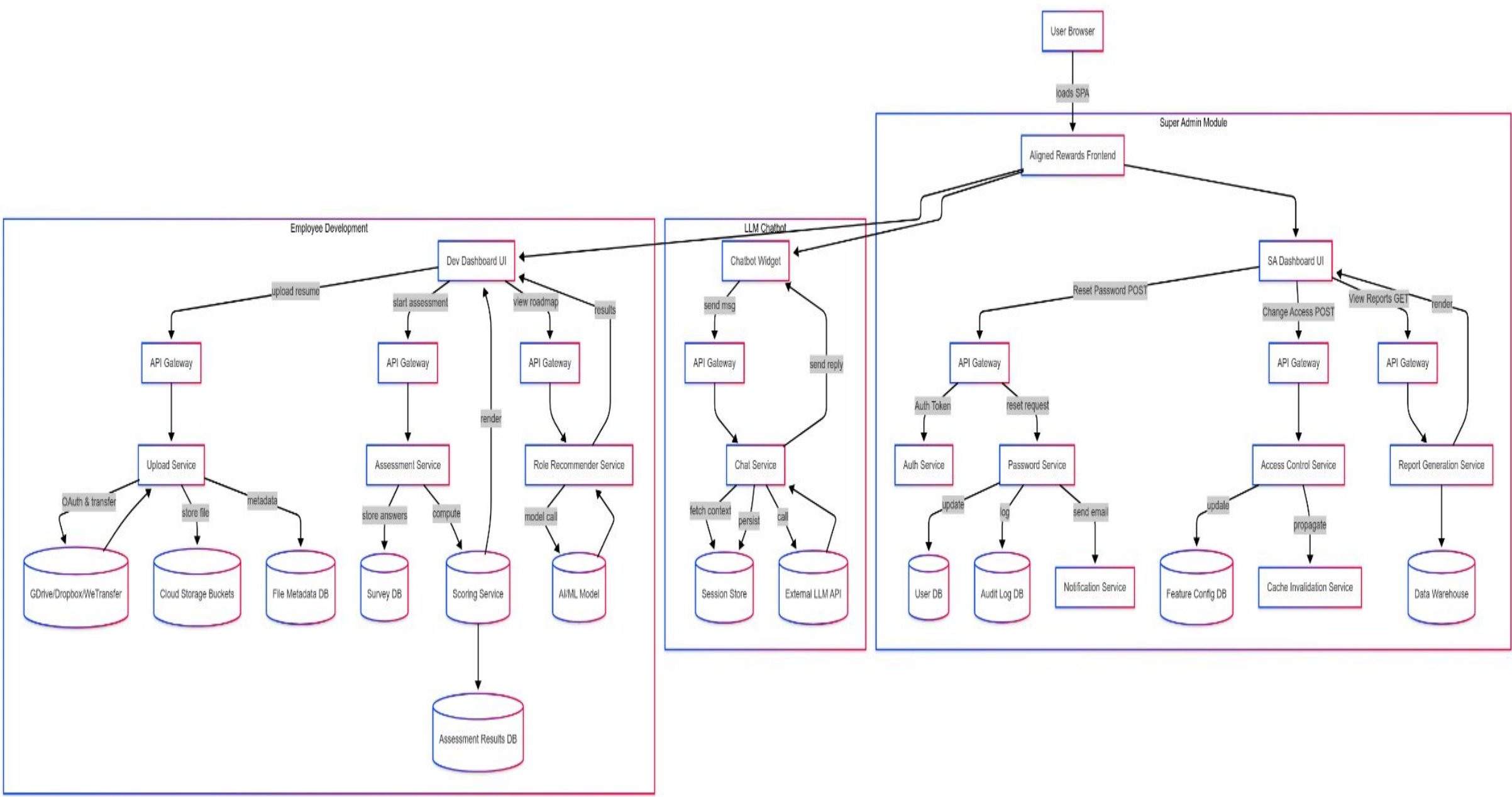
Chatbot - AI Assistant

LLM Chatbot - An AI-powered assistant that guides users through Scrum and software project workflows.It supports standups, sprint planning, retrospectives, and task tracking via real-time chat.

Aligned Rewards - Integrated seamlessly into the Aligned Rewards platform to provide context-aware assistance.It aligns responses with user goals, progress, and resume data for personalized support.

Chat History - Chat sessions are auto-titled and stored for continuity and easy reference.Users can revisit past interactions to track guidance, decisions, and improvements.

Work Flow Diagram



P5-graphics

Seamless Third-Party API Integration:One-click OAuth linking to Google Drive, Dropbox, and WeTransfer with built-in retry logic and upload status feedback.

Scalable Cloud Storage Architecture: Dynamic per-user Google Cloud Storage buckets secured by IAM policies, with lifecycle rules and versioning for cost-efficient management.

Robust Backend Data Persistence: MongoDB schemas for user profiles, file metadata, and feedback, deployed in a replica set with automated backups and monitoring.

