Milestone - 1

Identifying Users

For a Generative AI-Enhanced HRM Web Application, here's a breakdown:

1. Primary Users:

HR Managers/Executives

These are the direct and main users of the application. The app's features, workflows, and interface will be primarily tailored to their recruitment and onboarding needs.

Sub-segmentation is vital here:

- **HR Managers (e.g., Priya Sharma)**: Mid-sized company HR professionals who handle multiple job postings simultaneously, need comprehensive oversight of the entire hiring pipeline, require advanced analytics and reporting capabilities, and make final hiring decisions. They appreciate automation that reduces administrative burden while maintaining control over critical decisions.

- **Senior HR Executives (e.g., Vikram Patel)**: Handle high-volume recruitment (100+ applications monthly), need powerful AI-assisted screening tools, require quick decision-making capabilities, and focus on efficiency metrics. They value time-saving features that allow them to focus only on top candidates.

- **Startup Founders/Solo HR (e.g., Anjali Desai)**: Wear multiple hats, need simple yet complete solutions, require maximum automation with minimal manual intervention, and have limited time for recruitment tasks. They need a system that works as their virtual HR assistant.

2. Secondary Users:

Job Seekers/Applicants (e.g., Rajesh Kumar)

They are key stakeholders in the system. They will:

- Apply for specific job positions via unique URLs
- Upload resumes and provide relevant information
- Want transparency in the application process
- Track their application status in real-time

- Receive timely notifications about their application progress
- Appreciate clear communication and quick feedback
- Look for user-friendly application interfaces

Company Leadership/Hiring Managers

If the app has features for job requirement submission and candidate review, senior management might:

- Submit job requirements and specifications
- Review shortlisted candidates before final interviews
- Provide input on job descriptions
- View analytics on hiring pipeline and efficiency
- Monitor hiring costs and time-to-hire metrics

3. Tertiary Users:

Interviewers/Panel Members

Might interact with the system to:

- Receive interview schedules and candidate information
- Access candidate resumes and AI-generated summaries
- Provide feedback post-interview
- Benefit from organized interview management

We would like to introduce our Users who we talked to.

- *Rajesh is a Job Seeker.*
- *Jenifer is HR.*
- *Priya is HR Manager.*
- *Vikram is Senior HR Executive.*
- *Anjali is a Startup Founder.*
- *Gaurav is Director.*

User Stories

Epic 1: Application Submission & Tracking

Story 1.1: Job-Specific Application Link

As Job Seeker,
        I want to access a unique URL that shows me the exact job I'm applying for
So that I know the role details and can submit my application directly

Story 1.2: Real-Time Application Status

As Job Seeker,
        I want to check my application status without emailing HR
So that I know exactly where I stand (under review, interview scheduled, offer sent, rejected)

Epic 2: Automated Application Review

Story 2.1: Application Dashboard

As HR Manager,
        I want to see all applications organized by job and status
So that I don't have to search through emails or spreadsheets

Story 2.2: AI Resume Parsing and Ranking

As Senior HR Executive,
        I want the system to automatically parse resumes and rank candidates
So that I only spend time reviewing the most relevant candidates

Epic 3: Automated Interview Scheduling

Story 3.1: Schedule an Interview from the Application

As HR Manager,
        I want to click a candidate and schedule their interview in one action
So that the system handles notifications and reminders automatically

Story 3.2: Automatic Interview Reminders

As Startup Founder
        I want automatic reminders before scheduled interviews
So that I never forget or miss an interview without manual calendar management

Epic 4: Automated Offer Letter Generation

Story 4.1: Auto-Generated Offer Letters

As Startup Founder,
        I want the system to auto-fill offer letter templates with candidate details
So that I only need to review and finalize, not create from scratch

Story 4.2: AI Chatbox for Offer Letter Refinement

As a recruiter,
        I want AI-generated offer and regret letters using editable templates and contextual personalization,
so that candidate communication becomes error-free and automated within 24 hours of final decision, improving candidate satisfaction scores.

Story 4.3: Final Offer Letter Send

 As Senior HR Executive,
          I want to send the finalized offer letter with one click
 So that the candidate receives it immediately, and the system tracks it

Epic 5: Automated Onboarding & Joining

Story 5.1: Automatic Joining Reminders

 As HR Manager,
        I want automatic reminders 3-4 days before the joining date
 So that I can confirm joining without maintaining a manual calendar

Story 5.2 Engagement Mails

As a recruiter,

        I want the system to send personalized engagement emails after offer generation featuring company culture, project highlights, and curated learning resources in a weekly manner.

So that pre-joining attrition reduces and candidate satisfaction increases.

Story 5.3: Post-Joining Status Update

 As Startup Founder
          I want a clear view of who's joining when and who has joined
 So that I can track onboarding completion

Epic 6: Job Management

Story 6.1: Create Job Posting with Auto-Generated Link

As Senior HR Executive
    I want to create a job posting and get a shareable link instantly
So that I can post it anywhere and start receiving applications

Story 6.2: Automatic Status Transitions

As HR Manager,
    I want candidate status to update automatically based on my actions
So that I don't manually change the status at each step

Epic 7: Efficiency

Story 7.1: Instant Applicant Recommendation for New Job Roles
As DIrector,
    I want a system that, whenever a new job role is added, automatically identifies the most relevant past applicants for that position. This would allow me to quickly reach out to qualified candidates and speed up the hiring process, rather than waiting for new applications and repeating the full selection cycle.

Story 7.2 : Personality Test
As DIrector,
    When I hire someone, I invest significant resources in their onboarding and training. If they leave within a few months, these resources are lost, and I have to start the process again with a new hire. To minimize this risk, I am considering implementing a personality assessment during recruitment to better understand candidates and improve retention.

Story 7.3: Exit Interview

As DIrector,
    I am committed to improving our company culture to retain our talent. I've noticed that traditional exit interviews rarely provide honest or actionable feedback. To address this, I am considering an AI-powered exit interview solution that offers anonymity and delivers meaningful insights, helping us make positive changes and reduce staff turnover.

Story 7.4: Easy to use Software

As DIrector,
    I've noticed that small business owners often struggle to find effective hiring software. Most existing solutions are designed for large enterprises and don't cater to the specific needs of smaller businesses.

Epic 8: Onboarding Process

Story 8.1: Onboarding Process
As HR,

The onboarding process can be frustrating, as collecting documents from candidates often involves trust issues and repeated follow-ups for missing files. We tried introducing a bot to streamline this, which made the process smoother, but it lacked the human touch that builds trust and engagement.

Story 8.2 : Onboarding Checklist

As HR,

New hires often struggle to gather and submit documents to different departments and connect with their managers. They frequently contact HR for help, even when it's not their responsibility. To address this, we want to implement a centralized checklist system that tracks all onboarding tasks and responsibilities, making the process clearer and more efficient.

Please check out our Interview here.