

«Human Resource PBI» Project

Requirements

Project Documentation

Background

Purpose

Scope

Audience

File

Full set of requirements specifications.

To organize both the development and testing process.

Business requirements, user requirements, limitations.

Management staff, project team.

PBI_Requirements.docx

Contents

Business area	3
Project scope	3
Main goals	3
Criteria for main goals achievement	3
System characteristics	3
GUI Specifications	3
Non-Functional requirements	4
Functional requirements	4
Mockup pictures	6

1. Business area

Through the development of new reports customer wants to analyze existing company data of hiring and firing (both at the request of the employee and the company) of employees through a timeline and understand what employees decide to leave/stay at the company and on what timeframe different groups make this decision in average.

2. Project scope

Development of reports to:

- Analyze human resource data,
- Analyze recruiter data.

3. Main goals

- Provide the Customer with quick and simple reports to perform analytics on the provided data.
- The reports should not fail (for any reason) during its working process (unlike many competing tools).
- The report should provide an overview on the following topics:
 - Who the company hire.
 - Biases in their hiring strategy.
 - Trends in voluntary separations.

4. Criteria for main goals achievement

- GA-1: The reports should be a desktop one to be as easy to use as a regular report.
- GA-2: Deep testing for negative and critical situations should be implemented to ensure the report reliability.
- GA-3: Reports contain relevant visualizations to answer the raised questions.

5. System characteristics

- SC-1: The reports should be a web one.
- SC-2: The reports should be provided as a .pbix file.
- SC-3: The application should be developed using Microsoft PowerBI.
- SC-3: OS support is Windows 10 latest builds.
- SC-4: Screen resolution should be 1366x768 or 1920x1080 pixels.

6. GUI Specifications

- GUI-1: The background UI colour of the report is Pure Pink.

- GUI-2: The main colour theme is Twilight.
- GUI-3: There should be a welcome message when a user opens the reports.
- GUI-4: User should have access to app info view.
- GUI-5: The default filter on all pages is Year = 2020.
- GUI-6: Main Navigation elements:
 - Use buttons on the right to interact with the report:



- Home – navigate to the Welcome page
- Back – navigate to the next page
- Reset – set the page to the Default state.

7. Non-Functional requirements

- NR-1: The report should be in the customers native language.
- NR-2: The name of the report is “Human resource”.
- NR-3: The font size of all signatures is defined by a customer but has to be equal.
- NR-4: The font colour of Legend should be unified.
- NR-5: Values should be rounded to
 - one value after the decimal point in case of numeric values
 - two values after a comma in case of percentage values.
- NR-7: The filtering actions should perform quick.

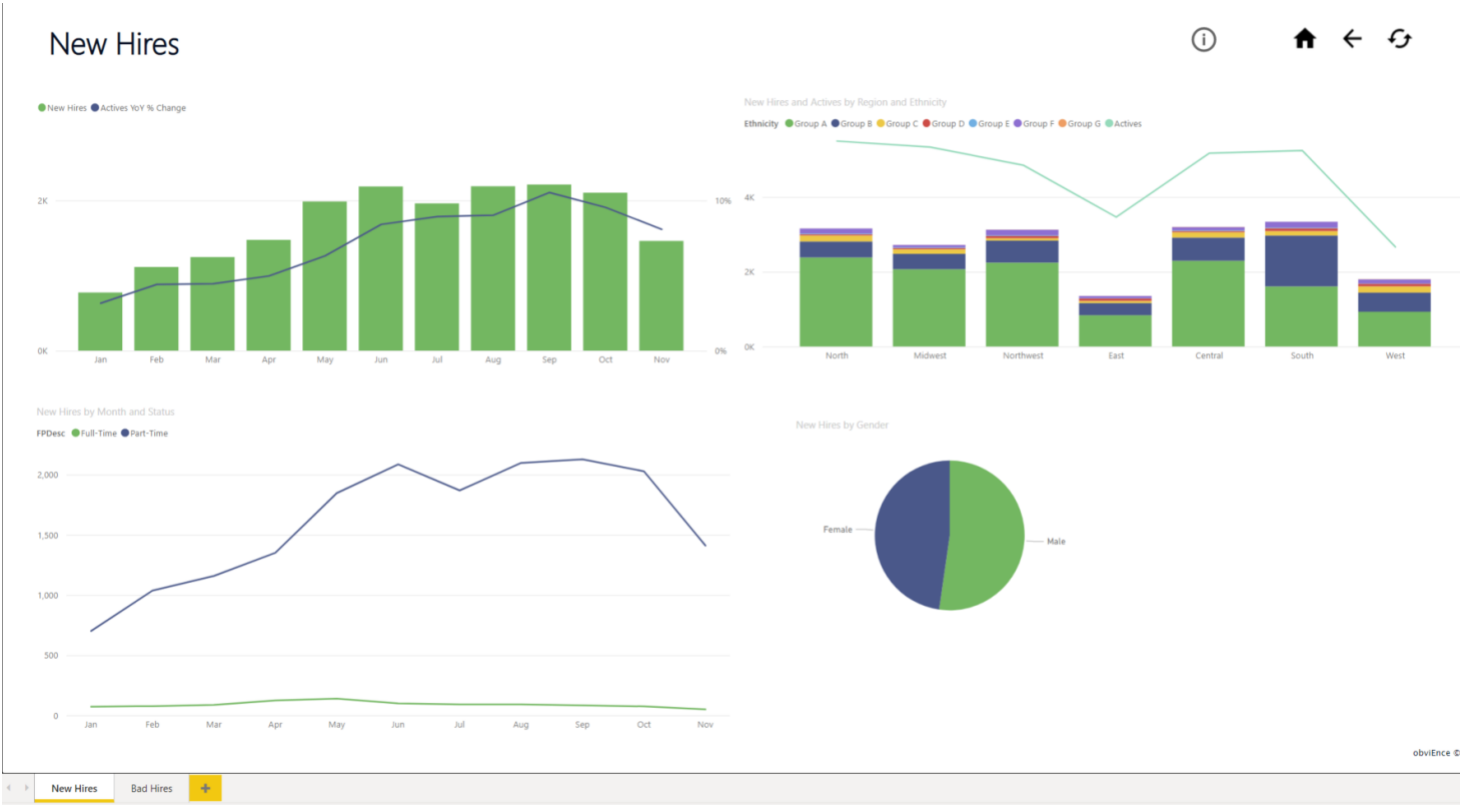
8. Functional requirements

- FR-1: The report consists of 3 pages:
 - New Hires
 - Bad Hires
 - Statistics
- FR-2: Page New Hires consists of:
- FR-2.1 New hires over months
 - Type: Bar chart
 - X axis: Month
 - Y axis: New Hires
 - Trend line: Active YoY % Change

- FR-2.2 New hires and activities by region and ethnicity
 - High-level visual
 - Type:
 - X axis: Region
 - Y axis: New Hires per Ethnicity
 - Drill down - New hires and activities by VP and ethnicity
 - Type: bar chart
 - X axis: VP
 - Y axis: New Hires per Ethnicity
- FR-2.3 New Hires by Month and FPD Desc
 - Type: Line chart
 - X axis: Month
 - Y axis: New Hires over FPD Desc
- FR-2.4 New Hires by Gender
 - Type: pie chart
 - Values: New Hire per Gender
- FR-3: Page “Bad Hires” consists of:
- FR-3.1 Filter:
 - Region
 - Gender
- FR-3.2 Bad Hires by Gender
 - Type: Pie chart
 - Values: Bad Hires per Gender
- FR-3.3 Bad Hires by Age Group
 - Type: Waterfall chart
 - X axis: Age Category
 - Y axis: BadHires%ofActivities
- FR-3.4 Bad Hires by Region and Ethnicity
 - High level visual
 - X axis: Region
 - Y axis: Bad Hires per Ethnicity
 - Trend line: Activities
 - Drill down – Bad Hires by VP and ethnicity
 - Type: Bar chart
 - X axis: VP
 - Y axis: Bad Hires per Ethnicity
- FR-4: Data is refreshed in Power BI 3 times per day:
 - UTC time: 10:00 AM and 10:00 PM
 - Argentina time: 7:00 AM and 7:00 PM
 - Brazil time: 7:00 AM and 7:00 PM

9. Mockup pictures

Picture 1



Picture 2

