Introduction

Current Human Resource Management Systems that are available in the market, which had previously practiced by several companies, seemed to be cumbersome, technologically aging, with little focus on data convergence, very expensive to implement, and especially inadequate for the reality of working methods inside modern companies.

In concrete terms, these software, did not promote for collective intelligence. Today, 73% of employees declare themselves to be disengaged from the company's life. A lack of involvement that costs an average of 126,000€ per year to a private sector company.

This is where Advyteam founders, chose to intervene by creating a powerful human resource management system adequate for all type and sizes of companies, with an enriching experience for both human resource managers, and the employees. They named their product "Accretio", which is the Latin word for "Growth". Indeed, Accretio help companies to grow by providing four modules:

- *Core HR:* Handles most standard Human Resource functionalities.
- Easy Run: Allow for a full administration of employees (Positions, personal information's, etc).
- Talent: Manages the recruitment process and CV archiving, maps employees' competencies with current internal opening, etc.
- Connect: An internal company social media.

The project presented in this report, will be used to append user specific business logic to each of the modules mentioned above, by providing the client a mean to upload his own custom code into our platform using tools that are provided to him beforehand.

The first chapter will contain a brief introduction of the host company, followed by a detailed description of the problem I am trying to solve and finish the chapter with the proposed solutions, and the one that have been chosen.

Afterwards, I will shift to the analysis and specification of the solution, by determining which development methodology has been used develop the application. The functional and non-functional requirements are presented next, and ending the chapter by introducing some use case diagrams, to further detail requirements.

Throughout the third chapter, I will detail the overall design of the microservice, by presenting the architecture first, thereafter, the class diagram, sequence diagram of the main senario, and conclude the chapter with an activity diagram.

The final chapter will detail chosen solution, by defining the main aspect of it. Finally, I will present some screenshots showing main features.

Eventually, I will finish by conclusion and a set of suggestion for a possible ways enhance the project.