

HRIS Phase 1 Implementation Steps

Step 1: Requirements Gathering & Use Case Validation

- Conduct interviews (HR, IT, employees/managers)
- Document current processes (Employee, Leave)
- Define user roles & permissions (HR Admin, ESS, MSS)
- Validate MVP Scope & AI Automation fitment

Deliverables:

- Business Requirements Document (BRD)
- User Journey Map & Personas
- Use Case Catalog
- Stakeholder Matrix
- AI Feasibility Notes
- Tooling & Infrastructure Checklist

Step 2: Data Modeling & Azure Infrastructure Setup

- Define Employee & Leave data models
- Azure SQL database setup (Employee, Leave tables)
- Azure Active Directory (RBAC, SSO configuration)
- Azure Storage (Backup strategy)
- Azure Security (Encryption, firewall rules)

Deliverables:

- ER Diagram (Employee & Leave)
- SQL Scripts
- Azure Infrastructure Setup Guide

Step 3: Core Microservices & SharePoint Setup

- Develop .NET Core 8 microservices (Employee, Leave)
- Containerize and deploy using Docker & Azure Kubernetes Service (AKS)
- Setup SharePoint document libraries and metadata

Deliverables:

- Microservices source code and Dockerfiles
- API documentation (Swagger)
- SharePoint Configuration Documentation

Step 4: Frontend, Workflow & Authentication

- Develop Power Apps Canvas App (ESS Portal)
- Automate leave workflow via Power Automate
- Integrate Azure AD for Authentication & RBAC

Deliverables:

- Power Apps package (.msapp)
- Workflow configuration (.zip)
- Azure AD & RBAC Setup Guide

Step 5: HR Chatbot Integration

- Configure Azure OpenAI & Power Virtual Agents
- Develop conversation flows (FAQs, leave queries)
- Integrate chatbot with backend APIs
- Chatbot training and testing

Deliverables:

- Azure OpenAI and PVA Configuration Document
- Chatbot conversation flows
- Training datasets (JSON/CSV)
- API integration scripts/guides

Step 6: Testing, Documentation & Go-live

- Conduct unit testing (xUnit/NUnit), integration and UAT
- Comprehensive documentation (Technical Architecture, User & Operational Manuals)
- Deploy to production and monitor via Azure Monitor

Deliverables:

- Testing report
- Technical Architecture Document
- User Manuals
- Operational Manual
- Go-live Checklist
- Monitoring & Support Plan