

Project Design Phase
Problem – Solution Fit Template

Date	21 June 2025
Team ID	LTVIP2025TMID31451
Project Name	Workforce Administration Solution (dev)

Problem – Solution Fit Template:

Problem – Solution Fit Template for Workforce Administration Solution (dev)

1. Customer Segments

HR Managers

Employees

Admin Staff

Payroll Teams

2. Customer Constraints

Manual tracking of employee attendance and leaves

Inefficient communication between HR and employees

Errors in payroll processing

Lack of centralized employee information

3. Available Solutions

Excel Sheets

Paper-based attendance registers

Standalone biometric systems

Email-based leave approvals

4. Jobs-To-Be-Done / Problems

Automate workforce and HR processes

Ensure accurate and quick attendance and payroll

Streamline leave applications and approvals

Maintain secure, centralized employee records

5. Problem Root Cause

Disconnected systems

No integration between HR modules

Manual dependency and human errors

Lack of real-time data access

6. Behavior

Frequent follow-ups for task/status updates

Manual corrections in payroll

Delayed approvals for leave

Miscommunication due to scattered records

7. Triggers

Growing workforce

Need for audit-ready systems

Increased remote/hybrid working

Compliance and labor law requirements

8. Your Solution

A centralized web-based application for workforce administration

Features: attendance, leave, payroll, role management, employee data

Role-based secure login

Real-time analytics and reporting

9. Changes in Behavior

Automated and transparent workflows

Reduced HR workload

Timely payroll and accurate reports

Improved employee satisfaction and productivity

Problem - Solution Fit Template Workforce Administration Solution (dev)

1	Customer Segments	HR Managers, Admin Staff, Payroll Teams
2	Customer Constraints	<ul style="list-style-type: none">• Manual HR operations• Inefficient leave and an payroll processing• Delays in approvals and task tracking• Scattered employee data
3	Available Solutions	Excel sheets, Paper registers Biometric devices (standalone), Email communication for HR tasks
4	Jobs-To-Be-Done / Problems <ul style="list-style-type: none">• Streamline employee managment• Automate payroll and attendance• Improve communication	<ul style="list-style-type: none">• Streamline employee management• Automate payroll and attendance• Centralize employee records• Improve communication
5	Behavior <ul style="list-style-type: none">• Frequent errors in salary and leave• Repeated follow-ups• Managerial inefficiencies	<ul style="list-style-type: none">• Frequent errors in salary and leave• Repeated follow-ups• Employee dissatisfaction• Managerial inefficiencies
8	Your Solution	A web-based Workforce Administration platform