Gabriel Wersebe Use Case Elaboration

SWDV 630 Leave Management

1. Leave Policies:

Different companies have different policies surrounding the type of leave that employees can and sometimes must take. A leave management system like this can help ease the pressure on HR departments to ensure that all of these policies are being implemented and enforced fairly across the organization according to the employees.

1. Manage Time Off:

Different employees based on tenure and job status will be entitled to different leave benefits, tracking these is important to ensure that people are able to take the time they are entitled to as well as ensuring that unauthorized people are not taking more time than they are allocated.

1. Pay Employees:

Integration with a payroll provider is important to ensure that it is simple for the HR department to actually pay out employees for the time off that they take. This helps make sure that employees don’t miss any paychecks due to issues when converting time off into the regular payroll.

1. Manage Major Holidays:

Ensuring that all major federal holidays are taken care of as well as being able to manage more organization specific holidays, for example if you have a large demographic of people that celebrate one holiday, it may be a good idea and a nice benefit to your employees to provide that day as a paid day off.