

Integration Architecture  
Assignment No. 1  
First Analysis of the Case Study  
Due Date Oct 19<sup>th</sup>, 2021  
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a)

The financial compensation of the senior salesman has two components. The first component is a fixed salary, and the second component is a flexible bonus which is dependant on the annual performances of the employees. First, the orders evaluation will be checked. Second, the social performance evaluation will be looked at. These two aspects influence the bonus of an employee.

In a yearly performance meeting, the flexible bonuses are calculated based on the performance reports. These are provided by the HR department. The performance reports include a list of products sold with a client rating, a report of social performance evaluations and additional text fields to describe personal feedback statement.

In addition to these aspects the CEO adds further columns manually which describe the success factors and parameters of an employee. These evaluations are created and maintained by the CEO.

- 1) First, Information from three different tools is copied into an excel sheet. This includes basic data of each senior salesperson, sold products by the salesperson and the performance records of each salesperson. The evaluation itself is written on printed versions of the excel sheets by the CEO. After each performance meeting the reports are collected and managed by a personal assistant of the CEO. The personal assistant then controls the reports and archives them in a ring binder. The final calculated bonus is then documented in the employee record in the specific tool for that purpose. After that, the results are submitted manually by the personal assistant via email.
- 2) In the current process the involved actors are the CEO, his personal assistant, the HR and the IT-admin.
- 3) The entire process is manual and complicated. The data is mostly written on paper. There are no objective factors, parameters or criteria to value the performance of a salesman because this aspect is dependant on the CEO. The management which is currently the personal assistant's responsibility is also complex and time consuming because of the three different tools used.
- 4) The technical support is limited. If a query is made, the needed information is sent to the personal assistant. The values for social performance are send by the HR which then are inserted into the database. There is no actual process for closed orders. The queries are made manual by a person via email or call. There is also not automatically process.

b)

See in document "Assignment\_No\_1b".

c)

- 1) The assistant and CEO can collect the data from all three tools with only one application without technological knowledge.

- 2) The assistant and CEO can update the data of the performance records with only one application without technological knowledge.
- 3) Assistant sends performance records as digital files to the CEO.
- 4) The physical archiving of the performance records is changed with digital files which will then be saved in a database.
- 5) An automated email with all essential information like new bonus value and performance feedback are send automatically to the senior salesperson after update.
- 6) HR can insert social performance values directly in the database with one simple application.
- 7) Senior Salesman can request his personal performance records and data anytime with only one simple application which is visualized simple.
- 8) Senior Salesman can see his progress from all his time in the company of performance values, social performance, competence values, salary, bonus, and feedback in a client friendly application.
- 9) CEO, HR can see all the data and progress of the employees like performance values, social performance, competences, salary, bonus, and feedbacks visualized in client friendly application.
- 10) Performance Records for the yearly performance meetings are easy and digital accessible and visualized simple.
- 11) The three tools OpenCRX, OrangeHRM and the mongoDB database relate to one application.
- 12)