REFLECTIVE REPORT on the cloud sloution for the 92g

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Individual Critique Report

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# Introduction

This report presents the conclusions and solution applied by our team to automate and virtualize the HR recruitment process for 92 Games (92G) using a cloud computing solution. The current manual system bears from several issues, including the loss of forms, time-timewasting communication, and limited data approachability. To address these challenges, the team proposed Microsoft's cloud-based Azure 365 logic apps solution and form which there are different services that has been used like encompassing Microsoft Forms, Power Automate, Power Platform, and SharePoint. This report provides an assessment of how the project has approached by the team and give analysis of the working strategy implemented in the scenario and gives insight into the individual contribution to the project, non-functional aspects of the project and how cloud computing has evolved in the current world.

2. Reflection of Team Working

The team of three individual collaborated effectively throughout the project with each member's skills and expertise. with maintained regular communication and providing research and help in group at each stage of the project the team has made a clear plan to develop the cloud solution and in the meantime there were productive meetings to discuss progress and address any challenges on each of the stage of work and to provide a working report for completed stage to the team leader by following this techniques the team has demonstrated a strong work ethic, commitment, and shared responsibility for the successful completion of the project. (Ji and Wang)

While our teamwork was commendable, in some stages the team has encountered some difficulties. Communication at times lacked clarity, resulting in misunderstandings and delays. In future projects, the team should implement clearer communication channels and establish defined roles and responsibilities to enhance efficiency and avoid potential conflicts.

Overall, team's collaboration and cooperation were commendable, and after implementing these strategies our team has successfully delivered a high-quality cloud-based solution for 92 Games.

# 3. Non-functional Aspects of the Project

## Legal Limitations:

Throughout the development process, it was necessary to ensure compliance with legal requirements, such as data protection regulations (e.g., General Data Protection Regulation, GDPR). Procedures were taken to maintain candidate data privacy and adhere to legal frameworks governing recruitment processes. (Bufalieri et al.)

## Social Implications:

The application of a cloud-based solution for HR recruitment processes has numerous social implications. It makes more efficient the recruitment process, possibly improving candidate experiences and lowering time-to-hire. Additionally, by digitalizing and computerizing manual tasks, the solution improves resource utilization, allowing HR professionals to focus on strategic activities. (Pan et al.)

## Ethical and Professional Issues:

The project required considerations of finances, industry standards, and regulatory compliance. Ensuring cost-effectiveness while retaining high-quality specifications was essential. Compliance with industry best practices, including protection and privacy measures, was incorporated into the solution to moderate risks and protect sensitive candidate data. (Shaikh and Haider)

Furthermore, it is important to evaluate the scalability and flexibility of the cloud solution to adjust future growth and changing business needs. This involves considering the ability to handle increasing volumes of applicant data, combining with other HR systems or third-party services, and adapting to technological advancements.

Taking a critical approach to these non-functional attributes ensures that the cloud-based solution for the HR recruitment process not only meets technical requirements but also aligns with legal, social, ethical, and professional considerations. By carefully addressing these aspects, 92 Games can enhance effectiveness, data security, and overall HR processes while sustaining compliance and upholding ethical standards within the corporation.

4. Personal Contribution to the Project

As a team member, my primary contribution to the project was in the testing phase. I was responsible for designing and executing test with the power automate to confirm the functionality, usability, and security of the cloud-based solution. I collaborated closely with the development team members to identify and address any defects or inconsistencies in the system.

To manage my workload successfully, I followed a structured approach, allocating dedicated time for testing tasks, arranging critical functionalities, and continuing clear communication with team members. I actively participated in team meetings, providing progress updates in form of report structure, and taking feedback to ensure alliance with project goals.

My experience working within the team was valuable, aiding me to develop my communication, collaboration, and problem-solving skills. I learned to adapt to the team dynamics and got chance to learn about the strengths of myself and each team member and by becoming a helping hand and making the contribution to achieve the project milestones successfully gave me in depth experience for the real-world application in future.

5. Conclusion

Completing this project provided significant insights into the complexities of implementing cloud-based solutions for automating HR recruitment processes. The realistic experience gained in testing developed my critical thinking skills and understanding of system reliability. While teamwork proved beneficial, challenges occurred in communication and management, highlighting the need for better collaboration approaches. Legal limitations and compliance with data protection regulations were carefully considered. Addressing social implications, Ethical and professional considerations was crucial for a smooth transition including budget limits and industry standards. Overall, this project heightened my intelligence of cloud-based solutions and their application in HR recruitment processes, while developing important teamwork and project management skills.

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