

## Case Study: Attled

### Case Study: Attendance and Salary Ledger System (Attled)

#### Duration

**16 weeks**

#### Product Overview

The Attendance and Salary Ledger System is a comprehensive platform designed for organizations to manage employee attendance, payroll, and salary records efficiently. The system includes web and mobile applications and supports three primary user roles: **Company**, **Branch**, and **Staff**. Its key features include real-time attendance tracking, automated salary calculations, and centralized record management.

**Detailed:** An **Attendance and Salary Ledger System** streamlines employee management by automating attendance tracking, salary calculations, and record maintenance. It ensures accuracy in payroll by integrating attendance data with predefined salary structures, deductions, and bonuses. The system minimizes manual errors, improves transparency, and complies with labor laws. Designed for organizations of all sizes, it provides real-time insights, enhances HR efficiency, and supports decision-making through detailed reports and analytics.

#### Responsibilities

- **Product Owner:** Ensure alignment with business goals.
- **Design Team:** Create user-friendly interfaces for all modules.
- **Development Team:** Implement and integrate features.
- **QA Team:** Validate functionality and usability.

#### Tools

- **Design:** Figma
- **Development:** React (web), React Native (mobile), Node.js (backend), MongoDB (database)
- **Collaboration:** Trello
- **Analytics:** Google Analytics, Firebase

#### Problem Statement

## Case Study: Attled

Traditional methods of managing attendance and salary ledgers using spreadsheets and manual records are prone to errors, inefficiency, and lack of transparency. This results in delayed payroll processing, staff dissatisfaction, and reduced organizational productivity.

### Goals

- 1. **Accuracy:** Ensure accurate attendance tracking and payroll calculations.
- 2. **Efficiency:** Reduce the time spent on manual record-keeping and processing.
- 3. **Transparency:** Provide clear and timely communication of attendance and payroll details to employees.
- 4. **Scalability:** Support growing businesses with flexible configurations for multiple branches.

### Design Process

- 1. **Discovery Phase:**
  - Stakeholder interviews to gather system requirements.
  - Research on existing attendance and payroll systems.
- 2. **User Research:**
  - Surveys and interviews with company HR managers, branch managers, and staff.
  - Observation of current workflows.
- 3. **Conceptualization:**
  - Defining user personas and user journeys.
  - Creating wireframes for core features.
- 4. **Prototyping:**
  - Designing high-fidelity mockups for web and mobile applications.
  - Iterative testing with stakeholders.
- 5. **Development:**
  - Agile sprints for feature implementation.
  - Rigorous testing for quality assurance.

### Design Timeline

Phase	Duration	Description
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Discovery	2 weeks	Research on existing attendance and payroll systems
User Research	3 weeks	Surveys and interviews with company HR managers, branch managers, and staff
Wireframing	2 weeks	Creating wireframes for core features.
Prototyping	4 weeks	Designing high-fidelity mockups for web and mobile applications.
Development	8 weeks	Rigorous testing for quality assurance
Testing & Launch	3 weeks	

## Target Audience

- **Primary:** HR managers, payroll officers, and company administrators.
- **Secondary:** Employees and branch managers who need access to attendance and salary information.

## User Research

- **Methodologies:**
  - Surveys: Conducted with 50+ HR professionals.
  - One-on-one interviews with staff across various branches.
- **Findings:**
  - Manual attendance tracking causes 15-20% payroll errors.
  - Employees value real-time updates on attendance and salary details.

## Competitive Analysis

Analyzed leading solutions like TSheets, BambooHR, and Zoho People. Key insights:

## Case Study: Attled

- Most competitors lack real-time branch-level insights.
- Integration with third-party tools is limited in existing systems.

## Unique Features

- Biometric and GPS-based attendance tracking.
- Customizable payroll rules for different branches.
- Real-time notifications for attendance irregularities.
- Detailed salary breakdown with tax calculations.

## Quantitative Research

- **Surveys:** 100+ participants revealed:
  - 70% dissatisfaction with current systems.
  - 90% preferred mobile access to attendance records.
- **Time Study:** New system reduces payroll processing time by 40%.

## Screeners

- **For HR Managers:**  
“Do you manage attendance and payroll for more than 50 employees?”
- **For Employees:**  
“Do you often face delays in receiving salary slips or updates?”

## Observations

- Employees frequently forgot to mark attendance manually.
- Branch managers lacked tools to monitor real-time attendance effectively.
- Payroll errors often stemmed from incomplete or inaccurate attendance data.

## Pain Points

1. Manual errors in attendance tracking and payroll calculations.
2. Lack of real-time visibility for branch managers.
3. Delayed communication of salary slips to employees.

## Case Study: Attled

### User Journey Map

- **Scenario:** Staff member views attendance and downloads salary slip.
  1. Logs into mobile app.
  2. Navigates to “Attendance” tab to view monthly records.
  3. Switches to “Salary Ledger” to download the latest salary slip.
  4. Receives confirmation notification after successful download.

This structured approach ensures the system is user-centric, scalable, and addresses key pain points effectively.

**Android:** <https://play.google.com/store/apps/details?id=com.app.attled>

**iOS:** <https://apps.apple.com/cn/app/attled/id6740764400>