

## What problem are you trying to solve?

- We need a dynamic input form for new employee info submission for different countries.
- Countries require different information sets for employment procedure.

## Why should we solve it?

- Regional expansion increases mandatory information set variation.
- We may need to review existing forms in future because of legal changes.
- Every new zone/country expansion will bring a new information set and it will generate development cost on current UI. Also every form development increases the UI complexity and maintenance cost.
- We should check our growth plan for new countries to solve this problem.
- We can measure our current UI code maintainability and set a critical threshold limit to begin implementing a solution.

## How do you propose to solve it?

- We can expose country specific mandatory employment information with a service, and the input form can use this service to generate the required form format. Form can render required input fields with proper types and value limitations.
- We can use JSONForms or a similar tool for JSON based form generation on react.

```
{
  "country": "ESP",
  "type": "object",
  "required": [
    "maritalStatus",
    "socialInsuranceNumber",
    "holidayAllowance"
  ],
  "properties": {
    "maritalStatus": {
      "type": "string"
    },
    "socialInsuranceNumber": {
      "type": "number"
    },
    "holidayAllowance": {
      "type": "number",
      "minimum": 30
    }
  }
},
```

## **What other approaches did you consider?**

- We may store country specific form details on UI as configuration without backend, this solution can't eliminate UI deployments.

## **What could go wrong?**

- Selected form generation tool may not satisfy our needs.