Blog Article for HR Genie

HR Genie: Take Care of Your Team Members Seamlessly

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# Problem

Managing the absences of the team members (for sickness, maternity leave or vacations) can be cumbersome and time-consuming to many managers whose aim is to guarantee the continuity of the service seamlessly. Furthermore, keeping track of the residual number of vacation days for every employee or detecting suspicious behaviour (e.g. connections between vacations and sick leave) can be problematic to follow, as well as the acceptance of courses and training for the employees to stimulate their productivity and making them willing to stay in the company.

# Solution

HR Genie aims at being the only source of truth for seamless managing of the absences and training for employees, managers, and HR personnel of small, medium and large sized businesses. It stimulates interaction among the managers and the employees divided by department and teams.

# Description

Every employee has the possibility to post a request for absences (vacation, sickness leave, maternity leave) with the relative beginning and end time and date. Every employee finding an interesting training can also request to their managers the possibility to attend them by declaring their cost.  
The direct manager of the involved employee can review the calendar of the absences of the entire team and accept or deny the vacations. Likewise, the manager can accept or deny training on the platform. The managers can also post their vacations and request the approval of their own managers.  
Charts allow the managers to have a visualization of the requests, the residual vacations and the trainings in a visually appealing manner.

# Technical Features

* Stored information of all employees: contact information, responsible manager, team members, working hours, pensum
* The duration of every absence is computed by considering the actual working hours of every employee
* The code allows to implement the business hierarchy seamlessly: managers have managers on their own.
* Flexible absence time, allowing also a few hours of absence
* Divides the employees by manager: the person in charge for approving their absences and trainings
* Different views for employees, team managers or company administrators
* The manager reviews the summarized information in appealing charts
* Calendar view to have an overview of the absences at teams or company level
* List of requests for absences and trainings visible only to the manager in charge of the approval

# Tech Stack

HR Genie employees start of the art technology in the field of Front and Back End development in order to guarantee a continuous improvement over the versions.

The Back End leverages on the latest Django REST frameworks, integrated with PostgreSQL to allow for vertical and horizontal scaling and Digital Ocean for versatile uploading of documents. The complex calculations (e.g. duration of the absences) are computed in the Back End and the endpoints are built in order to represent the information easily in the Front End.  
The Front End leverages on React and various of its components: …., Recharts, React Big Calendar.  
Both the Front End and the Back End leverage on a CI/CD pipeline through GitLab.

# Outlook

The future releases will include extra visualizations for managers and employees (e.g. a calendar of the shifts) and higher flexibility for both the company administrator and the employees. The employees will be able to share the advancement status of their training and e-mail notifications on new requests published and change of status of approval will also be developed. Flexibility to modify the information of the employees (pensum, working hours) will be implemented as well.

# Screenshots

A screenshot of a login form

Description automatically generated

A screenshot of a computer

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A screenshot of a web page

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A screenshot of a computer

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A screenshot of a graph

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