

HRPro UI Framework v4.0

1. Purpose

This document establishes the **single source of truth** for the HRPro UI. It reflects the latest designs exported from Figma (.make file) and incorporates all corrections identified in the QA review. It consolidates design principles, implementation details, accessibility standards, and interaction patterns into a clean, aligned framework.

2. Design Principles

1. **Simplicity First** – Clear, uncluttered layouts prioritize usability and reduce cognitive load.
 2. **Consistency Across Modules** – Shared typography, spacing, and interaction patterns provide a cohesive experience.
 3. **Local-First Utility** – Designs support offline-first workflows with lightweight UI components.
 4. **Scalable Modularity** – Each module follows the same structural grid and component hierarchy.
 5. **Transparency & Trust** – Advisor outputs always include sources, citations, and bias checks (“Why this looks like this” tags).
 6. **Accessibility & Inclusivity** – WCAG AA standards, ARIA roles, keyboard-first navigation.
 7. **Brand Integrity** – Consistent visual identity with HRPro logo, watermarks, and professional exports.
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3. Layout & Navigation

3.1 Global Layout

- **Top Navigation Bar:** Persistent HRPro logo, client switcher, quick access icons.
- **Primary Content Area:** Central workspace for each module.
- **Side Panel (where applicable):** Collapsible filters, contextual actions.
- **Bottom Notifications:** Toasts for success, warning, error.

3.2 Navigation

- **Home / Landing Page:** Entry point with AI advisor box ("Ask your CPO") and five color-coded module tiles.
 - **Module Access:** Dashboard, Engagement, Performance, PIP Builder, JD Builder.
 - **Breadcrumbs:** Present in multi-step flows (e.g., Home › PIP Builder › Review Draft).
 - **Tabs:** Used for sub-views within dashboards and builders.
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4. Typography

- **Primary Font:** Inter (Sans-serif)
- **Export Font Pairing:** Inter + Source Serif Pro (for professional PDF exports).
- **Weights:** 400, 500, 600, 700
- **Hierarchy:**
 - H1: 28px Bold – Page/module titles
 - H2: 22px Semi-bold – Section headers
 - H3: 18px Medium – Sub-sections
 - Body: 16px Regular – Standard text

- Small: 14px Regular – Secondary info, labels
 - Caption: 12px – Annotations, tooltips
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5. Color System

- **Module Palette:**

- Red (#FF4D4F) → Dashboard
- Orange (#FA8C16) → Engagement
- Green (#52C41A) → Performance
- Blue (#1890FF) → PIP Builder
- Purple (#722ED1) → JD Builder

- **Neutrals:**

- Background: #F5F5F5
- Text Primary: #262626
- Text Secondary: #595959
- Borders: #D9D9D9

- **Semantic Colors:**

- Success: #16A34A
 - Warning: #D97706
 - Danger: #DC2626
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6. Components

6.1 Buttons

- Primary: Solid, module color background, white text, rounded corners (8px).
- Secondary: White background, module color border + text.
- Tertiary: Text-only.

6.2 Inputs

- Rounded (6px)
- Placeholder text: #8C8C8C
- Focus: Module color border with 2px glow

6.3 Cards

- Rounded (12px), soft shadow, padding 16–24px
- Chart cards include title, legend, tooltip, and AI Insights section.

6.4 Modals

- Centered, max-width 600px
- Elevation-2 shadow
- Primary CTA button styled with module color

6.5 Additional Components

- **Breadcrumbs:** Icon + label, active state bolded.
- **Tabs:** For switching between module views.
- **Chips/Tags:** Used for filters and AI quick prompts.
- **Toasts:** Temporary bottom notifications for status changes.

7. Module Guidelines

7.1 Dashboard

- High-level KPIs, charts with legends and AI insights
- Upload/Export actions top-right
- Empty state: “Upload a CSV to see insights.”

7.2 Engagement

- Employee survey summaries, eNPS visualization
- Actionable insights panel
- Suggested prompts appear in empty state

7.3 Performance

- Review cycle progress, manager feedback forms, 9-box visualization
- State handling for loading and error

7.4 PIP Builder

- **Stepper Flow:** Upload → Review Draft → Advisor Feedback → Export
- Draft editor: Rich text with inline Advisor suggestions
- Advisor chat panel: Context-specific quick actions (e.g., Tighten, Measure)

7.5 JD Builder

- **Stepper Flow:** Upload → Review Draft → Advisor Feedback → Export
- Structured sections: Overview, Responsibilities, Requirements, Nice-to-Haves

- Advisor chat panel: Quick actions (e.g., Refine, Balance)

7.6 Advisor Page

- Chat history preserved (user right, advisor left)
 - Advisor responses include **sources** + “Why this looks like this” tags
 - Suggested prompts always visible
 - Typing indicators and loading skeletons
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8. Interaction Patterns

- **Hover States:** Slight elevation + shadow for clickable items.
 - **Transitions:** 200ms ease-in-out.
 - **Error Handling:** Inline messages + toast alerts.
 - **Transparency:** All Advisor outputs cite sources and reasoning.
 - **Empty States:** Suggested prompts, onboarding cues.
 - **Loading States:** Skeleton cards, shimmer text, “Advisor is thinking...” dots.
 - **Failure States:** Retry banners for uploads/advisor requests.
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9. Spacing & Grid

- **Grid:** 12-column responsive grid (desktop $\geq 1200\text{px}$, tablet 768–1199px, mobile $\leq 767\text{px}$)
- **Spacing System:** 4pt base grid \rightarrow 4, 8, 12, 16, 24, 32, 48, 64
- **Standard Padding:**

- Section: 32px
 - Card: 16–24px
 - Element spacing: multiples of 4pt
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10. Export & Branding

- HRPro logo top-left in-app, watermark on exports
 - Export headers: HRPro logo left, Client name right
 - Export footers: “Generated with HRPro • Confidential • Timestamp”
 - PDF exports use Indigo headers, Gray-800 body text
 - Module color-coding persists in exports
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11. Accessibility Standards

- All text/background $\geq 4.5:1$ contrast ratio
 - Keyboard navigation: predictable tab order, Enter = submit, Esc = close
 - ARIA roles: nav, main, form, button, alert
 - Focus rings: 2px Indigo-300 for all interactive elements
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12. Versioning

- v1.0–2.0: Original framework + incremental updates
- v3.0: Consolidated framework with simplified modules

- v4.0: Fully corrected version aligned with Figma `.make` + QA review
 - Next Steps: Dark mode design, SaaS theming tokens
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13. Appendix

- Reference: Based on HRPro UI Framework v2.0 + v3.0
- Updated From: Figma `.make` export (Sept 2025)
- QA Input: Consolidated from Review Report (v3.0 vs `.make`)