Case Study: HRMS For Swift Delivery

Overview

Any task that can be automated should be automated, and that is exactly our objective.

Failing to implement automation in your business leads to poor performance and results. Before working with us, the client used Excel, Google sheets and manual filing to store all of their HR data.
Although this was manageable in the beginning, it became more difficult with time. As the company grew, the chances of errors and mistakes increased with the growing paperwork. Which is why our client approached us.
They needed a custom-built HR software that fulfilled their needs and was within their budget. After the initial meeting, the development plan was shared with the client.

The development plan was as follows:

- Scope of Work Contract and Non Disclosure Agreement
- Requirement Engineering
- Concept Design (UXUI)
- Back End Development
- Front End Development
- Testing
- Launch

Requirement Engineering

Our Requirements team sat with the client to gather all their requirements for the software.
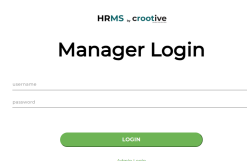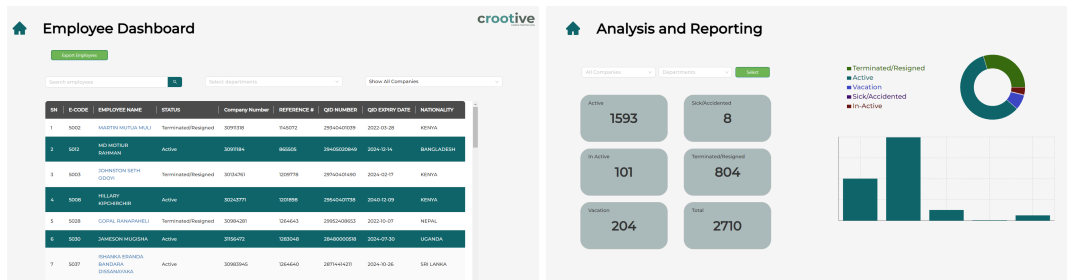
The requirements gathered are as follows:

Function	Characteristics
Manager Login	Manager sets up their credentials themselves.
Manage companies	Add new companies and setup new admins.
Employee Dashboard	View the data from all the companies added by each admin

HR Forms	Upload and save employee forms with ease with all the HR forms accessible in one place.
Analysis and Reporting	Viewing the live status of all employees with banners, charts, graphs, View reports for expired documents and employees going on vacation
Admin Login	Admin logins with the credentials made by the manager.
Employee Dashboard	Add employees, Remove Employees, Edit employee data, Upload employee files, View Employee timeline, View Employee related files.
Analysis and Reporting	View live status of all employees with banners, charts, graphs, View reports for expired documents and employees going on vacation
Forms	Upload and save employee forms with ease with all the HR forms accessible in one place.
Earnings & Payroll	Create new payroll, Payroll setup, Employee Loans, Leave Calculations, EOS calculations
Saved Files	View, Save and download saved files
Settings	Add custom attribute to employee data. Add logo for your company

Concept Design (UXUI)

After that we designed a concept UXUI design based on the gathered requirements. The screenshots of the UXUI are attached below:

Development

Our team worked with the client to keep them in the loop for each step. The development requires a lot of work and the time it requires depends on the project and the resources available. It took a little over 2 months to complete the back end of the software and a further 20 days for the front end.

Testing

After the development we started the first round of testing. Each function was tested multiple times to dig out bugs and errors, which were then corrected. That concluded the first round of testing.

In the second round we gave the software to our client for further testing. By asking them to use it as they would the final product on a daily basis, bugs were better sought out to avoid any errors in the future.

Launch

After the second round of testing was completed, the product was finalized and launched. The handover was complete and we stood by for any requests and further changes they required.

Results

Shifting from manual work to automation always brings positive results as it reduces human error, increases productivity and makes everyday tasks efficient. And this was the case with our client.

After gathering data from them, the following results were found:

Efficiency Increased by

40%

(Calculated by the time taken for the daily tasks performed with and without the software)

Staff productivity Increased by

35%

(Calculated by the number of tasks performed with and without the software)

Paper Usage decreased by

65%

(Calculated by the price of paper bought before and after the software)