# Employee Module – Enhancements Roadmap

This document outlines the future enhancements proposed for the Employee & Skills Management module.

## 🔐 Security & Audit

* • Login tracking per employee (if they have system access)
* • Audit trail for profile updates and skill edits
* • Onboarding/offboarding checklist with digital signatures
* • Role-based employee visibility by department/unit

## 🧠 Smart Skills & AI Enhancements

* • AI-based skills gap analysis using ML models (vs manual input)
* • Skill recommendation engine based on job title, plan, or industry trends
* • Predictive attrition risk based on skill gap, tenure, and engagement
* • Smart mentor matching based on skill overlap and experience

## 📈 Analytics & Insights

* • Department skill coverage heatmap
* • Skill maturity dashboards (individual, team, org-wide)
* • Forecast reports for future skill demands by year
* • Critical skill loss risk detection (e.g., resignations)

## 📊 UX & Usability

* • Inline skill ratings UI with star sliders
* • Drag & drop skill planner for development plans
* • Progress bar for development plan completion
* • Export employee skills matrix to Excel/PDF

## 📅 Lifecycle & HR Process Integration

* • Performance review integration (e.g., 360 reviews linked to skills)
* • Training history & certificates management
* • Auto-reset terminated employees’ access
* • Job title to skill mapping table (master data)

## 📤 Import / Export / Sync

* • Bulk employee importer with validation (Excel)
* • Sync with external HRMS (e.g., BambooHR, SAP, Oracle)
* • LinkedIn skill parser / resume reader
* • Versioning of skill assessments (history tracking)

## 🌐 Multilingual & Compliance

* • Multilingual employee fields (e.g., full\_name\_ar)
* • Compliance flags (e.g., certified roles only, skill expiry alerts)
* • Localization of skill taxonomy by country/region

## 🛠️ Technical Enhancements

* • Partitioning by company\_id for large-scale orgs
* • Indexing on skill\_id, employee\_id for fast lookup
* • Dynamic skill weight scoring model per department