**POC:**

**Proof of Concept (POC 1) – Core HR Management System**

**Key Features and Flow**

**1. Manager Screen Overview**

* A centralized dashboard for managing projects, employees, tickets, and assignments.
* Provides options for:
  + Viewing and managing projects
  + Viewing and managing employees
  + Opening and handling tickets
  + Assigning employees to roles

**Core Functionalities**

**1. Manage Projects**

1. User selects the "Projects" tab.
2. User can:
   * Create a new project by entering details like name, description, and deadline.
   * Edit or delete existing projects.
   * Add a role to the project with:
     + Role name
     + Required attributes (as mentioned in the ARD file).
     + Priority ratings for each attribute (no two priorities can be the same).
   * Edit or delete existing role.
   * Assign to each role employee (in this version all relevant employees will be at the database with all their relevant attributes).
     + By clicking on the role a list of relevant employees will be suggested by the system- according to their attributes and the role's attributes, and according to the priorities

**Database Structure**

* **Employees Table:** Employee data including skills, availability.
* **Projects Table:** Project details and associated roles.
* **Roles Table:** Roles within projects, attributes, and priorities.
* **Assignments Table:** Tracks employee-role assignments.
* **Tickets Table:** Tracks absence tickets and related roles.

**Proof of Concept (POC 2) – Advanced HR Management Features**

**Additional Functionalities**

**1. Manage Projects**

1. User selects the "Projects" tab.
2. User can:

**2. Employee Management**

1. User selects the "Employees" tab.
2. User can:
   * Add a new employee with details (e.g., name, contact info, skills, availability).
   * Edit employee details.
   * Delete an employee from the database.

**3. Handle Absence Tickets**

1. The user will be able to select employee for absence role and see the effect of it to all projects and employees before approving it and saving it.

**4. Employee Self-Service Screen**

* **Features for Employees:**
  + Insert and edit their personal details (e.g., skills, availability).
  + Open tickets for absences and view their status.
  + View their current allocations to projects and roles.

**5. Comprehensive Manager Dashboard**

* Consolidated view of:
  + All employees with real-time attribute updates.
  + Projects and their statuses, including unfilled roles.
  + Open tickets and their current progress.
  + Automated reports on workforce utilization and gaps.

**6. Open Absence Tickets**

1. User selects the "Tickets" tab and clicks "Open Ticket."
2. User enters the absence details:
   * Employee name
   * Reason for absence- pick from list (as the ARD) or "other"
   * Start and end dates
3. Ticket is saved and linked to the employee.

**7. Handle Absence Tickets**

1. User navigates to the "Tickets" tab and selects a ticket.
2. System highlights roles affected by the absence.
3. User clicks the role he wants to resolve.
4. For the role:
   * System suggests employees based on:
     + Role attributes and their priorities and the employees' attributes and availability.
   * User selects a replacement and assigns them to the role.

System updates the project and ticket status.