**POC:**

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

**Key Features and Flow**

**1. Manager Screen Overview**

A single manager screen provides functionality related to project management.  
The screen includes buttons for the following actions:

* Open, edit, or delete projects.
* Open, edit, or delete roles.
* Assign roles to employees.

**Core Functionalities**

User can:

1. By pressing "New project"- user can create new project by entering details like name, description, and deadline.
2. By pressing "Edit project"- user can edit an existing project- a list of all existing projects will be shown by the system, the user will be able to choose project and edit it.
3. By pressing "Delete project"- user can delete an existing project- a list of all existing projects will be shown by the system, the user will be able to choose project and delete it.
4. By pressing "Add Role"- user can 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).
5. By pressing "Edit role"- user can edit an existing role- a list of all existing roles will be shown by the system, the user will be able to choose role and edit it.
6. By pressing "Delete role"- user can delete an existing role- a list of all existing roles will be shown by the system, the user will be able to choose role and delete it.
7. By pressing "Assign to role"- user can 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.
   * The user will be able to select employee from the list and the employee will be assigned to that role.
   * All data related to the assignment will update accordingly.

In this alpha version we represent the core functionality of our system which is suggesting employees to roles based on their attributes and priorities.

On the next versions of the system, we will add more functionalities of employees management, ticket open and handling and specific screens for employees and big managers.

**Database Structure**

Connected and structured Database with all those tables:

* **Employees Table:** Employee data including skills, availability.
* **Projects Table:** Project details and associated roles.
* **Roles Table:** Roles within projects, attributes, and priorities.
* **Skills Table:** Skills of employees and roles.
* **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.