<p align="center">**React Developer Assessment Task**</p>

Technologies You Must Use

- **React Hook Form** – for managing the form

- **shadcn/ui** – for UI components

- **Tailwind CSS** – for styling

- **Zod** – for validation

- **TypeScript** – preferred

Task Summary

You need to build a **multi-step form** to onboard a new employee. The form will collect different types of information in 5 steps. It must have smart validation, field visibility changes, and show a summary at the end.

🧭 Form Steps

Step 1: Personal Info

- Full Name (required, must have at least 2 words)

- Email (required, valid email)

- Phone Number (required, like +1-123-456-7890)

- Date of Birth (must be at least 18 years old)

- Profile Picture (optional, only JPG/PNG, max size 2MB)

Step 2: Job Details

- Department (dropdown: Engineering, Marketing, Sales, HR, Finance)

- Position Title (required, min 3 characters)

- Start Date (not in the past, max 90 days in the future)

- Job Type (Radio: Full-time, Part-time, Contract)

- Salary Expectation

  - Full-time: annual salary ($30,000 - $200,000)

  - Contract: hourly rate ($50 - $150)

- Manager (searchable dropdown, filtered by department)

Step 3: Skills & Preferences

- Primary Skills (choose at least 3 using checkboxes)
- Experience for Each Skill

- Preferred Working Hours (time range: start - end)

- Remote Work Preference (slider 0% to 100%)

- Extra Notes (optional, max 500 characters)

Step 4: Emergency Contact

- Contact Name (required)

- Relationship (dropdown)

- Phone Number (required, same format)

- If age is under 21, ask for "Guardian Contact" (name + phone)

Step 5: Review & Submit

- Show all the information the user entered in one place so they can review everything before submitting. (read only)

- Checkbox: "I confirm all information is correct" (must check to submit)

🧠 Smart Logic & Conditions

1. **Dynamic Validation**

- If the job type is "Contract", the salary is $150/hour, not annual

- If remote preference > 50%, show a checkbox: "Manager Approved"

- If the department is HR or Finance, the start date cannot be on a weekend (Friday and Saturday)

2. **Cross-Step Rules**

- The manager list should depend on the selected department

- The skills list should depend on the department

- If age < 21, show Guardian Contact fields in the Emergency section

3. **User Experience Features**

- Auto-save form state in local React state (not localStorage)

- If the user tries to leave with unsaved changes, show a warning

- Show progress step-by-step with validation info

- Cannot move to the next step if the current one has errors

- Can go back to previous steps

4. **Form Data Transformation (before final submit):**

📦 What You Must Deliver

1. A working NextJS app with all steps completed

2. A `README.md` with:

- How to run the project

- Your explanation of how you handled complex logic

- Any assumptions you made

3. Mock data for:

- 15+ managers (with different departments)

- 20+ skills (different for each department)

  MOCK DATA IS PROVIDED IN BOTTOM

✨ Bonus (Optional)

- Track how long the user spends on each field (analytics)

- Support keyboard navigation (Tab, Enter, etc.)

- Use custom React Hooks for repeated logic

- Use optimistic UI (smooth updates without delays)

- Add error boundaries (friendly error messages)

🧪 Evaluation Criteria

Area	Weight
✅ Technical Implementation	30%
🧠 Business Logic & Conditions	35%
🎯 User Experience	15%
✨ Code Quality & Reusable Components	20%

NESSARAY DATA

```
const mockManagers = [
  { id: 'ENG001', name: 'Alice Johnson', department: 'Engineering' },
  { id: 'ENG002', name: 'Tanvir Ahamed', department: 'Engineering' },
  { id: 'ENG003', name: 'Lisa Wong', department: 'Engineering' },
  { id: 'MKT001', name: 'Sarah Kim', department: 'Marketing' },
  { id: 'MKT002', name: 'John Patel', department: 'Marketing' },
  { id: 'MKT003', name: 'Nina Roy', department: 'Marketing' },
  { id: 'SAL001', name: 'David Lee', department: 'Sales' },
  { id: 'SAL002', name: 'Maria Gomez', department: 'Sales' },
  { id: 'SAL003', name: 'Rahul Sinha', department: 'Sales' },
  { id: 'HR001', name: 'Emma Brown', department: 'HR' },
  { id: 'HR002', name: 'Hasan Chowdhury', department: 'HR' },
  { id: 'FIN001', name: 'Olivia Green', department: 'Finance' },
  { id: 'FIN002', name: 'Jake Turner', department: 'Finance' },
  { id: 'FIN003', name: 'Nadia Rahman', department: 'Finance' },
];


const skillsByDepartment = {
```

```
Engineering: [
  'JavaScript', 'TypeScript', 'React', 'Node.js', 'GraphQL', 'Docker',
  'CI/CD', 'Microservices', 'Unit Testing',
],
Marketing: [
  'SEO', 'Content Writing', 'Google Ads', 'Social Media Marketing',
  'Email Marketing', 'Brand Management', 'Copywriting', 'Video Editing',
],
Sales: [
  'CRM Software', 'Lead Generation', 'Cold Calling', 'Upselling',
  'Negotiation', 'Client Relationship Management', 'B2B Sales', 'Territory Management',
],
HR: [
  'Recruitment', 'Onboarding', 'Conflict Resolution', 'Payroll Management',
  'Compliance', 'Employee Training', 'Performance Review',
],
Finance: [
  'Budgeting', 'Financial Analysis', 'Accounting', 'Bookkeeping',
  'Payroll Processing', 'Tax Compliance', 'Expense Reporting', 'Cash Flow Management',
],
};
```