I. Introduction

A. Overview of Multi-Tenant HR Web Application

B. Purpose and Objectives

C. Scope of Multi-Tenancy

II. User Roles and Permissions

A. Admin

B. HR Manager

C. Employee

D. Applicant

E. Permissions Matrix

III. Multi-Tenant Architecture

A. Tenant Management

B. Data Isolation

C. Tenant Onboarding/Offboarding

D. Tenant Customization (Branding, Localization)

IV. User Authentication and Access Control

A. Multi-Tenant User Registration

B. Tenant-specific Login and Logout

C. Password Reset

D. Role-Based Access Control (RBAC) per Tenant

V. Employee Management

A. Tenant-Specific Employee Directory

B. Employee Profiles

C. Onboarding/Offboarding per Tenant

D. Attendance Tracking

E. Leave Management per Tenant

F. Performance Appraisals

G. Skill and Training Management per Tenant

VI. Recruitment and Applicant Tracking

A. Job Listings per Tenant

B. Job Application Form

C. Resume/CV Upload

D. Interview Scheduling

E. Candidate Evaluation per Tenant

F. Offer Management per Tenant

VII. Payroll and Compensation

A. Salary Management per Tenant

B. Payroll Processing

C. Benefits Administration per Tenant

D. Taxation and Deductions

VIII. Time and Attendance

A. Clock-In/Clock-Out

B. Timesheet Management per Tenant

C. Overtime Tracking

D. Attendance Reports per Tenant

IX. Reporting and Analytics

A. Predefined Reports

B. Custom Report Builder per Tenant

C. Dashboard with Tenant-specific Metrics

X. Notifications and Alerts

A. Email Notifications per Tenant

B. SMS Alerts per Tenant

C. In-App Notifications per Tenant

XI. Compliance and Document Management

A. Document Storage per Tenant

B. Compliance Tracking per Tenant

C. Document Version Control

XII. Security and Data Privacy

A. Data Encryption per Tenant

B. Tenant-specific User Permissions

C. Audit Trail per Tenant

XIII. Integration with External Systems

A. Integration with Accounting Software

B. Integration with Email Services per Tenant

C. Integration with Calendar Systems

XIV. Mobile Compatibility

A. Responsive Design per Tenant

B. Mobile App Development