Project Name: FairFlow

Value Proposition: FairFlow is a decentralized, feedback-driven payroll management system built on Solana. It transforms traditional corporate compensation models by introducing transparent, on-chain salary distribution based on peer feedback. Instead of relying solely on managerial reviews, FairFlow allows teammates and higher management to give performance feedback. The average feedback score determines whether the employee receives a pay raise or a deduction.

1. User Persona:

- **Name:** Alice
  Role: Company's Account Producer (Hiring Manager at SUN Tech)
  Goal: Ensure that Employees in SUN Tech are being paid.
- **Name:** Harish
  Role: Consumer (Employee at SUN Tech)
  Goal: Get fair compensation according to the value provided to SUN Tech.
- **Name:** Amit
  Role: Consumer (Employee at SUN Tech, Harish's teammate).
  Goal: Provide honest feedback to his teammates depending on their work quality.

2 .User Stories:

For Alice (Producer):

- As a Hiring Manager at SUN Tech,
- I want to ensure that employees are being paid based on transparent, peer-driven metrics,
- so that our payroll process is trusted and performance-based.

For Harish(Consumer, Employee):
- As an employee at SUN Tech,
- I want to receive salary payments based on my performance and team feedback,
- so that I feel fairly rewarded for the value I provide to the company.

For Amit(Consumer,Harish's teamate):
- As a teammate of Harish,
- I want to give honest feedback based on my teammates' performance,
- so that compensation reflects actual contributions and motivates the whole team.

3. Acceptance Criteria
For Alice (Producer, Hiring Manager):
- **Functionality**
  - Ability to view employee performance feedback summaries before payroll approval.
  - An audit log of all payment decisions is tied to feedback scores.

- **Attributes**
    - Transparent, immutable records of feedback and payouts
    - Integration with internal HR tools or third-party systems (e.g., SAP).
    - Secure access control and role-based permissions.
- **User Interaction**
    - Alice can log in, browse employee payout dashboards, and approve/dispute payouts.
    - View employee data with highlights for exceptionally high/low feedback trends.

For Harish(Consumer,Employee)

- **Functionality**
    - Access to salary history and breakdown based on feedback scores.
    - Notification of upcoming payouts and adjustments due to feedback.
- **Attributes**
    - Transparent performance-to-compensation mapping.
    - Ability to dispute feedback or payout discrepancies via a decentralized governance system.
- **User Interaction**
    - Harish logs in to see his salary dashboard.
    - Views feedback scores and understands how they impact his paycheck.

For Amit(Consumer,Teammate)

- **Functionality**
    - Ability to provide feedback for teammates in structured intervals.
- **Attributes**
    - Verified feedback to avoid bias.
- **User Interaction**
    - Amit gets reminders to submit peer feedback.
    - Uses a form to score each teammate.
    - Can track the impact of his feedback via team performance summaries.

4. **Priority**

- For Alice: Medium
- For Harish: High
- For Amit: High

5. Technical Notes

Dependencies:

- Smart contracts on Solana to automate feedback submission and salary disbursement.
- PDAs for storing feedback metadata securely.

Considerations:

- Maintain fairness and privacy in peer reviews.
- Ensure tamper-proof feedback and compensation data.
- Provide educational tools for teams to understand how feedback impacts compensation.