**1. Introduction**

This document outlines the business problem, objectives, and requirements for optimizing the user experience in OrangeHRM, a Human Resource Management software. By addressing key challenges in employee interaction with the platform, we aim to improve overall satisfaction, efficiency, and engagement.

**2. Business Problem**

The current user experience in OrangeHRM may present the following challenges:

* **Information discovery:** Difficult navigation and search functionality hinder employees in finding relevant information quickly and efficiently.
* **Task completion:** Complex or cumbersome workflows may create friction in completing HR tasks, impacting employee productivity.
* **Personalization:** The platform lacks the ability to adapt to individual user preferences and roles, leading to a generic experience that doesn't meet specific needs.
* **Mobile accessibility:** Inadequate mobile responsiveness or functionality may limit employee access and engagement outside the office.
* **Data visualization:** Data presentation may be cluttered or lack clear visual interpretation, impacting employee understanding and decision-making.
* **Reporting and analytics:** Limited reporting and analytics tools may hinder managers in gaining valuable insights into workforce performance and trends.

**3. Objectives**

The primary objectives of this project are to:

* Enhance user-friendliness and intuitiveness of the platform.
* Streamline workflows and simplify common HR tasks.
* Implement personalization features tailored to individual roles and preferences.
* Optimize mobile access and functionality for on-the-go usage.
* Improve data visualization for clear and actionable insights.
* Strengthen reporting and analytics capabilities for informed decision-making.

**4. Requirements**

To achieve these objectives, the following functionalities and improvements are required:

* **Enhanced search:** Implement intuitive search functionality with relevant and contextual results based on user queries.
* **User interface redesign:** Streamline interface design for intuitive navigation and user-friendly task completion.
* **Personalization features:** Allow employee profiles and dashboards to reflect individual roles, preferences, and frequently used functionalities.
* **Mobile optimization:** Develop a responsive and feature-rich mobile app for seamless access and task completion on mobile devices.
* **Data visualization tools:** Implement interactive dashboards and reports with clear and insightful data representation.
* **Advanced reporting and analytics:** Offer robust reporting and analytics tools for managers to gain deeper insights into workforce performance and trends.
* **Integrations:** Explore and implement integrations with relevant HR and employee engagement platforms for a holistic experience.

**5. Success Metrics**

The success of this project will be measured by:

* Increased user satisfaction scores.
* Reduction in time spent on completing HR tasks.
* Increased adoption rate of mobile app.
* Improved data comprehension and utilization by managers.
* Enhanced employee engagement and productivity.

**6. Project Timeline and Resources**

A detailed project timeline and resource allocation plan will be developed based on the scope and complexity of the identified requirements.

**7. Conclusion**

By optimizing the user experience in OrangeHRM, we aim to create a more user-friendly, efficient, and engaging platform that empowers employees and fuels organizational success. This document serves as a starting point for further discussion, analysis, and refinement of the proposed solutions.