

## **Specify Business Problem:**

Efficiently managing human resources in an organization, including recruitment, employee data management, performance evaluations, and other HR processes, is essential for maximizing productivity and ensuring employee satisfaction. However, traditional HR management methods often involve cumbersome paperwork, inefficient processes, and lack of real-time data access, leading to delays, errors, and decreased employee engagement. The need for a modern, comprehensive, and user-friendly HR management system arises to streamline HR operations, enhance decision-making, and improve overall organizational performance.

The Orange HRM project aims to address these challenges by providing a robust, cloud-based HR management platform that automates various HR processes, facilitates data-driven decision-making, and fosters better communication and collaboration within the organization.

### **Key Aspects of the Business Problem:**

#### **Manual Processes:**

Many organizations still rely heavily on manual processes for HR tasks such as recruitment, employee onboarding, performance evaluation, and leave management. These manual processes are time-consuming, error-prone, and often result in inefficiencies.

#### **Data Management:**

Managing employee data, including personal information, employment history, and performance records, can be complex and challenging. Without a centralized system, data can be scattered across various spreadsheets or databases, leading to inconsistencies and security risks.

#### **Scalability:**

As organizations grow, their HR needs become more complex. Traditional methods of HR management may struggle to scale effectively to meet the demands of a larger workforce, leading to bottlenecks and decreased productivity.

#### **Regulatory Compliance:**

Compliance with labor laws and regulations is essential for businesses to avoid legal issues and financial penalties. However, tracking and ensuring compliance manually can be cumbersome and prone to errors.

#### **Employee Engagement and Retention:**

Engaging and retaining talented employees is crucial for organizational success. A lack of proper HR processes and tools to support employee development, feedback, and recognition can lead to dissatisfaction and high turnover rates.

#### **Talent Acquisition:**

Recruiting and hiring the right talent is critical for organizational success. Features such as applicant tracking, job posting, resume screening, and interview scheduling help streamline the recruitment process and ensure that the organization attracts top talent. Traditional HR systems lack these features.

### Remote Work and Globalization:

With the rise of remote work and globalization, managing a diverse workforce across different locations and time zones presents unique challenges. Features to support remote collaboration, communication, and cultural integration, ensuring that HR processes remain efficient and inclusive regardless of geographical barriers is crucial. Traditional HR systems can handle only one geographic location where the system itself is located. Thereby reducing transparency and flexibility.

The Orange HRM project aims to tackle these challenges by providing a comprehensive, user-friendly HR management system that automates processes, centralizes data, supports scalability, ensures compliance, and enhances employee engagement and retention.