BUSINESS REQUIREMENTS:

OrangeHRM

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Business Requirements:

Improving Employee Services and Departmental Activity Management in OrangeHRM Open Source HR Management System

Description:

The existing challenge revolves around the imperative to enhance and optimize services offered to employees within the organization utilizing the OrangeHRM open source HR Management System. The objective is to establish a more adaptable and prominent system, enabling employees to efficiently oversee departmental activities.

1. User Authentication and Authorization:

- Challenge: Ensuring secure and seamless access to OrangeHRM for employees with proper authentication.

- Objective: Implement robust user authentication mechanisms, including potential multi-factor authentication, and establish precise authorization controls to ensure data privacy and security.

2. Accuracy of Product Information:

- Challenge: Maintaining accurate and up-to-date information about employees, departments, and organizational structures.

- Objective: Execute data validation processes and conduct regular audits to guarantee the precision of employee information within OrangeHRM, minimizing errors and discrepancies.

3. Flexible User Profiles:

- Challenge: Addressing the diverse needs and roles within the organization with inflexible user profiles.

- Objective: Develop and implement a versatile user profile system that allows customization to accommodate the varying requirements of different departments and roles.

4. Legal and Regulatory Compliance:

- Challenge: Adhering to legal and regulatory requirements related to HR management and employee data.

- Objective: Regularly update OrangeHRM to comply with evolving laws and regulations, and introduce features that facilitate data governance and compliance reporting.

5. User-Friendly Interface:

- Challenge: Ensuring a user-friendly and intuitive interface to enhance user adoption and productivity.

- Objective: Conduct user experience (UX) studies, gather feedback, and iteratively enhance the OrangeHRM interface to make it easy to navigate and user-friendly.

6. Efficient Ordering Process:

- Challenge: Streamlining and optimizing HR-related processes such as leave requests, performance reviews, and other workflows.

- Objective: Identify bottlenecks in processes and implement automation and efficiency measures to enhance the overall HR workflow.

7. Wishlist Functionality:

- Challenge: Capturing and prioritizing feature requests and improvements from users.

- Objective: Introduce a feature request system within OrangeHRM to collect, prioritize, and track user suggestions, fostering continuous improvement.

8. Improved Search Functionality:

- Challenge: Enabling quick and accurate retrieval of information within OrangeHRM.

- Objective: Implement advanced search capabilities, including filters and contextual search, to enhance the efficiency of users when searching for specific information.

9. Performance and Scalability:

- Challenge: Ensuring OrangeHRM can handle increasing data volumes and user loads.

- Objective: Regularly optimize the performance of OrangeHRM, addressing any scalability issues and ensuring responsiveness even as the organization grows.

10. Feedback Mechanism:

- Challenge: Establishing a structured feedback loop for continuous improvement.

- Objective: Implement a feedback mechanism within OrangeHRM, encouraging users to provide feedback on their experiences and suggestions for improvements.

11. Integration with Third-Party Services:

- Challenge: Ensuring seamless integration with other organizational tools and systems.

- Objective: Develop and maintain integrations with commonly used third-party services, such as payroll systems and communication tools, to enhance the overall HR ecosystem.

12. Mobile Responsiveness:

- Challenge: Supporting a mobile workforce by ensuring OrangeHRM is accessible and functional on various devices.

- Objective: Optimize the OrangeHRM interface for mobile devices, providing a responsive and user-friendly experience for users accessing HR services on smartphones and tablets.