

**HDSUPPLY**<sup>®</sup>

internship program

# Time & Labor Evaluation; E-commerce Front-End Development Spencer, Chang

July 2023

# SPENCER CHANG | HRIT & E-COMMERCE

## About me

University of Georgia  
Marietta, GA



## Role

Current Role at HDS:

- HRIT
  - E-commerce
- Prior work experience:
- Target
  - Chick-fil-a

## Personal



## What I've learned at HD Supply

- HRIT
- E-commerce
- Work Culture
- Interest Reinforcement

## Highlights of your Internship

- Braves Game
- Atlanta Community Food Bank
- Distribution Center
- First Day Orientation



# PROJECT OVERVIEW

HDSUPPLY®

internship program

## **Focus:**

- Preparation for migrating to a new time/labor system
- Defining requirements by gathering key data points for RFI & RFP documents
- Evaluation and selection of a new time/labor system

## **Team Collaboration:**

- HRIT, HRIS, PMO, VMO, and involved with Payroll, Finance, Accounting, Operations, Finance IT, Customer Care, and Canada Accounting and Finance

## **Findings/Recommendations:**

- Used Gartner's Buy Smart tool but needed a better solution to evaluate vendor
- Key data points for RFI & RFP documents



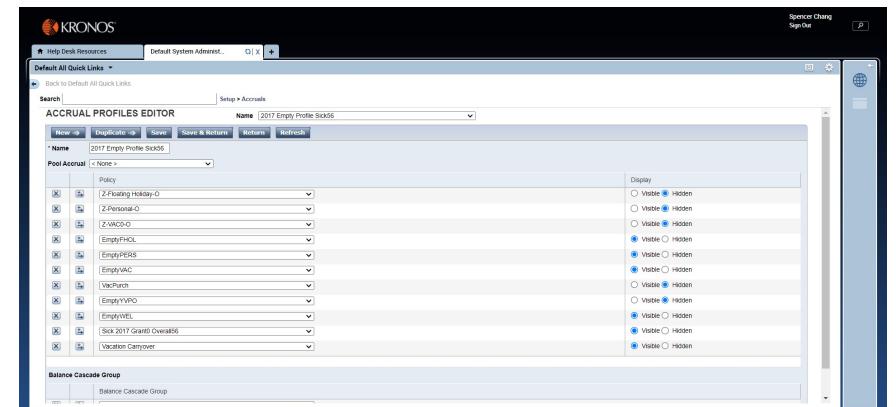
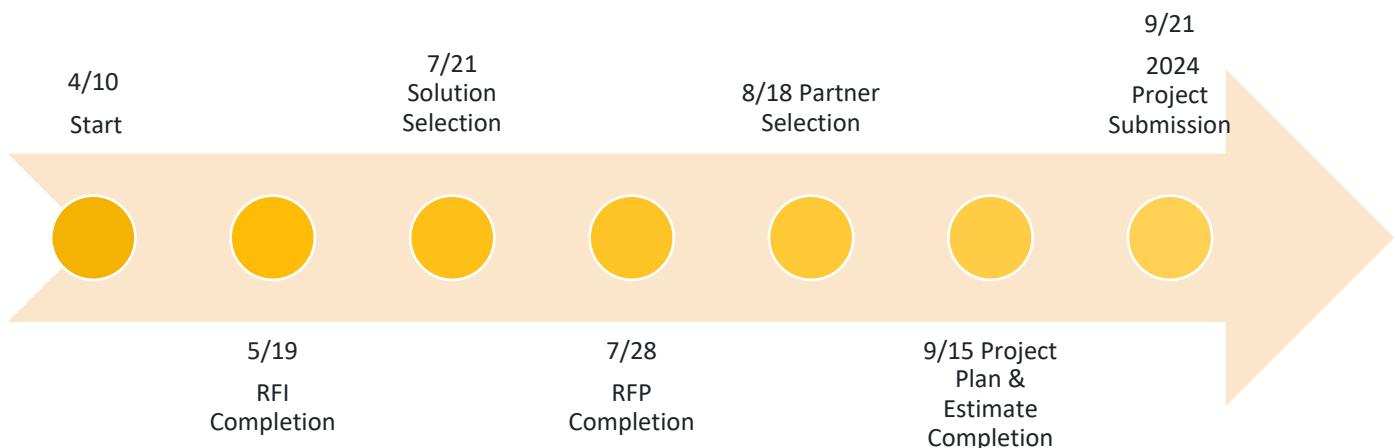
# PROJECT APPROACH

HDSUPPLY®

internship program

Key Workflow:

- System Migration Preparation
  - System clean-up on scheduled report processes
  - Pulling data on accrual profiles, policies, grants, and pay rules
- Gathered requirements before creating RFI & RFP documents
  - Ex: Delegate
- Built ranking tool in excel to determine vendor selection



# KEY FINDINGS / DELIVERABLES

## Kronos

- System documentation and clean up
  - (57) Accrual Profiles – contains a collection of accrual policies
  - (63) Accrual Policies – set of rules that determines how many hours of “absence credit” an employee accrues
  - (15) Accrual Grant - amount of vacation hours awarded based on tenure
  - Determined and ended running processes on scheduled reports for over (57) terminated employees

## Vendor Evaluation

- Concluded that Gartner's Buy Smart tool didn't meet our requirements
  - see who rated
  - set priority for stake holders
- Built a vendor evaluation tool with weight-based scoring on multiple factors including:
  - Priority: High (3), Medium (2), Low (1)
  - Must have (1) Nice to have (0.5)
  - (10) Categories each weighted with specific value

	GrantHoursEarned	GrantOutstanding	GRANT	GrantOutstandingWkday	GrantOutstandingStd	GrantPurchased	PurchasedDate	WorkdaysAvailable
YDS	None	0 years 0 weeks 0 hours	None	0 years 0 weeks 0 hours	None	None	None	None
PERSONAL	0 hours	0 hours	0 hours	0 hours	0 hours	0 hours	0 hours	0 hours
HOLIDAY	24 hours	24 hours	24 hours	24 hours	24 hours	24 hours	24 hours	24 hours
HOLIDAY PRATE	12 hours	12 hours	12 hours	12 hours	12 hours	12 hours	12 hours	12 hours
WORKDAY	8 hours	8 hours	8 hours	8 hours	8 hours	8 hours	8 hours	8 hours
Overdraft 4T - 1+ yrs Std Work For Pay Out States	40 hours	40 hours	40 hours	40 hours	40 hours	40 hours	40 hours	40 hours
Overdraft 4T - 1+ yrs Std Work	40 hours	40 hours	40 hours	40 hours	40 hours	40 hours	40 hours	40 hours
Overdraft 4T - 1+ yrs Std Work IR	40 hours	40 hours	40 hours	40 hours	40 hours	40 hours	40 hours	40 hours
Overdraft 4T CAN 80 - 1 Yrs Std Prod	40 hours	40 hours	40 hours	40 hours	40 hours	40 hours	40 hours	40 hours
Overdraft 4T CAN 80 - 1 Yrs Std Prod IR	40 hours	40 hours	40 hours	40 hours	40 hours	40 hours	40 hours	40 hours
Overdraft 4T - 1+ yrs Std Work	80 hours	80 hours	80 hours	80 hours	80 hours	80 hours	80 hours	80 hours
Overdraft 4T - 1+ yrs Std Work IR	80 hours	80 hours	80 hours	80 hours	80 hours	80 hours	80 hours	80 hours
Overdraft 4T - 1+ yrs Std Work Wkday	40 hours	40 hours	40 hours	40 hours	40 hours	40 hours	40 hours	40 hours
Overdraft 4T - 1+ yrs Std Work Wkday IR	40 hours	40 hours	40 hours	40 hours	40 hours	40 hours	40 hours	40 hours
Overdraft 4T - 1+ yrs Std Work Wkday Std	40 hours	40 hours	40 hours	40 hours	40 hours	40 hours	40 hours	40 hours
Overdraft 4T - 1+ yrs Std Work Wkday Std IR	40 hours	40 hours	40 hours	40 hours	40 hours	40 hours	40 hours	40 hours
Overdraft 4T - 1+ yrs Std Work Wkday Std Prod	40 hours	40 hours	40 hours	40 hours	40 hours	40 hours	40 hours	40 hours
Overdraft 4T - 1+ yrs Std Work Wkday Std Prod IR	40 hours	40 hours	40 hours	40 hours	40 hours	40 hours	40 hours	40 hours
Overdraft 4T - 1+ yrs Std Work Wkday Std Prod Wkday	40 hours	40 hours	40 hours	40 hours	40 hours	40 hours	40 hours	40 hours
Overdraft 4T - 1+ yrs Std Work Wkday Std Prod Wkday IR	40 hours	40 hours	40 hours	40 hours	40 hours	40 hours	40 hours	40 hours
Overdraft 4T - 1+ yrs Std Work Wkday Std Prod Wkday Std	40 hours	40 hours	40 hours	40 hours	40 hours	40 hours	40 hours	40 hours
Overdraft 4T - 1+ yrs Std Work Wkday Std Prod Wkday Std IR	40 hours	40 hours	40 hours	40 hours	40 hours	40 hours	40 hours	40 hours
Overdraft 4T - 1+ yrs Std Work Wkday Std Prod Wkday Std Prod	40 hours	40 hours	40 hours	40 hours	40 hours	40 hours	40 hours	40 hours
Overdraft 4T - 1+ yrs Std Work Wkday Std Prod Wkday Std Prod IR	40 hours	40 hours	40 hours	40 hours	40 hours	40 hours	40 hours	40 hours
Overdraft 4T - 1+ yrs Std Work Wkday Std Prod Wkday Std Prod Wkday	40 hours	40 hours	40 hours	40 hours	40 hours	40 hours	40 hours	40 hours
Overdraft 4T - 1+ yrs Std Work Wkday Std Prod Wkday Std Prod Wkday IR	40 hours	40 hours	40 hours	40 hours	40 hours	40 hours	40 hours	40 hours
Overdraft 4T - 1+ yrs Std Work Wkday Std Prod Wkday Std Prod Wkday Std	40 hours	40 hours	40 hours	40 hours	40 hours	40 hours	40 hours	40 hours
Overdraft 4T - 1+ yrs Std Work Wkday Std Prod Wkday Std Prod Wkday Std IR	40 hours	40 hours	40 hours	40 hours	40 hours	40 hours	40 hours	40 hours
VACATION	None	0 hours	None	0 hours	0 hours	0 hours	0 hours	0 hours
VACATION Wkday	None	0 hours	None	0 hours	0 hours	0 hours	0 hours	0 hours
VACATION Wkday IR	None	0 hours	None	0 hours	0 hours	0 hours	0 hours	0 hours
VACATION Wkday Std	None	0 hours	None	0 hours	0 hours	0 hours	0 hours	0 hours
VACATION Wkday Std IR	None	0 hours	None	0 hours	0 hours	0 hours	0 hours	0 hours
VACATION Wkday Std Prod	None	0 hours	None	0 hours	0 hours	0 hours	0 hours	0 hours
VACATION Wkday Std Prod IR	None	0 hours	None	0 hours	0 hours	0 hours	0 hours	0 hours
SIA 2017 1st-90 Month Std Prod	None	0 hours	None	0 hours	0 hours	0 hours	0 hours	0 hours
SIA 2017 1st-90 Month Wkday	None	0 hours	None	0 hours	0 hours	0 hours	0 hours	0 hours
SIA 2017 GrandTotalOverBd	None	0 hours	None	0 hours	0 hours	0 hours	0 hours	0 hours

Question	Category	Requirement	Description	Priority	Must Have / Nice to Have	Rating Workday	Rating UKG	Rating Infra	[Weight * Rating] Workday	UKG	[Weight * Rating] UKG	Infra
1	CONFIGURATION	Ability to automate Accrual Profiles based on Criteria or associate attributes	Carry over balances, associate data changes	High	Must Have	5	2	3	300	120	180	
2	CONFIGURATION	Ability to have multiple attributes for Accrual Rules per employee		Medium	Nice to Have	5	2	1	100	40	20	
3	HARDWARE	Does NOT require physical clocks	Mobile, browser and app, or telephone. Pro does this - maybe THD has it as a bolt-on	High	Must Have	4	1	2	60	15	30	
4	INTEGRATION	Method to integrate employee and Contractor data from Workday	Have it event based or ability to determine frequency	High	Must Have	5			225	0	0	
5	INTEGRATION	Method to update config/setup data from Workday	Depts, locations; time zones	High	Must Have	1	2	3	0	0	0	Choose to do, DO NOT INPUT A VALUE
6	INTEGRATION	Method to assign Accrual Profiles and Payrules	PTO accruals, Pay rules needed for localities	High	Must Have				0	0	0	
7	INTEGRATION	Method to Pull Time data and PTO balances into Workday		High	Must Have				0	0	0	

=XLOOKUP(\$B1,'Dropdown Values'!\$I\$2:\$I\$11,'Dropdown Values'!\$J\$2:\$J\$11)\*\$N1



# SUMMARY

HDSUPPLY®

internship program

- Used the evaluation tool to help select a vendor solution for our future time/labor platform.
- Identified a system based on:
  - Quantitative feedback of requirements met
  - Functionality availability
  - Vendor RFI evaluation
  - Change Management
  - Cost Support Model
  - Past experience with vendor

The solution selected for recommendation is.... TBD

# PROJECT OVERVIEW

HDSUPPLY®

internship program

## **Problem:**

- Assisting the E-commerce team with phase 1 of converting a business reports page

## **Team Collaboration:**

- Collaborated with PM, Developers, UX designers, QA, Scrum Master, and Data Analytics

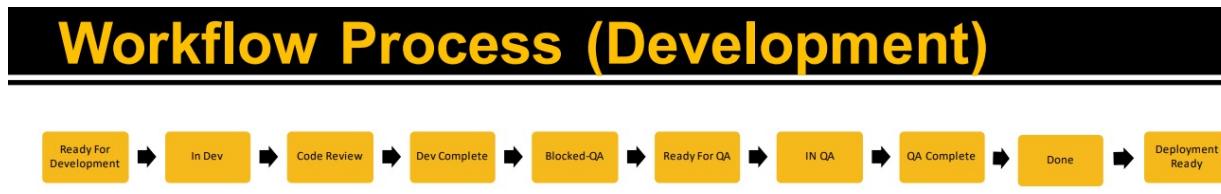
## **Findings/Recommendations:**

- Svelte is a clean and easy framework to work with
- Moving to Svelte allows for optimized experience for both users and developers



# PROJECT APPROACH

- Explored Agile Methodologies and learned Scrum/Kanban project management frameworks
- Story Life Cycle



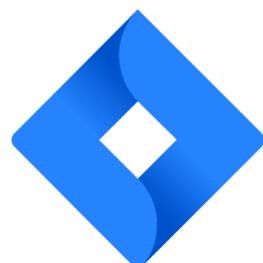
- Exposure to the Svelte framework by completing modules
- For this project, utilized Svelte, CSS, and HTML to develop a single-page application
- Used Jira, Zeplin, and Bitbucket to help communicate project requirements and workflow.

HDSUPPLY®

internship program



AGILE



# KEY FINDINGS / DELIVERABLES

HDSUPPLY®

internship program

- Benefits of Svelte
  - Code is simpler and create programs faster due to smaller code base with less dependencies
  - No virtual DOM (Document Object Model), meaning apps render faster and are more reliable
  - Svelte compiles code at runtime, so it doesn't need overhead code to run in the browser, leads to faster performance
  - Bundle Size:
    - Svelte has lower bundle size of 1.6KB zipped compared to jQuery of 29.7KB zipped
    - The bundle size is the amount of java script a user will have to download in order to load an app.
    - The smaller the bundle size, the less load on the computer.
    - 18X faster



***jQuery***

# SUMMARY

- Svelte:
  - Helps developers code easier and faster
  - Smoother and faster experience for future users that visit the HD Supply Website
- Since the team is moving towards utilizing Svelte instead of jQuery, my page will help ease transitioning for future phases

The screenshot shows the HD Supply Business Reports interface. At the top, there's a navigation bar with the HD SUPPLY logo, a search bar, and account-related icons. On the left, a sidebar lists 'Account', 'My Reports' (which is selected and highlighted in blue), and 'My Asset Manager'. The main content area is titled 'Business Reports' and features two report cards. The first card, 'CATEGORY PURCHASE REPORT', describes displaying a report of orders grouped by category and sub-category, with a 'View Report' button. The second card, 'TOP LEVEL CATEGORY SPEND', describes displaying a report of purchases based on HDS Web category for a selected date range, also with a 'View Report' button.

The screenshot shows the HD Supply Account page. At the top, there's a navigation bar with the HD SUPPLY logo, a search bar, and account-related icons. The main content area is titled 'ACCOUNT' and includes sections for 'Notifications' (with 9+ notifications), 'Customer Overview', 'Account Information', 'Users', 'Manage Shipping Address', and 'Pool Water Test Results'. Below this, there's a 'Business Reports' section with the same two report cards as the previous screenshot: 'CATEGORY PURCHASE REPORT' and 'TOP LEVEL CATEGORY SPEND', each with a 'View Report' button.

**HDSUPPLY**  
internship program

**HDSUPPLY**<sup>®</sup>

internship program



**Questions?**