Overview

As part of this assessment, you will build a **Mini AI-HRMS (Human Resource Management System),** a minimal full-stack workforce management platform enhanced with:

- Organization onboarding and employee management
- Task and workforce activity tracking
- AI-powered workforce intelligence (performance scoring, workload insights)
- Web3 wallet connection and **on-chain workforce activity/payroll logging (optional)**

This assignment is your opportunity to demonstrate **full-stack engineering, AI integration, Web3 capability, architecture thinking, and product execution skills** required for the **RizeOS Core Team Internship**.

Tech Stack

Layer	Options
Frontend	React.js, Tailwind CSS
Backend	Golang / Node.js
Database	MongoDB or PostgreSQL
Blockchain	✅ Choose One: Solana / Ethereum / Polygon
Wallet	✅ Choose One: Phantom / MetaMask
Smart Contracts	(Optional) Rust / Solidity
AI / ML	Workforce scoring, skill analysis, workload prediction logic

You are encouraged to choose the stack that best demonstrates **clean architecture, scalability thinking, and product usability**.

Tasks

Task 1 — Full-Stack AI-HRMS Development

Module 1: Organization & Employee Management

- Organization registration / login (JWT/session)
- Admin can add / manage employees

- Employee profile includes:
    - Role, department
    - Skills (manual or AI-extracted)
    - Wallet address (optional)

Module 2: Workforce Task Management

- Admin assigns tasks to employees
- Employees update task status:
    - Assigned
    - In Progress
    - Completed
- Secure backend storage and tracking

Module 3: Workforce Dashboard

Dashboard must display:

- Total employees
- Active employees
- Assigned tasks
- Completed tasks
- Productivity indicators

Module 4: Web3 Workforce Logging (Optional but Preferred)

- Wallet connection (MetaMask / Phantom)
- Log workforce events (task completion / payroll proof / activity hash) on-chain
- Optional smart contract to record task completion events

Module 5: AI Workforce Intelligence (Mandatory — Pick Any)

Feature	**Description**
Productivity Score	Generate an employee productivity score based on task completion
Skill Gap Detection	Suggest missing skills based on role requirements
Smart Task Assignment	Recommend the best employee for a task
Performance Trend Prediction	Predict performance changes using simple scoring logic

Task 2 — GTM & Monetization Strategy

Prepare a short GTM plan including:

- Target company size / HR personas
- 3-month roadmap to onboard first **50–100 companies**
- ₹5,000 experimental marketing plan
- Minimum **2 revenue streams** (HR SaaS subscription, analytics modules, AI insights add-ons)

Demo Video Deliverable (Mandatory — 15–20 min)

- Introduction & approach
- Tech walkthrough (frontend, backend, database, **AI + Web3 integration**)
- AI feature demonstration
- Web3 workforce logging demonstration (if implemented)
- UI/UX workflow explanation
- Scalability thinking (100K employees / 1M task logs)
- GTM & monetization thinking
- Roadmap (optional)

Final Deliverables

Item	Description
Deployed App	Hosted frontend/backend
GitHub Repo	Clean code with README
AI Logic	Model/scoring logic explanation
Wallet Integration	Verified testnet interaction (if implemented)
Demo Video link	15–20 min walkthrough
(Optional) Smart Contract	Source + deployed address

Evaluation Criteria

Category	Weight
HRMS System Design Thinking	25%

Backend + Data Architecture	25%
AI Integration	20%
Web3 Integration	10%
UI/UX	10%
Documentation & Demo	10%

Timeline

Total Duration: 3 Days from the day you receive the assignment

Final Notes

This assignment reflects **real-world RizeOS workforce intelligence architecture thinking**. Strong candidates will demonstrate:

- Clean architecture & modular backend design
- Practical AI integration thinking
- Web3 readiness for workforce verification/payroll logic
- Product-level scalability awareness
- Ownership-driven execution mindset

We're excited to see what you build.