HR Solution Application   
 Team of 2 – specification draft

**Team Members**: Trentea Dragos, Szasz Tamas

**General Description:**

This application aims to help the management of an institution, its employees, and the HR operators by offering the possibility to build, update, and visualize a full-description pay check database, considering a series of legal criteria related to the methodology by which employees are classified.

**General:**

All users must login before using the system. This is done with a username and password.

**Admin:**

During the installation process of the application, the admin will receive a default account from the developer. The admin is part of the IT department.

The admin has privilege over all accounts. Which means creating, deleting, modifying accounts.

**Supervisor:**

After the database is populated, the supervisor has full access rights over the employees in his subordinance, being able to view and update activity data.

The supervisor can proof check activity data uploaded by employees in his subordinance and signal existing irregularities in the form of a notification towards the user in problem.

The supervisor must also provide activity data and can ask for his own activity data.

**Operator:**

The operator role is a sub-role, which can be given to supervisors and employees. For example the HR department will have both employee and operator roles.

The operator is endorsed with the task of creating new employee and supervisor accounts. These accounts include name, position, seniority, base salary, yearly leave days.

Also, the operator must provide the users with options of hourly pay, defined by a specific percentage, under a certain law, which will then be added to the base salary.

Finally, it is the job of the operator to proof check input data uploaded by employees and signal existing irregularities in the form of a notification towards the user in problem.

**Employee:**

The employee has limited access and can only operate on data related to his particular account.

The user is delegated to upload all information pertaining to the activity provided in that month, having no time restriction, other than the end of the month. This information may consist of after-work hours, night shifts, leave days, or any other options provided by the HR under specifications from the administration.

All users have the possibility of requesting a detailed form of their monthly activity from the last six months and can review the data.