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REDEFINING DIGITAL TRANSFORMATION

CASE STUDY 3



HRMS SOLUTION FOR INDIAN SMEs

CORE TECHNOLOGIES

Angular JS, Spring Boot 2, jQuery, Ajax, MySQL

INTRODUCTION

Znifa developed an HRMS (Human Resource Management System) product specifically targeting the Indian market and aiming to attract the SME segment. The existing HRMS solutions available in the market for medium and small businesses lacked crucial functionalities such as competency mapping and appraisals. Recognizing this gap, Znifa decided to build a comprehensive HRMS solution that caters to the specific needs of Indian SMEs.

Revolutionizing HR Management: Comprehensive HRMS System with Competency Mapping and Performance Appraisals for Indian SMEs

PRODUCT SYNOPSIS

Znifa's HRMS solution leveraged Angular JS and Spring Boot technologies, utilizing MySQL as the database. The system captured complete employee information, including personal details, demographics, travel documents, and background verification. It offered role-based functionalities for employees, managers, and HR administrators, allowing efficient management of assets assigned to employees. The system facilitated monthly payroll processing with additional pay heads for specific months, providing the flexibility to rerun payroll with corrections if needed. Key features included competency mapping for each role, identification of competency gaps, goal setting for employees, and performance appraisals with a streamlined workflow. The system also generated analytical reports for data-driven insights.

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RESOURCES ENGAGED

The development and implementation of the HRMS solution involved a team of six members from Znifa. This dedicated team conducted a detailed study of existing HRMS tools in the market, identified missing features, and analyzed the technology stack.

KEY CHALLENGES

- Limited availability of HRMS solutions catering specifically to Indian SMEs.
- Lack of comprehensive features like competency mapping and performance appraisals in existing solutions.
- Ensuring a user-friendly and intuitive interface for efficient employee and HR management.
- Managing and processing complex payroll requirements specific to the Indian market.
- Designing a flexible and customizable system to accommodate diverse organizational structures and roles.

SOLUTION IMPLEMENTATION

Znifa conducted a thorough study of existing HRMS tools available in the market and identified the missing features required for Indian SMEs. They selected Spring Boot with Angular JS and MySQL as the technology stack for the solution. The HRMS system was designed to capture comprehensive employee information, support role-based functionalities, streamline payroll processing, facilitate competency mapping, and enable performance appraisals.

The system was implemented following an agile methodology, ensuring regular feedback, iterative development, and continuous improvement. The UI was designed to be intuitive, enabling seamless navigation and easy adoption by end-users. The integration of various tools and technologies, along with robust database management, ensured a reliable and scalable HRMS solution.

RESULTS & DATA

- 40% reduction in manual efforts for employee data management and payroll processing.
- 30% increase in accuracy and efficiency of payroll calculations.
- Improved visibility and identification of competency gaps among employees.
- Streamlined goal-setting and performance appraisal processes, enhancing employee development.
- Enhanced data-driven decision-making through comprehensive analytical reports.
- Positive feedback from users regarding the system

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