



Developing an HRMS application system for a global company

Industry:

Enterprise

The Client:

Our client comprised of the internal customers, namely the HR Department, Coaches and the employees. Human Resource Management System (HRMS) provides a link between human resource management and information technology.

HRMS allow enterprises to automate many aspects of human resource management, with the dual benefits of reducing the workload of the HR department as well as increasing the efficiency of the department by standardizing HR processes.

Business Objective:

The purpose of Human Resource Management System (HRMS) is to develop robust, flexible and intuitive online software system that provides complete personnel record keeping and reporting capability, which can significantly reduce the amount of time spent for collecting and centralizing employee related information.

Our main objective was to facilitate HR departments by making a system which can help to manage employee's detailed information's from his joining to departure. System also automates various task performed like recruitment, leave application, reporting authority management, manage all kind of employee transfers, skill information, search employees.

Solution:

Our team adopted an Execution Methodology. We first studied the SRS to prepare a system Mock up or a prototype with the client's approval. Technical aspects were also studied to design a scalable system with J2EE architecture. Thorough Functional testing, Load testing and performance testing was carried out and the required benchmark was achieved. All the HR Executives were trained for the system. The system was demonstrated to various department heads.

Challenge:

The database had to be migrated from the old management system to HRMS. Migrating data from two different and incompatible databases was a hard task. The difficulty and challenge was to understand the two databases. Performance aspect had been ignored initially. Later on, the performance was optimized to support concurrent 600 users.

Technology:

J2EE architecture using

- JSP, Servlets
- JSF
- AJAX,
- Spring
- JMS
- Hibernate
- Tiles

Benefits:

- **Comprehensive solution** of tracking and getting details of all employees.
- **Better Applicant tracking** during the recruitment stage.
- With great success for the past 1+ years, HRMS is viewed as an **extension** of HR department.
- Agile reports with **excel view**.
- **Email scheduling** capabilities and improved communications with employees
- What used to take hours, now takes just minutes. In turn, HR is able to give coaches access to more hands-on information so that they can quickly answer questions for employees, which leads to improved employee satisfaction and happier employees.

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Case Study

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