

CASE STUDY

Development of a Web Based Human Resource Management System

Company Description

A provider of Human Resource Management services and solutions offers a web based application suite that helps clients streamline HR functions such as benefits administration, payroll processing, and performance management. The company's software is in use by thousands of organizations, including many Fortune 1000 firms throughout North America, primarily delivered as a service through the web. These are available to customers as outsourced solutions or licensed software applications.

Project Description

With the rapid growth of business the client wanted a solution that could address the needs of the marketplace while leveraging the existing systems in a cost-effective manner. The existing legacy system was not able to meet the evolving requirements of customers. The client wanted a solution that could integrate the various HR services like managing workflow's & activity planning, employee management, remuneration & benefits management leave management and tax & return filing. These services could then be offered through the web as a subscription model to clients based on their requirements.

Software as a Service (SaaS) model was chosen to develop the solution that could leverage a web-based architecture for rapid development, provide customized functionality, and improve scalability.

Challenges

Organizations vary in their process and requirements for HR related services. One of the main challenges was to provide the application the ability to configure according to the business needs of customers. The application also had to ensure that the data of each client remains secured from other client's data.

Some of the challenges included:

- ❑ Developing a multi-tenant architecture to support customers from a single instance
- ❑ Ensuring application responds in appropriate time during the peak end of pay period cycles
- ❑ Ensuring the application is robust enough to accommodate increasing demand
- ❑ Enabling smooth monitoring of the daily operations adhering to defined SLAs

Overview

Brief Profile

Company is the provider of HRM services that helps clients streamline HR functions

Project Objectives

- ✓ Integrating the various HR services
- ✓ Offering HR Services through web as a subscription

Benefits

- ✓ The subscription pricing model provides a predictable payment schedule
- ✓ Reduced time to on-board each customer
- ✓ The total cost of ownership is much cheaper than management

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Key Benefits

Trigent helped develop the integrated HRM solution. The web based solution is fast to setup, easy to use and provides improved ROI by reducing HR transaction costs.

- ❑ The subscription pricing model provides a predictable payment schedule eliminating the common financial overruns associated with on-premises software implementations
- ❑ Reduced time to on-board each customer
- ❑ The total cost of ownership is much cheaper because of lower cost of implementation and deployment