

Development of an App for HR Professionals

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Abstract – This paper narrates on a mobile application for human resource team in any organization to manage most of their activities. The activities such as preparing a job description, scheduling appointments, providing appraisal can be done using the same. The application includes several more aspects like interactive virtual bot for personal assistance. This helps in solving some of the queries the user has, which can be resolved with chat bot interaction. Application login is based on type of user which directs the user to respective pages based on role of access in institution.

Key Words: Virtual bot, Custom profile, Employee management, Support application.

1. INTRODUCTION

1.1 Overview

Every organization requires a well communication between each employee and a human resource to improve company profit in parallel to the wellbeing. When the activities say talent acquisition, direct company blogs, handle release requests, organize meetings, book individual time, reward an employee based on performance and many others are supposed to be done manually it costs an HR in more time, higher cost, lack of security, improper record maintenance that results in annoyance for both employees and human resource. Their productivity may even be lowered because of spending vast amount of time in manual work. All these problems can be resolved by using a digital mobile application which favors one with simple user interface for all the activities along with a good look and feel for the user.

1.2 Objectives

- Employee training and tracking
- Web based application with access on mobile devices
- Access to multiple contents based on designation of employee
- Manage time-offs
- Custom profiles and organize events

- Career development and compensation management
- Instant notification updates
- 24/7 customer support with virtual bots

1.3 Benefits

- The application provides the unified information user can easily track every bit of information and can directly update the data at any point of time, avoiding the inaccurate process of evaluating scattered documents.
- The application communicates with employees and enhances work performance, as well as reduces the stress on HR professionals.
- The HR Application delivers advanced level of protection for all the data of employees, maintained within a reliable application that is extremely challenging to access and offers the users with a powerful way to store and monitor the data.
- Instant deployment of the application which is compatible across platforms and devices.

2. PROPOSED MODEL

A step-by-step design process created and monitored by the HR application minimizes the time loss of resources and helps to make use of better employee hours. As the resource increases, HR people are most expected to spend most of their time in preparing the job descriptions, monitoring resources and maintaining appointments by scheduling meetings and by managing other events related to network of networks. The HR mobile application helps the HR to connect with their reporting staffs also by maintaining every record with respect to time.

Microsoft's power platform is the one the application is built on. It provides the users with facilities for control, automate and analyze the information that can be used with either Office365 or Dynamics365 connection. The platform provides the access to N number of connectors to connect with hundreds of data sources. Components captured in the application are powerApps and power va. One of the main

advantages is that it can be accessed both in a mobile or a system browser.

2.1 Modules

The application provides the access to different modules depicted in Fig-1 based on the type of user. Considering employee, manager (has staffs reporting him/her) and HR as different roles, the functionalities are managed.

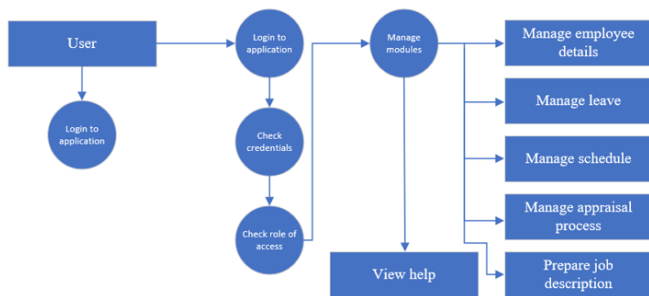


Fig -1: Application flow

The application prompts every user to login at the very first time whenever the application is being opened. The user here needs to provide username and password to login if he/she is a existing user or go for signup if they are new user. Once the user logged in all the related information from the employee is fetched and displayed on account information screen. If the user logged in is a HR then, he/she can view all the job descriptions posted till date and will be able to create a job description on clicking a button as in the Fig-2.

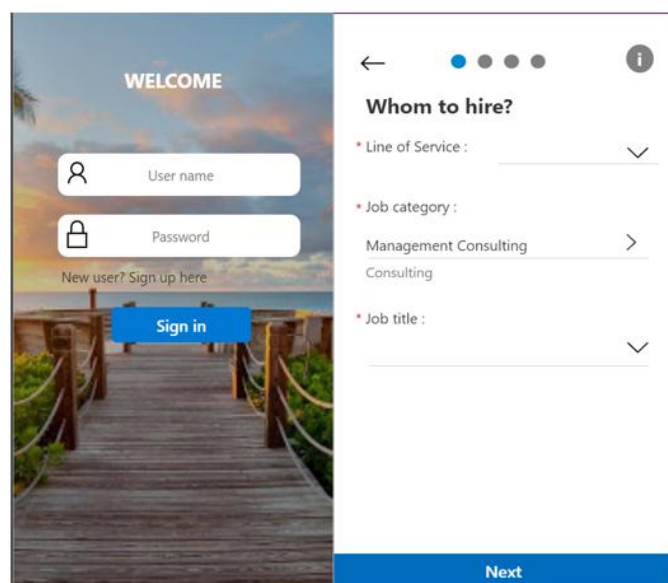


Fig -2: Module login & prepare job description

On need of creating a job description by there are five different screen where the user needs to provide input and a screen here all the inputs he/she entered are displayed. Among all the five screens, there are unique questionnaires to

be entered by the user which is in tune with creating a new job description like skills, number of posts, role interested in etc., User need to provide all the information either in a text box or need to select among the given values that is appropriate so that a preview will be displayed. Application includes this help screen where user can view the contact details of the developer or support team of application and an option to chat with personal bot.

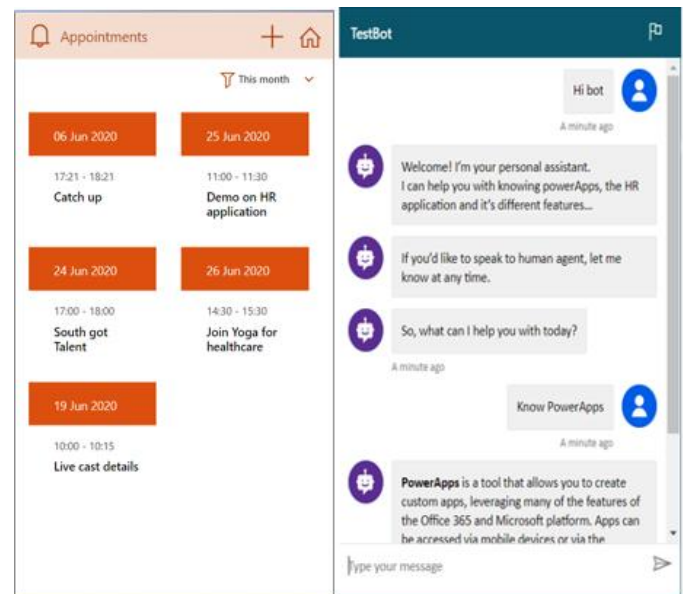


Fig -3: Module Book time and chatbot

User can make his/her time busy by scheduling appointments on providing the title of meeting, date and time of appointment in the module Book time. Apart from booking time, user can also view all the meetings/appointments that he needs to attend which can be filtered by day, week and month as in Fig -3.

When there is a need of motivating employee Appraisal plays an important role. This module provides the functionality based on the type of logged in user. If the user is employee who has no other person reporting him/her, then he will be asked to provide self-rating for appraisal along with training and development areas. Once this employee submits the appraisal form, an immediate notification is sent to his reporting manager and the manager can view all his declarations and can rate against the employee's self-rating on appraisal depicted in Fig -4. Once this process by manager is completed the HR will be notified on the same. He can login and can provide the performance rating of that employee on his behalf based on manager's rating and can view all the training needs required for the upcoming financial year.

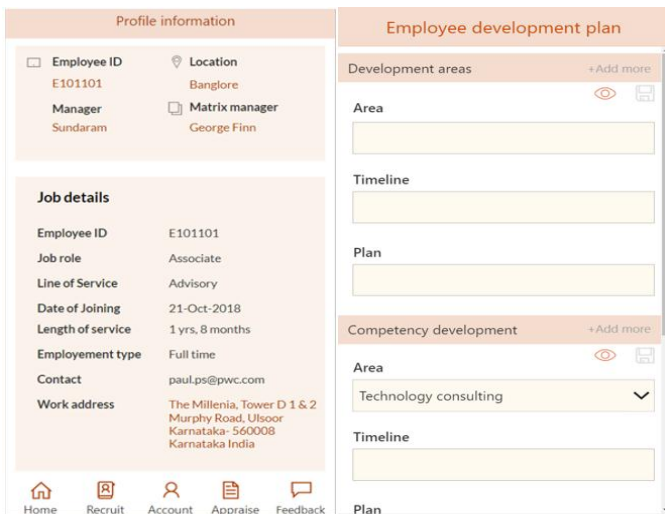


Fig -4: Module Account info and appraisal process

To motivate and support all the employees in every path, managing the leave is also leaves an important picture. This component allows the user to request time-off, view all the leave requests submitted till date based on submitted requests/approved requests/rejected requests one can also view the leave balances of each leave type. If the logged in user is a manager or there are personals reporting him, he/she will be able to view the team leave requests and approve/reject the same based on their commitments which is shown in the Fig-5.

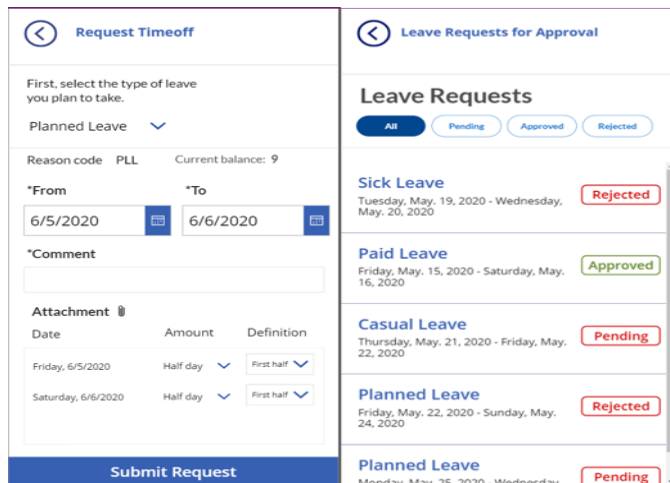


Fig -5: Module Request time-off and requests status

3. CONCLUSIONS

Power platform is one low code tool which can be learnt very easily even for those who have no experience on coding. The platform made the development work faster so that the maintainance along with the future releases could take lesser time than expected.

Bringing different components or modules under a single framework can be told as the main advantage of the project. The application however can also be accessed through browser, where a powerApps license is provided.

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