



Case Study



Icreon

An Online Solution to Streamline HR Processes

Our client, a Netherlands based human resources solutions provider implements its flagship HRM product, to its clients, locally. The application is intended to enable organizations in improving their existing HR processes to increase overall efficiency. Icreon was selected to enhance this application by implementing new features and components, with the inclusion of several new modules such as a documentation management system and a report generator. In addition, Icreon also upgraded existing functionality that the application provides. The application has been built in a manner that makes it compatible with both Oracle and SQL Server.

Customer Profile

Our client is a Netherlands based company that provides e-HRM solutions to its clients. They started operations in 1999 and since then have provided solutions to more than 300 organizations within Netherlands.

Business Requirements

Our client wanted to increase the scope and functionality of their existing application. In order to provide improved services to their clients, our client required Icreon to build additional modules such as a document management system and a tool to generate reports that could be integrated with their existing application. They also required enhancements to existing modules. The application was previously only compatible with SQL Server and not with Oracle – an aspect that they wanted to address with the proposed functionality upgrade.

A web enabled HRM solution

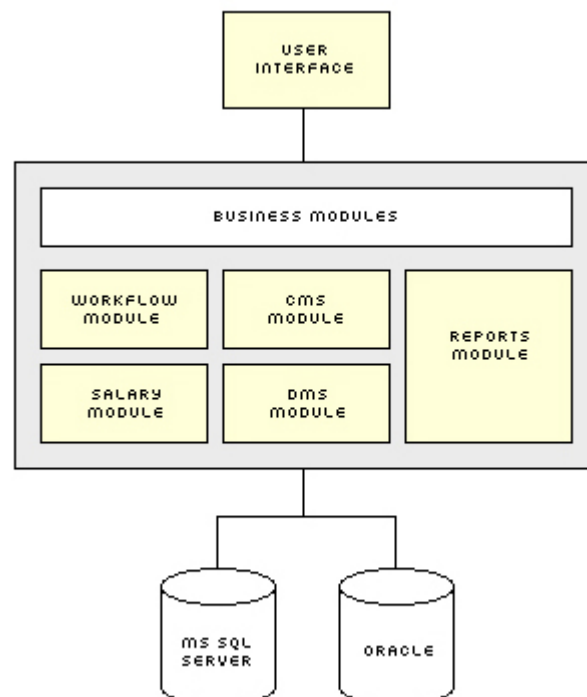
In order to meet all the HRM requirements of an organization, the application is divided into the following modules:

- **User Interface:** Is the user interface section. It is the entry point for the application. Through this section, users can browse through and access all modules within the application.
- **Administrator Module:** Is the module through which administrators can manage the HRsoft application. Administrators can perform user management tasks, create and define rules, manage details of the organization and manage content appearing on the website through various components.

Based on our client's requirements, Icreon developed modules that could be integrated with the application. These include:

- **Workflow Module:** This module allows administrators to define workflows for an organization, create and assign tasks to the workflow and assign employees to the tasks. Icreon developed several user interface modules based on the workflows defined. These interfaces were developed to facilitate users in performing the tasks assigned to them.
- **Salary Module:** This module contains the salary details of each employee in an organization. An employee can browse through various components of his/her salary structure and can specify her/his spending and savings against these components. Access to this module is restricted by the Administrator to certain months in a year and is known as the “Choice Period”.
- **CMS Module:** This module is based on a Content Management System architecture which enables administrators to control appropriate content appearing on FlexWeb (the user interface).
- **DMS Module:** Icreon developed this module based on a Document Management System. Provisions were made for users to upload different file types to a document repository on the server. Users could also store information about the document such as the document title and a brief description. Integrated with a Bar-Code Reader
- **HRtoolbox:** This module allows administrators to generate reports.

Apart from developing the above mentioned modules, Icreon also performed tasks to migrate existing application data, stored in SQL Server 2000, to Oracle 9i and synchronize this information. Icreon built the application with capabilities that allow it to be compatible with both SQL Server and Oracle.



System Architecture

Technologies used in developing this application are:



Summary

With the successful delivery and implementation of the upgraded application by Icreon, our client was able to provide better and improved services to their customers. Icreon developed a solution that enhanced the basic functionalities of the existing application. The application can be customized to suit the requirements of individual organizations and is compatible with both Oracle as well as SQL Server, thereby enabling it to cater to a larger number of organizations.