



CASE STUDY : INFOVISION SOFTWARE PVT. LTD.

SOLUTION AREA : HR MANAGEMENT APPLICATION IN JAVA & JSP PLATFORMS

Client: Infovision Software Pvt. Ltd.	Country: India
Industry: Medical Transcription	Status: Continuing
Solution Area: Human Resource Management System	

Company Profile

Infovision Software Pvt. Ltd (ISPL) is an ISO 9001-2000 certified MTSO and one of the leading Medical Transcription companies in India expanding its operations overseas. ISPL brings in complete and robust services offerings that include IT Enabled Services, which spans Medical Transcription Services, Software Development, and Data Processing & Data Management Infovision has 5 branch offices across the country and presently has employee strength of more than 500.

Project Brief

ISPL required an integrated web-based **Human Resource Management System (HRMS)** for its five units, which would enable them to manage and keep track of:

- Daily attendance
- Generate pay slip
- Generate salary statement
- View employee details
- Leave management system
- Manpower analysis
- Investment declaration
- Tax calculation

And various other related information with respect to employees and organization as a whole.

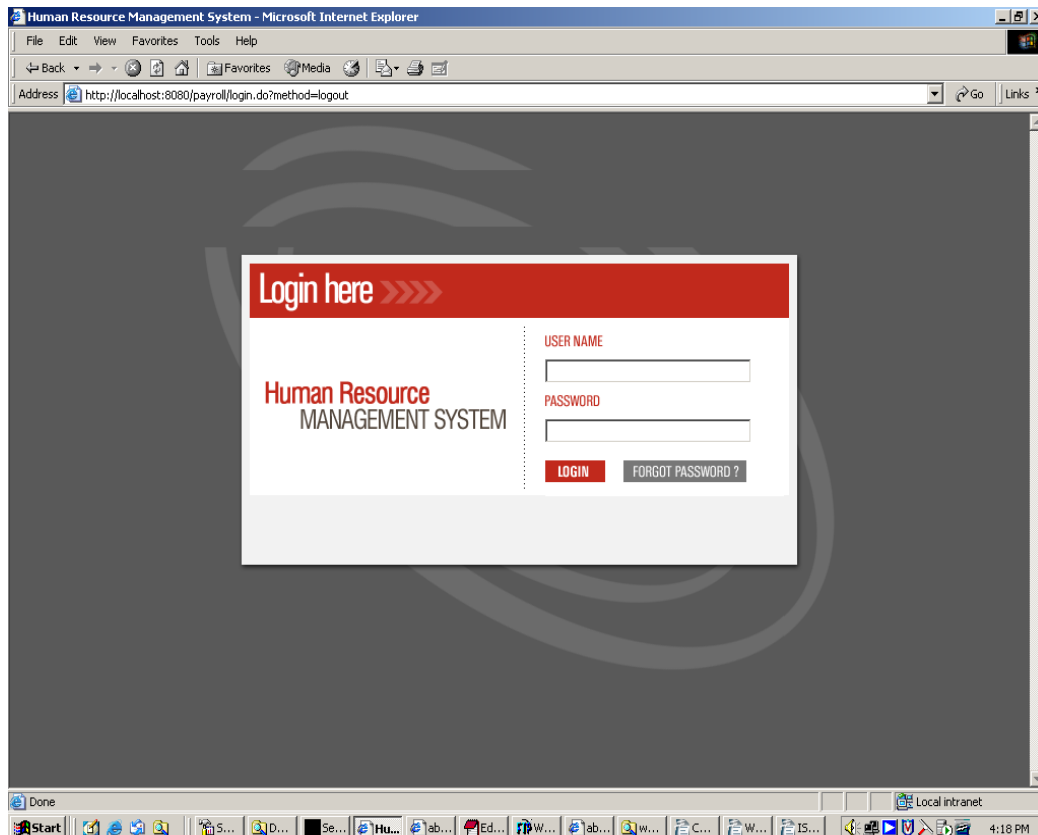
Major Project Modules

The major modules of the project were:

- **Employee Attendance System:** Would maintain the daily attendance of employees from an Integrated Card-Reading System.
- **Employee Roster Generation:** Would enable the HR to feed rosters with employee information, for a fortnight, or the entire month. The system also integrates the roster with attendance system.

- **Salary Generation:** Salary processing software, which is both manual and automated. In case of automated salary processing, the system would take into account some important employee information such as Attendance, Leave, and Holidays etc.
- **Leave Approval System:** Would enable employees to apply for leave so that they can be either approved or rejected. Apart from this, users can check their leave status and balance and get email alerts if their leave has been sanctioned or rejected.
- **Loan/Salary Advance:** Would enable employees to apply for Loan/Salary Advance with EMI/installment facility where it can be approved by the respective managers or approvers.
- **Tax Calculation:** Using this system, user can declare their Tax Declaration and even can compute tax online.
- **ETDS:** This part helps ingenerating reports in excel like form 24 quarterly and annually which they need to submit to NSDL. Tax challan entry module is also part of it
- **MIS Reports:** The system comprises various MIS reports like manpower analysis, attendance percentage report etc.

A Snapshot

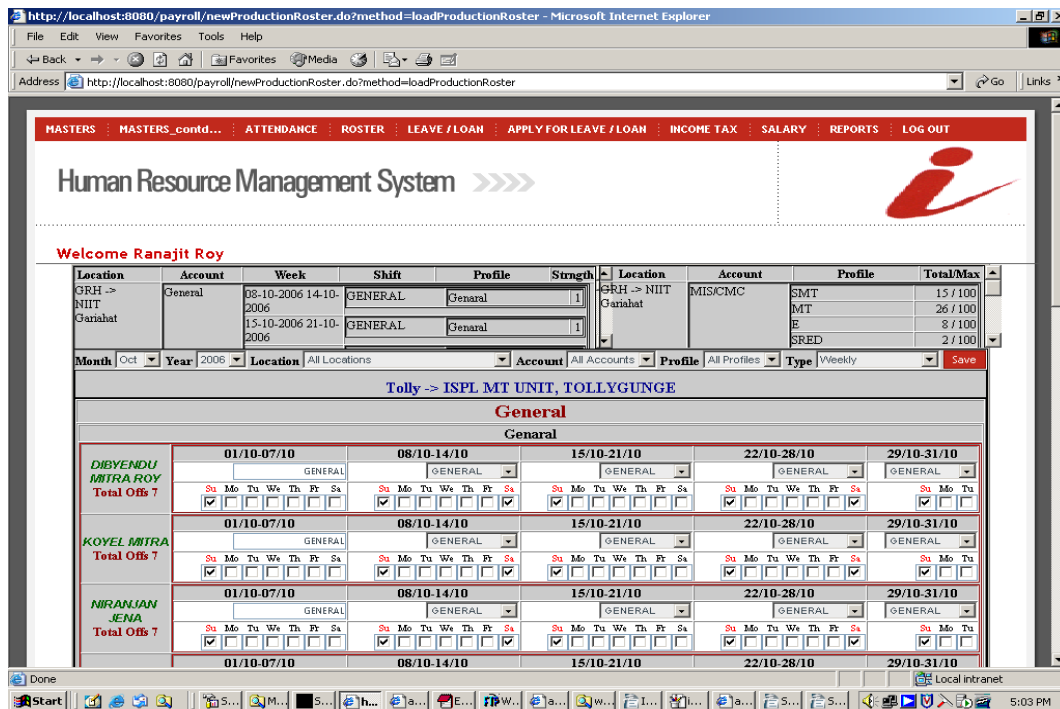


Key Issues

Challenges

Creation and management of the **Roster** was indeed one of the toughest challenges posed by the system. Roster is the heart of the HRMS software as it is related to the **daily attendance** and **salary**. Another challenge was that, a huge amount of data (Details of 5 shifts, locations and employee grades and controls) needed to be displayed as a single screen shot. And not only this, the company had their reporting persons assigned who in turn were required to create the roster.

The following screen shot will highlight the complexity of the job, and helps understand the various challenges thus faced in developing the Roster Creation/Updation module.



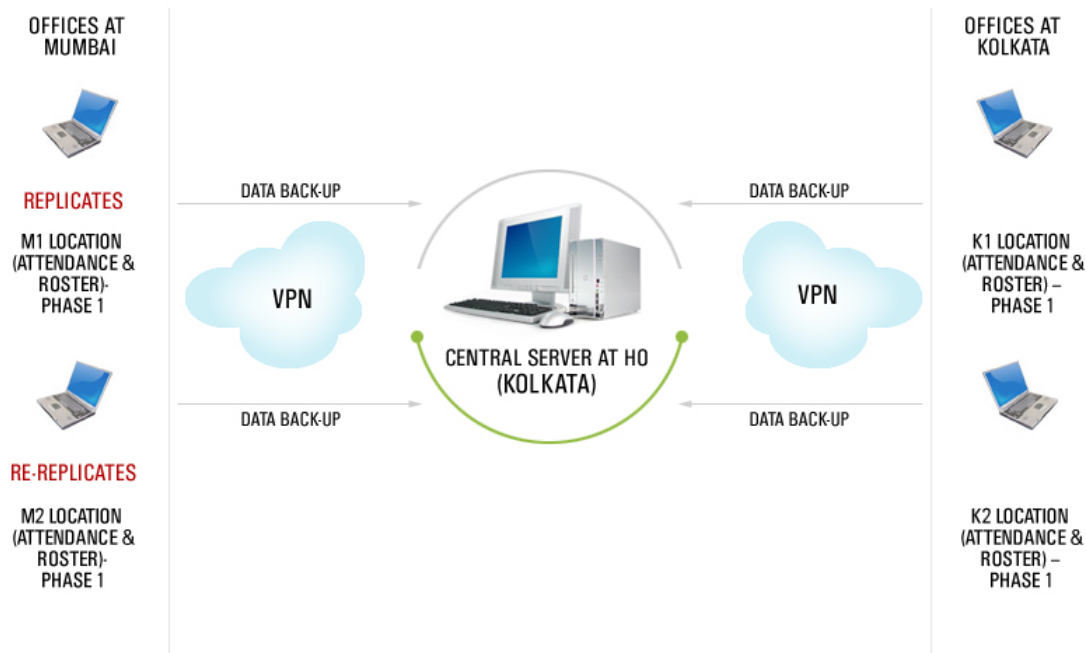
The System Accommodation:

- The System needed to accommodate a considerable number of controls as drop-down list. There were 30 controls for each employee and there were more than 200 employees, whose roster needed to be created. So in a way there were a minimum of 6000 drop-down lists that needed to be displayed in a single screen shot. This was a challenge as, with so many features, the page took a lot of time to download.

- The next challenge was, optimization of the SQL queries in such a manner that each one should complete before its execution time out. Besides this, optimized use of server resources to enhance server performance was taken care of.
- Another challenge was to make the page design and features as user-friendly as possible, maintaining the same level of performance.

Solutions Overview

System Architecture as Designed



Technology Specifications

WDC has developed and deployed the HRMS Systems under the following software configurations.

Key Components	
Operating System	Windows 2000 Server
Application Server	Tomcat v 4.1
Languages	Java
Web Technologies	JSP (Struts Framework), XML
Tool	IBM WebSphere Studio Application Developer Ver. 5.0
Database	MS SQL Server 2000

For more information, visit our website at: www.wdc.in