e-Zest

A journey from HRM mobile app to web

The client is one of the emerging HR company in India, providing human resource services and employee life cycle management solutions to organizations using SaaS platform. Client's objective is to provide top-notch HR technologies, to help with integration and implementation in order to achieve seamless business processing environment.

Situation analysis

Client had an existing mobile app to keep a track of employee activities, for instance hours spent at workplace, leave balance or their work progress. Users asked the client to provide a web version of the mobile app with same appearance, so that they can directly access the portal at the office from their laptops or desktops. Switching to mobile just for applying leave or checking the leave balances was very distracting and time consuming for them. However, designing the web application similar to the mobile app was to reduce the time spent in getting accustomed with the features and functionality of the web application.

Technology Stack

Operating System - Windows

Language   - ASP.NET 4.5

Framework   - MVC

Database   - MS SQL Server 2012

Scripting   - jQuery 2.0

Challenges

- Usually a traditional UX approach involves, designing a web application and then proceeding towards the mobile application. But here, e-Zest had to follow a complete different and reverse approach to revamp a mobile app to a web application that too by preserving consistency between them which were to be the fonts, colors or the navigation.
- The end users were expecting the delivery of the application as soon as possible. So there was a less time available and much to achieve. However, to reduce the project timeline, e-Zest had to use few third party tools wherever possible.
- The requirements of the client were changing during the development and hence to accommodate this, e-Zest decided to opt for agile development where each module was dealt with great care in isolation with an eye on complete picture.

Business Benefits

- After successful implementation, client was able to reduce the operational costs and increase the productivity of the users.
- The centralized web application helped the managers to optimize the tasks and track the progress of the employees.
- e-Zest brought in advanced features like rostering (shift management), time sheet module (record and tracking of employees), and calendar view (task assigning and release date).

Conclusion

e-Zest leveraged the collective experience of its research and innovation which acted as a catalyst to fulfill the business goals of client. e-Zest not only added value with its excellence and timely deliverables but also with flexible approach towards UX design practices. e-Zest was successful in delivering the web application with the same look and feel as the mobile application which proved beneficial to client to elevate the productivity of company.

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