The Most Convenient Self-Service HR App for Employees On the Go

HRon-the-go

Industry

- Today, Human Resource Management (HRM) plays a vital role in employee well-being for any business, large or small.
- In 2018, the workforce largely consists of proactive, tech savvy, millennials who are accustomed to easily managing data — at lightning speed, while on the go.
- Even though all cloud-based HR systems are accessible through a mobile web browser, not all systems have dedicated, user friendly mobile apps.

Resources: http://www.pewresearch.org/fact-tank/2018/04/11/millennials-largest-generation-us-labor-force/

Challenges

- **Lack of HR Efficiency.** HR staff are constantly inundated with tasks, so it becomes increasingly difficult for them to cultivate employee relationships.
- **Lack of Engagement for ESS Systems.** Most HR tools and Employee Self-Service (ESS) systems do a poor job of intuitively connecting employees.
- **Poor UX for Mobile.** Current HR user interfaces are poorly designed for the mobile experience.

Resources: https://www.zenefits.com/blog/7-challenges-facing-hr-departments-2018/

Solution

Create a dedicated app that will:

- **Empower** employees to easily take care of HR-related tasks on their own, especially while on the go.
- **Increase** HR efficiency and employee socialization while allowing HR staff to focus on more critical tasks.
- **Integrate** with any top, existing HRMS (Human Resource Management System).

Resources: https://www.mindsea.com/millennials-app-research/
https://www.capterra.com/sem-compare/human-resource-software

Audience

John Peters. John is a 25 year old Marketing Associate for a small tech franchise. He spends most of his time on social media. Because he's always plugged in and on the go, it's important that information is easily accessible. His tech savvy rating is 9/10.

Jenny Day. Jenny is a 35 year old HR Manager for a restaurant franchise. She manages onboarding, payroll, benefits, and profile updates using their desktop HRMS. Her goals are efficiency and connecting with employees. Her tech savvy rating is 7/10.

Ron Snow. Ron is a 45 year old owner of a local retail franchise. He's happy with his current HRMS but wants to supplement his system with a streamlined app to help employees better connect with each other and HR. His tech savvy rating is 5/10.

Features & Specs

- Secure Online Data & Document Management
- Profile & Address Book Management
- Email, Chat & Complaint Management
- Payroll, Time-Off & Benefits Management
- Calendar, Birthdays, Surveys & Social Newsfeed
- iOS/Android & Multiple Permissions
- Integration with top HMIS

Resources: https://www.softwareadvice.com/hr/mobile-app-comparison/#buyers-guide

Cost

Developer ($65K)

- Online Data & Document Module = $5K
- Profile & Address Book Module = $20K
- Email, Chat & Communication Module = $10K
- Payroll, Time-Off & Benefits Module = $20K
- Calendar, Birthdays & Newsfeed Module = $10K

Clients

- $15-$40/month depending on company size

Resources: https://rubygarage.org/blog/how-much-does-it-cost-to-build-hr-software