A Cloud Based HR Software - Synergita

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ABSTRACT

"A Cloud Based HR Software - Synergita" is essential software mainly using for Performance Management. Performance Management is the process by which organizations set the goals for their employees and track their performance, help them to achieve the goals by providing necessary support in the form of tools & resources, continuous feedback, coaching and development.
Keywords: OWASP, Amazon Elastic Store, SAAS, LDAP, Synergita

I. INTRODUCTION

The main objective of the "SYNERGITA" is to set goals and appraise people periodically by continuous feedback and encouragement through awards. It also increases the collaboration through peer recognition and brings in transparency. With these, performance appraisal becomes easy and trustable and enables you to focus on Talent Development. It empowers Employees, Managers and HR.

II. METHODS AND MATERIAL

A. Existing System

In this Industrial World the data of the employees are stored in an Excel Spread sheet and the organization has to maintain different records for performance Management, Employee Management, Analytics and Training. The disadvantage in maintaining employee data in a Excel Spread sheet are its Flexibility, it has less Data Security, Imprecise time registration, Long Formulas, Non-Standardised, Data Errors, It has less Control and less Overview, it is not clear and it is complex .The data maintenance in Excel does not give 360 degree Feedback. It is stressful one for HR for performance appraisal.

B. Proposed System

The proposed system "SYNERGITA" bringing Performance Management closer to your people and closer to your Business. It helps in building a world-class company culture driven by employee
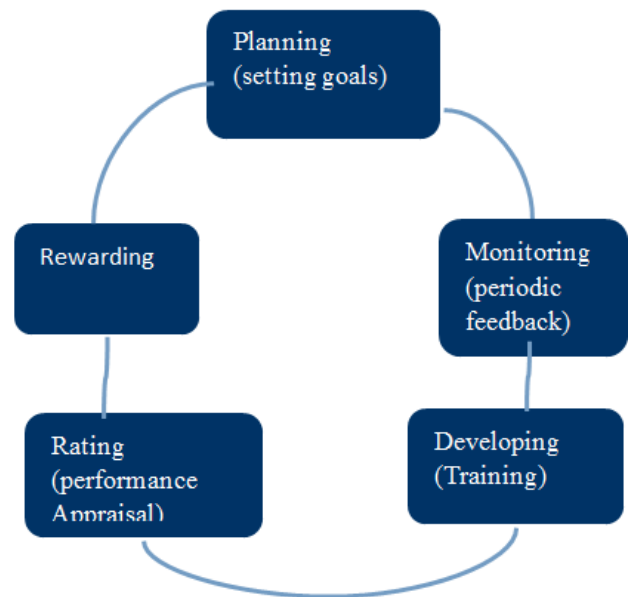
recognition. It makes performance management - key towards business excellence. It makes appraisal process easy for HR and employees. It increases the trust on the appraisal data. It is very easy for the manager to provide feedback to the team members on continuous basis all through the year. It helps in motivating the team to achieve the goals through reward and recognition.

Figure 1: Proposed System

C. CLOUD OR ON - PREMISE

Synergita supports both cloud and on-premises hosting for customers. While evaluating employee performance

software, you have an option of choosing between cloud based and on-premises solution. The cloud version is deployed in Amazon cloud Environments (AWS). In the on-premises model, ISVs provide the software to host the software within the customer's data center or in an exclusive server dedicated for the customer. Synergita has also implemented the following security measures to ensure security of customer data.

Access to Servers:

Access to synergita servers is restricted and stringent firewall rules have been configured to keep the servers out of reach for intruders and malicious attackers. The level of access to different users who need to login to the server for maintenance purposes have been clearly defined and implemented. So with respect to access management the same level of security available in the on-premises server has been implemented in cloud as well.

Data Security

Synergita ensures security of customer data in cloud environment by implementing industry best practices. Data-in-transit is protected by the implementation of SSL protocol to encrypt and transfer data between sever and browser. Synergita uses Thawte SSL. All sensitive data are encrypted using AES methodology, the advanced algorithm and stored in database. Login credentials are encrypted and stored in database. Tenants shall also avail LDAP based authentication without storing the credentials in cloud. Synergita architecture allows enabling encryption for all important fields as per the requirements of tenants.

Multi-Tenant Data Security/ Isolation

Synergita product architecture ensures tenant data isolation in all layers. Data layer conducts additional validations to ensure the data retrieved belongs to the tenant of logged-in user. Product is security tested in compliance with OWASP standards and recommended approaches and tools.

Data Backup
Synergita backs up the customer data using Amazon Elastic Store (EBS). EBS ensures that the data is safely backed up and protected from component failure, ensuring high availability and durability.

Performance
The product is performance tested for every release and all the servers are constantly monitored by the support team for load and ensure superior performance to all customers by scaling up the servers as needed.

Access Restrictions
Synergita provides access control of the system. For example, the HR can configure whether the system is accessible within the office premises alone or can be accessed from open internet as well.

High Availability and Disaster Recovery

Availability is the ability of the software applications to be available for access all the times. Amazon offers 99% of availability over a year so customers are assured uninterrupted services, even if there is any problem due to hardware or network failures.

III. MODULES

Development of Innovative production support tools for a multi-tenant SAAS based software product

A. Monitor the Users logged-in to the system at any time:

The main purpose of this module is to show the number of tenants currently in the system. It shows the number of tenants and the number of users of that particular tenant in a Graphical representation. The Graphical representation is done through the pie-chart. It also has the filtration facility based on the last access. On the initial load it shows the count of the total tenants and the total number of users. When we clicked on the region of the particular tenant it shows the detail about the users in the system in the Gridview. On the top of the chart it has Last Access option based on the hours. If we want details based on the last access then we have to mention the time of the last access in the filtration box. The resulted chart of the filtration shows the count of the tenant and the users of the mentioned last access. On clicking on the region of the tenant in the filtration chart it shows the detail of the users and it's their last access in the Gridview. This module is mainly for the use of admin of the synergita software.

B. Ability to archive the data of a particular tenant:

The main purpose of this module is to archive the data of a particular tenant. The synergita software is available for Free-trail. The interested organization can register and use our product for free. After started using the Free-trail of the software the organization import or enter the details of their employee and they will start using the product to check its performance. So, now it's our work to provide the security for the data of our clients. We have to protect the data without loss. If some of the clients stopped using or they are inactive for more than a year we have to erase their details from our database. But we cannot just simply erase it. Because they may be active after sometimes in some cases. We are not sure about that. So we have to archive the data in the database before deleting it from the main database. We want to move the data of the particular tenant who is not active. So we have to archive the data of that particular tenant only. We can done by copying or moving the data to the another database. This activity can be done with the exception logging. So it will be helpful if the tenant is back and we can able to give their employees data without any disappointment.

C. Tools to analyses the production server logs and alert the support teams:

The main purpose of this module is to alert the support teams based on the exception in the log file. The mailing system to support team is automatic mail with the content in the log file on that date. So it is very easy for our support teams to analyse and fix the issue occurred.

IV. CONCLUSION

This paper proposes about the synergita software and its functions. It also proposes about the development of innovative production support tools for a multi-tenant SAAS based software product.

V. ACKNOWLEDGMENT

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