

# **Project Proposal - Extreme Pay Experience**

## **Accountor**

**Public**

**Accountor HR Solutions Oy  
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## Introduction

Accountor HR is the leader in the Finnish payroll market. We provide payroll software to Helsinki city, Finnish Universities, and to large share of private sector. Payroll is a highly regulated and somewhat conservative market. We are committed to driving digitalization forward in our market. Extreme Pay Experience is a concrete example of how to find new solutions!

Payroll data is usually presented after the fact as static information such as PDF documents for the employees. We want to create a new way of presenting this and other additional data to unlock the potential this vast amount of data could offer. By combining unconventional data sources and crossing the current boundaries, we want to offer our customers a great experience and allow them to benefit from their own data to the extreme.

Come help us create a new and complete UX using the latest technologies of your choosing.

Your guide along the way will be Tommi.

After the project we will offer part-time employment. Then you can put the knowledge acquired to work while also completing your studies!

See you in Accountor Tower at Keilaniemi Espoo!

## 2. Project goals

First step: Concept of future payroll presentation to employee

Implementation: POC level implementation the extreme pay -experience.

Extreme pay-experience consists of the following components:

1. UI / UX
  - Visual presentation of payroll - web technologies provide graphics, animation, drilldown.
  - Different user groups (employee, manager etc.) have different needs
  - Personal preferences (detail orientation vs. graphic presentation vs. exceptions only alarmed)
2. Implementation
  - POC-level implementation
  - Fronted and backend
  - Current payroll data provided as input to project. The team will expand this format further.
3. support systems / interfaces

Different parties have their own targets for the system. The proposed solution needs to address these needs.

- Employee: Varying level of preferences.
- Employer: Low support cost. Exception and acceptance-based approach.
- Accounting office: Low support cost, efficient interaction with employees. Self-service.
- Accountor: Differentiation on the payroll market. Revenue from software business.

We need a new way of interacting with pay data. Different users must be able to see and interact with it. e.g., Mistakes must be found early, even prior to actual payment. Personnel must be able to accurately see and verify it. All users must be able to keep track of changes.

Answers to these questions:

- How should the data be presented and structured?
- What the data should consist of?

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- How do the different users and user groups interact with the data?
- How to ask for help or clarifications when interacting with the data?
- What kind of subsystems need to exist to make this possible?

A Proof-of-Concept as a web or a mobile application.

### 3. Technologies

The Team is free to choose the UI technology stack, while **React** is preferable. As the cloud provider Microsoft Azure can be used. We will support in building the development environment.

We currently use **Jira** for tickets and project handling, **Gitlab** as our dev-ops platform, **Confluence** for documentation, and **Jenkins** scripts in our pipeline.

**Scrum** as a development methodology would be preferred and practical support will be provided.

### 4. Requirements for the students

Team members must be interested in defining the way things should be and being able to create and implement the definition. Members must be able to change their perspective and point of view as needed. The Team should be able to form, communicate, and in the end create the architecture, data models, and UI for the P-o-C.

Team members should be active, respect one another, and have fun!

Technology stack can be selected by the Team and the difficulty should be moderate.

The domain scope is to expand as the work progresses from easy to moderate.

### 5. Legal Issues

Intellectual Property Rights (IPR):

1. The client gets all IPRs to the results.

Confidentiality:

1. The client will share some confidential information with the students.

### 6. Client

Accountor HR Solutions has 200 employees and offices in Espoo, Tampere, Jyväskylä, Turku, and Oulu. We develop our own software products.

#### Client representative(s)

Product Owner:

- Tommi Jäske
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- Software developer
- +358 41 314 8682
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Tommi has been working as a software developer in multiple scrum teams for three years at Accountor. Tommi completed this course in 2019 and continues his studies in Aalto.

Support allocation 1–2 workdays per week.

### **Preselected Student Team Members**

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### **7. Additional information**

This is the best course in Aalto University. You learn the skills needed in everyday work and get to create something new with your peers in a realistic setting!