Project Proposal – ”HR in a pocket”

1. Introduction

- The App to be developed: “HR in a Pocket” - mobile app for employee selfservice.
- The app is to be build on top of Mepco HRM program, which is the most widely used payroll system in Finland. Currently mobile app development has been quite limited.
- Intention is to publish this mobile app directly or as a POC as part of Mepco HR & payroll solution.
- We are looking for SW developers, so good developers will have a possibility to continue with the app development with AHR / Accountor.

Accountor has build a unique innovative service concept which offers small and mid-sized companies a scalable digital gateway to world-class HR expertise and tools for people processes. Accountor (together with HR4 as part of Accountor group) is the only company in Finland, which is able to provide customers widest knowledge and consultancy about HR processes as well as the best ranked HR & payroll solution (Mepco which is developed by Accountor). The service concept development process has been ongoing using service design methods and existing digital tools so far. Next step is to innovate and define the future service concept technical architecture and build mobile app by using suitable technology to fit the architecture.

Picture below illustrates the mission of our service concept.

2. Project goals

Goals:
- Create the technical architecture which enables service concept mission described above and supports the typical use cases which Accountor will describe to you when project starts.
• Define and develop mobile app for Android and iOS devices
• The app will be used to as UI and platform for (phasing and prioritization of features to be agreed as part of the project)
  o HR system (personnel, managers, top management),
  o HR databank (top management),
  o Customer service needs (channel for service requests) and
  o several other 3rd party applications to be added to our platform later
• World class user experience is one of the most important goals: Ease of first time use and normal use needs to be very important.
• Mobile is becoming the defacto device in business applications as well – in social media and email mobile is the most used device.
• Creativity in solution concept design work is more than welcome! We are openminded and eager to hear and take into consideration all kinds of ideas from students!

Outcomes:
• Concept for technical architecture
• All ideas also about the service concept, use cases and details are appreciated, but not mandatory
• Specification and implementation of the beta mobile app

3. Technologies

• Mobile app: React Native likely the most suitable. In case students have strong preference to other solutions they can be discussed as well.
• There is a web server backend that provides the forms. These forms needs to be rendered in mobile device.
• Mepco HRM has a form and process engine, in which the form is defined in drag-and-drop manner. Then this form is attached to a process, which defines who handles in which stage the form. Also some fields can be hidden in different project stages. Concretely this form engine implements all kind of form based processes, e.g., holiday requires, absends information, motivation polls, “new person starts” -process etc.

• The key is to implement mobile interface that renders the form and information provided by the form back end.
• As this is personal and partly sensitive information authentication is crucial part of solution. IdentityServer and token based authentication should be used

• There is a web service available in the Mepco HR & Payroll solution – the web interface could be used to facilitate first time use (e.g., QR code or similar solutions)

4. Requirements for the students

• Creativity – not just implement a basic mobile solution, but to create something new, have a new creative touch!
• Interest to mobile development and ease of use.
• Understanding of basic webservice technologies – forms, backend server etc.
• Ability to execute – not being intimidated in first place, but to solve one problem at a time.
5. Legal Issues

Intellectual Property Rights (IPR):

1. The client gets all IPRs to the results.

Non-disclosure agreement (NDA):

1. Signing the NDA included in the Aalto's contract template is not required.
2. Signing the NDA included in the Aalto's contract template is required.

We would like to sign NDA but it is not deal breaker.

6. Client

With its world-class HR expertise, Accountor HR Solutions Oy specialises in HR and payroll services for companies and other organisations of all sizes. Accountor HR is Finland’s most experienced expert-services and technology company that focuses solely on payroll and human-resource management solutions. Its expertise is based on Finland’s number-one HR and payroll-management system, Mepco HRM, which facilitates the easy management of all stages of an employment relationship and enables performing payroll and HR management and recruitment from one convenient location.

- Key participants:

  1. Heikki Tukiainen (DI 99 from TUTA), Development Director HR Cluster.
     weekly meetings, additional meetings as required
     in the beginning more support available to get started, e.g., kickoff.
  2. Tero Kairento, head of web development team
     weekly meetings, additional meetings as required;
     in the beginning more support available to get started, e.g., kickoff.
     Expert in current technology, solution and technologies used.
  3. Eija Kaarto (M.Sc.econ, Information Tecnology from Aalto), Hraas concept owner
     weekly meetings, additional meetings as required
     in the beginning more support available to get started, e.g., kickoff.
     Expert in the concept development and HR processes and HR consulting.

Project team and the end product has visibility to client top management.
A review, discussion and evening event about the end product will be arranged with top mgm.

- Resources to be offered:
  o Meetings to be held in Keilaniemi / Skype where the Accountor HR office is located.
  o Test environment and tools for software development are provided by AHR. We assume students having own PCs/Laptops.

Client representative(s)

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Preselected Student Team Members

• No preselected students.

7. Additional information

• Happy to discuss the proposal further.