![indium – Make Technology Work]

Development of HR Management System using AWS High Availability Infrastructure

Digital Services

Success Story

About Client

A cloud-based HRMS solutions provider with a proprietary platform that services Payroll, Employee Self Service (ESS), recruitment and identification of talent needs catering to multiple industries.

Project Overview

Indium developed and deployed the HRMS product for the customer, incorporating multiple HR modules and enabling seamless integration with Payroll and ESS systems. The system is built and deployed on a secure high availability infrastructure on AWS which enables increased durability and optimal database performance with improved cost optimization.

Business Challenges

The client needed a robust cloud-based HRMS system for accurate employee assessments, 360-degree feedback, and identification of talent needs with real-time analytics. The key challenges which needed to be addressed were:

- Design and develop a robust HRMS product to map the competency gaps and introduce appropriate training opportunities for their team members
- Ensure a centralized data architecture to get a holistic view on employees' capabilities and their performance through 360-degree feedback from peers, clients, direct communication etc.
- Build a comprehensive system which can be scaled based on need to provide flexibility & cost optimization

Solution

- Indium developed and implemented the HRMS platform on AWS infrastructure to achieve high scalability & availability by deploying through Multi-AZ on AWS RDS for clients to access the app anytime and anywhere.
- The HRMS platform was integrated with external applications catering to Payroll Processing, Employee Self-Service, Recruitment, etc. and
- The platform was configured with security and data confidentiality for customer information on a private subnet with SSL for data movement & RDS data encryption for data at stay

- The solution leverages best in class technologies using AWS components to process multi folded transactions faster, automate the processes by simultaneous and real time sync of records.
- Developed customizable features for HRMS modules like Manpower Planning, Recruitment, onboarding, Appraisal, Training, Exit, ensuring 360 productivity of HR operations with constant health checkups through AWS Cloudwatch
- Provided user based access through IAM and implemented RDS auto backup for Business Continuity & Disaster recovery with.

Business Impact

- Deployment on cloud: The best practices of AWS Cloud apply to the platform making data secure and protected for end customers. This stands as a testimony to the client on robust governance measures to ensure multilayer security and role privileges within organizations.
- 30% reduction in Manual efforts due to seamless integration between the the HRMS platform and SAP system within the client's technology ecosystem
- 40% increase in customer satisfaction after experiencing a comprehensive end-to-end product

Business
Application Services, Cloud Engineering

Domain
HRMS/ SaaS

Tools
AWS EC2, AWS RDS, Cloud Formation with SAM templates, AWS Cloudwatch, Multi-AZ deployment

Key Highlights
- Utilized reserved instances on AWS EC2 to achieve over 50% cost optimization

- Developed the platform translating 99% HR workflows and requirements from domain experts

INDIA
Chennai | Bengaluru | Mumbai
Toll-free: 1800-123-1191

USA
Cupertino | Princeton | Boston
Toll-free: 1 888 207 5969

UK
London
+44 773 653 9098

SINGAPORE
+65 9630 7959

MALAYSIA
Kuala Lumpur
+60 (3) 2298 8465

General Inquiries
info@indiumsoftware.com

Sales Inquiries
sales@indiumsoftware.com