

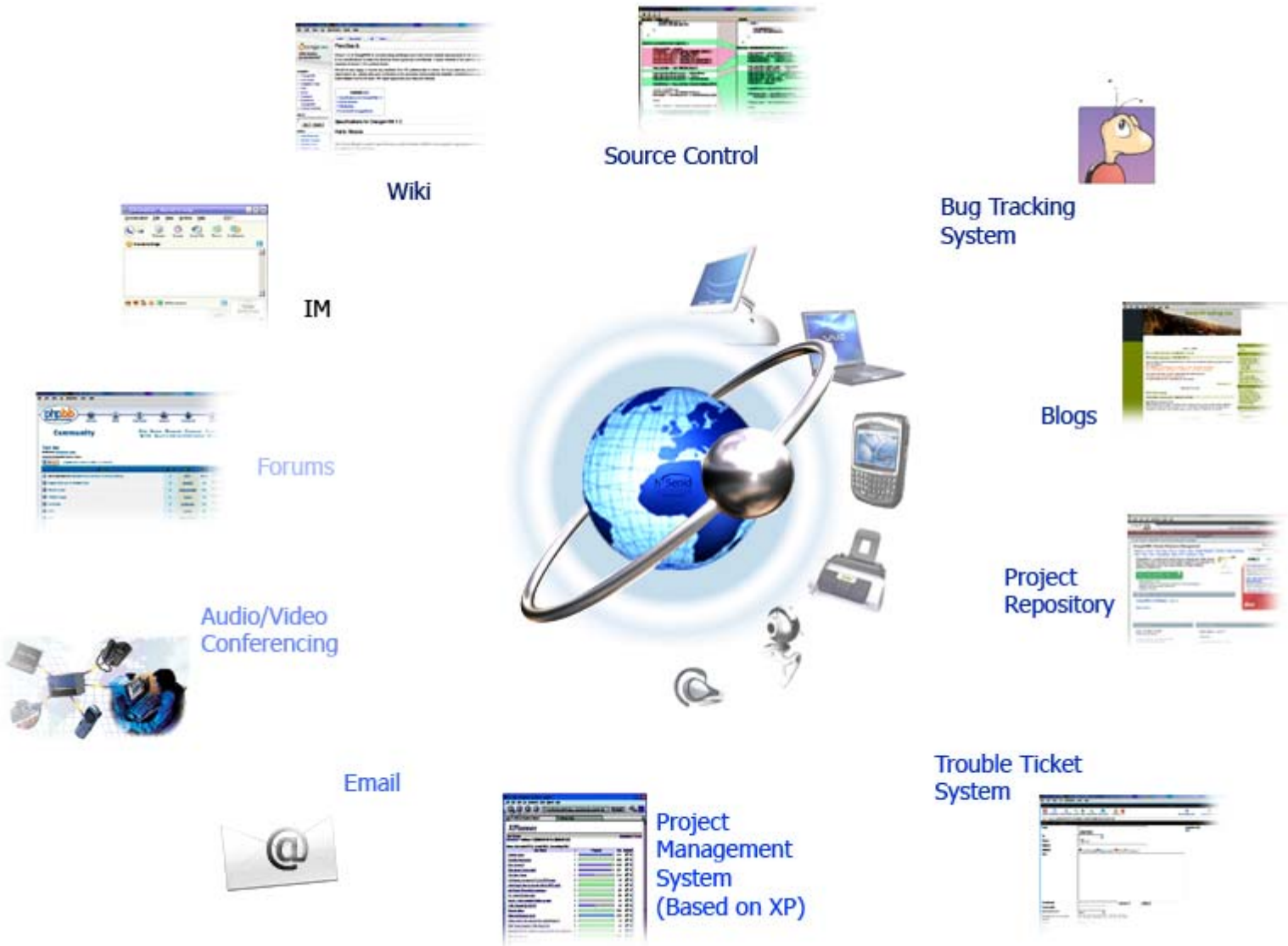


Collaborative Technologies

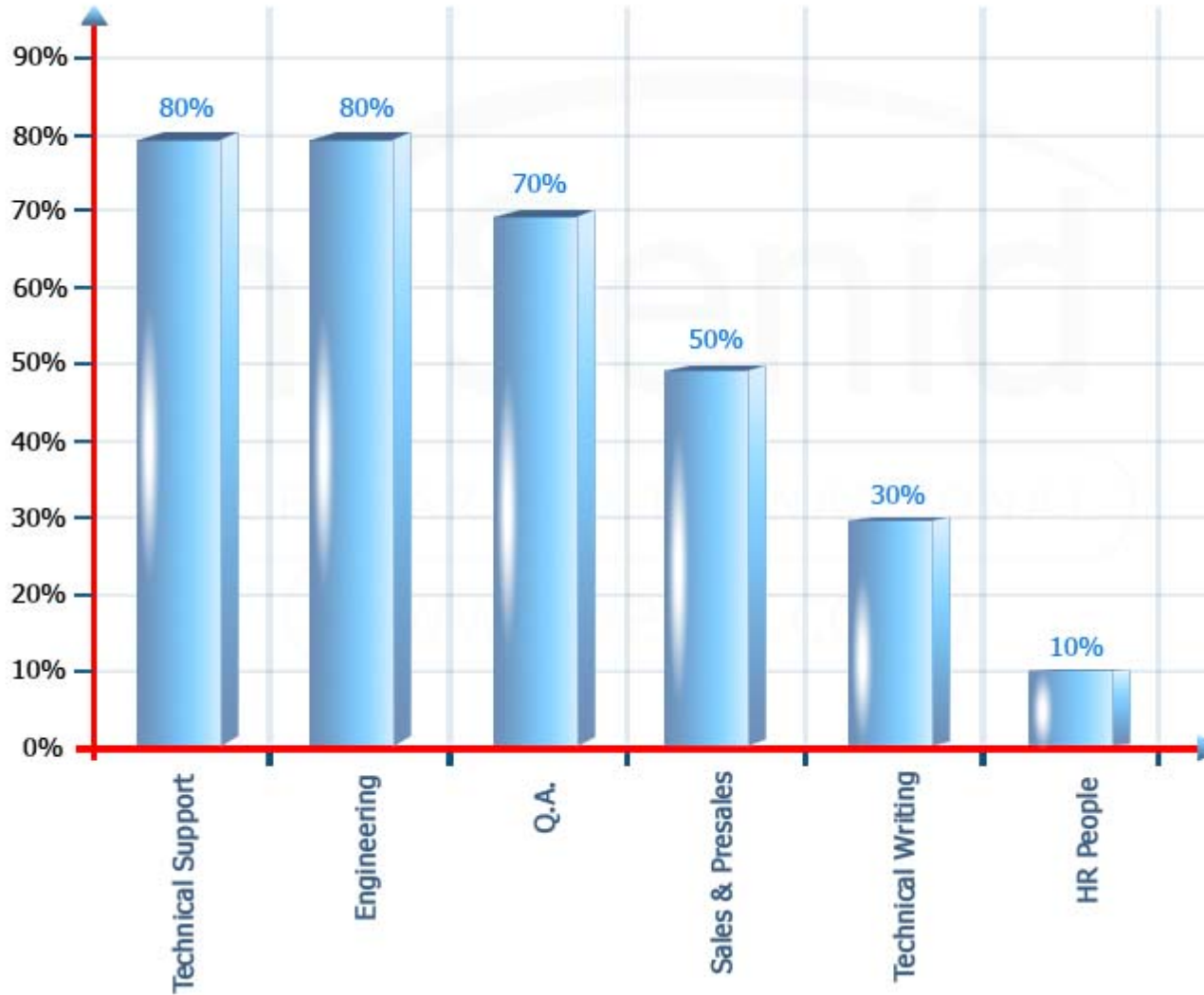
- Introduction to hSenid
- Use of Collaboration Technologies @ hSenid
- Case Study - Open Source HR system
- Challenges
- How to overcome the challenges
- Growth expected for Collaboration Technologies

- Established in 1997
- With a main focus in providing Wireless and HR Solutions & Services
- Has over 100 highly skilled employees
- Operates from offices in U.S.A, Singapore and R&D centers in Sri Lanka
- Global customer base

Collaborative Technologies used @ hSenid



Usage of Collaborative Technologies @ hSenid



CT used for each hSenid Process

	Sales & Presales	Engineering	QA	Technical Support	Technical Writing	HR
Wiki		X	X			
IM	X	X		X	X	
Audio / Video conferencing	X	X	X	X		
Forums		X	X	X		
Trouble Ticket System		X	X	X		
Bug Tracking System		X	X	X	X	
Source Control		X	X			
Blogs		X				
Project Management System		X	X	X	X	
Email	X	X	X	X	X	X
Project Repository		X				

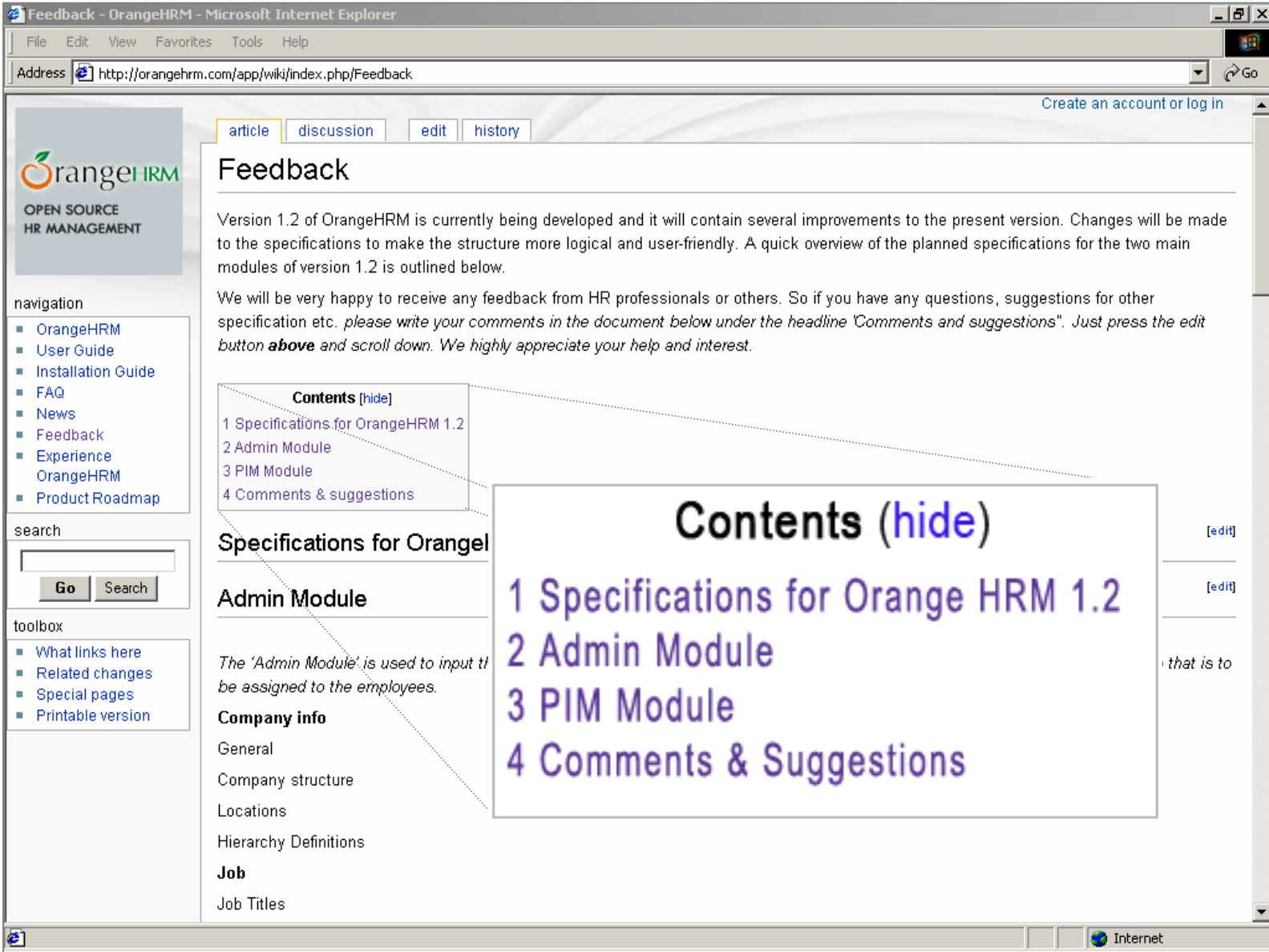
	Requirements gathering	Design & development	Customer support	QA	Maintenance
Wiki	X	X		X	X
IM	X	X	X		X
Audio / Video conferencing	X		X	X	X
Forums	(X)	X	X	X	X
Trouble Ticket System		X	X	X	
Bug Tracking System			X	X	X
Source Control		X		X	X
Blogs		X			(X)
Project Management System	X	X	X	X	X
Email	X	X	X	X	X
SourceForge		X			X

OrangeHRM is the most popular Open Source HRM system currently available



How Wiki is used to develop OrangeHRM

- Linked to the OrangeHRM website
- Direct involvement of the user
 - Feedback on specifications for version 1.2
 - Questions & Suggestions on features for future releases
 - Helps establish a global community



Feedback - OrangeHRM - Microsoft Internet Explorer

Address <http://orangehrm.com/app/wiki/index.php/Feedback>

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Feedback

Version 1.2 of OrangeHRM is currently being developed and it will contain several improvements to the present version. Changes will be made to the specifications to make the structure more logical and user-friendly. A quick overview of the planned specifications for the two main modules of version 1.2 is outlined below.

We will be very happy to receive any feedback from HR professionals or others. So if you have any questions, suggestions for other specification etc. *please write your comments in the document below under the headline 'Comments and suggestions'. Just press the edit button **above** and scroll down. We highly appreciate your help and interest.*

Contents [\[hide\]](#)

- 1 Specifications for OrangeHRM 1.2
- 2 Admin Module
- 3 PIM Module
- 4 Comments & suggestions

Specifications for OrangeHRM 1.2

Admin Module

The 'Admin Module' is used to input the data to be assigned to the employees.

Company info

- General
- Company structure
- Locations
- Hierarchy Definitions

Job

- Job Titles

Contents (hide)

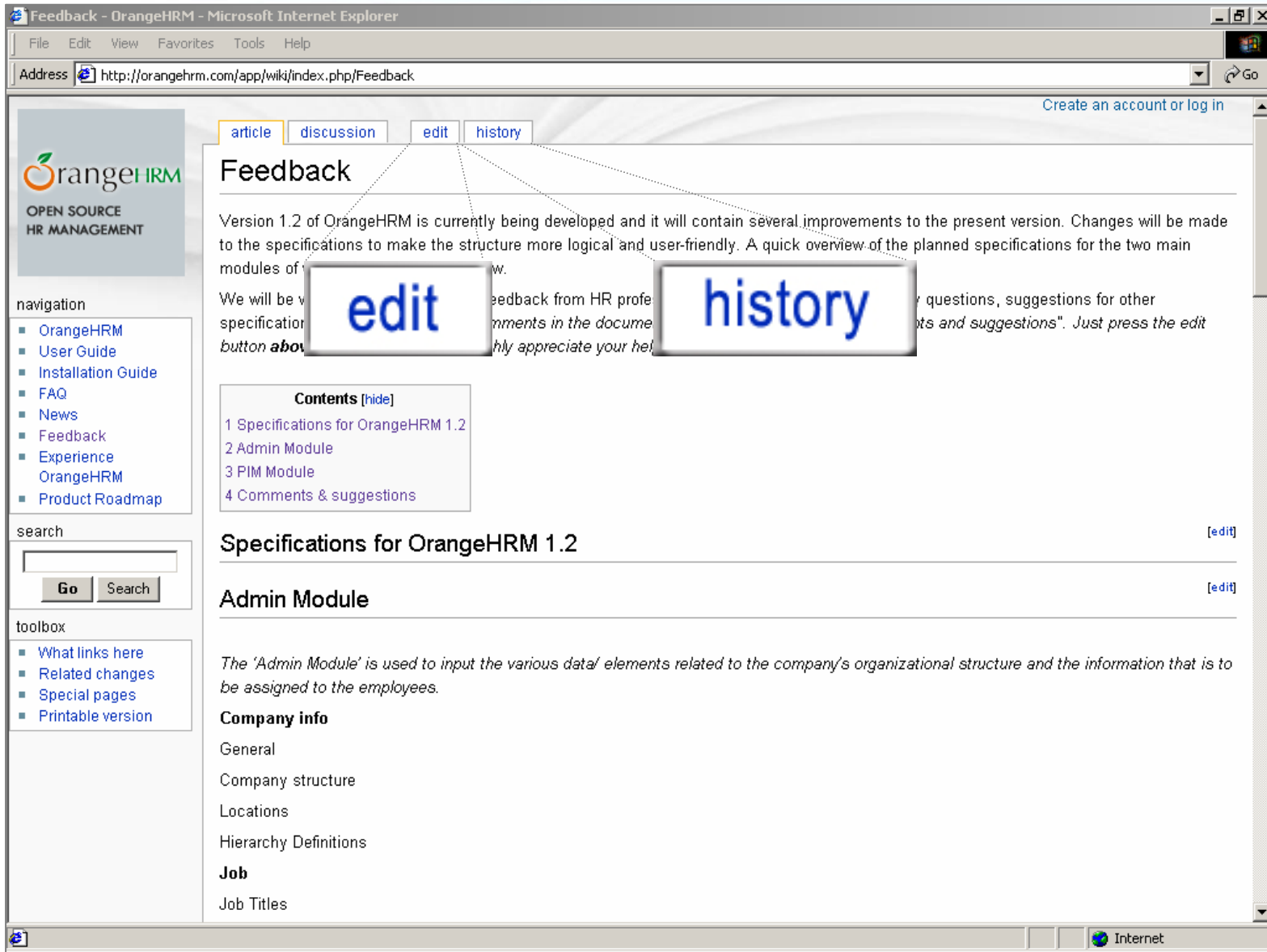
- 1 Specifications for Orange HRM 1.2
- 2 Admin Module
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[\[edit\]](#)

[\[edit\]](#)

that is to

Internet



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Feedback

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We will be very grateful for any feedback from HR professionals. Please add your comments in the document's discussion page. For any questions, suggestions for other modules or comments, please use the "Comments and suggestions" page. Just press the edit button above the article to edit the page. We will highly appreciate your help.

edit **history**

Contents [hide]

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Specifications for OrangeHRM 1.2 [\[edit\]](#)

Admin Module [\[edit\]](#)

The 'Admin Module' is used to input the various data/ elements related to the company's organizational structure and the information that is to be assigned to the employees.

Company info

- General
- Company structure
- Locations
- Hierarchy Definitions

Job

- Job Titles

navigation

- OrangeHRM
- User Guide
- Installation Guide
- FAQ
- News
- Feedback
- Experience
- OrangeHRM
- Product Roadmap

search

Go Search

toolbox

- What links here
- Related changes
- Special pages
- Printable version

Internet

The screenshot shows a Microsoft Internet Explorer browser window displaying a discussion page on the OrangeHRM wiki. The browser's address bar shows the URL: <http://orangehrm.com/app/wiki/index.php/Talk:Feedback>. The page title is "Talk:Feedback".

The page content includes:

- A navigation menu with tabs for "article", "discussion" (selected), "edit", "+", and "history".
- The OrangeHRM logo and tagline: "OPEN SOURCE HR MANAGEMENT".
- A "navigation" sidebar with links: OrangeHRM, User Guide, Installation Guide, FAQ, News, Feedback, Experience OrangeHRM, and Product Roadmap.
- A "search" box with a "Go" button and a "Search" button.
- A "toolbox" sidebar with links: What links here, Related changes, Special pages, and Printable version.
- The main content area titled "Talk:Feedback" with a sub-header "Vacation Management Module" and an "[edit]" link.
- The discussion text: "Hello Everybody, I am bose from chenai working as sysadmin and we palnned to use OrangeHrm package for our office in linux server and we wolud looking for openldap authentication in orangehrm is it possibel." (Note: "palnned" and "wolud" are misspellings of "planned" and "would").
- A response from "Senthil": "Here is an answer for your question. OrangeHRM does not currently have a Leave Management module, but we plan to include it in version 2.0. Are you looking for any specific requirements for the leave module? and are there any other modules or features you would like to be included? Pls check the url which shows the Road Map with all the planned future modules to be included in OrangeHRM. http://www.orangehrm.com/hrm/orangehrm_roadmap.html"
- A footer note: "This page was last modified 08:25, 3 May 2006. This page has been accessed 169 times. [About OrangeHRM Disclaimers](#)"
- A "Powered By MediaWiki" logo.

Feedback - OrangeHRM - Microsoft Internet Explorer

File Edit View Favorites Tools Help

Address <http://orangehrm.com/app/wiki/index.php/Feedback> Go Links >>

Comments & suggestions [\[edit\]](#)

Hello, I'm an HR Manager in a Mexican Company and also Manage my own HR Consultancy Company at Guadalajara, Jalisco (MEXICO). I'm very interested on participating with you helping to develop Orange with my feedback and experience. It seems a great idea having this free software to manage my process and I'll be very happy to share my comments, requests and feedback with you.

I have tried your demo and downloaded the application to start evaluating it. It seems very good to manage not only personnel information but career planing and employee development trough the same application. Actually, I started to develop something similar in HTML pages but I don't have databases to keep information updated, so having Orange as my HRM application will help me to make it more easy.

First of all, I'm having some trouble trying to understand the Hierachy Definition and the Company Hierachy. I think that's to make a vertical & Horizontal definition of the company (Levels vs. Areas) but in the PIM Module inside each employee information it seems to have some keywords which don't match once I have created the Hierachy Definitions and the Company Hierachies relating them.

Also, in the PIM module, everytime I want to create Work Experience or Cash Benefits Assigned or any other issue, I allways have to bring up the related employee one by one, instead of having already all them listed and just editing or modifyng the empty information. Maybe it would be better to have the employee database as the main screen and having the rest of the information inside each employee's profile, for an easier management.

Finally, I created a normal user to try the application but the user can only see, edit, etc. his personal information, but the end user can't see his benefits, qualifications, etc. There should be a module for managing vacations, for example, where the final user can register or ask for vacations authorization and the HR Manager can check and authorize them...

I'm available by:

mail: alejandro.cunille@interlatin.com.mx chat (Skype) [acunille_interlatin](#) Phone: +52 33 1057 5256 Fax: +52 33 1057 5252

Best regards,

Alejandro Cunillé Shaadi

Corporate HR Manager Interlatin www.interlatin.com.mx

Bussiness Partner ESPREZZA Consultores www.esprezza.com

Hi Alejandro,

Thank you very much for your posting and valuable feedback.

I agree that the Hierarchy Definition and the Company Hierachy in the present version is a bit difficult to approach. We are presently working on a version 1.2 (see above) where we will make the specifications and setup more logical and easier to use. The company structure will be divided into Departments, Divisions and Locations. In case other types of hierarchy definitions are needed it will be possible to ad them in the

Done Internet

- Time Wasters
- Interruptions
- Knowledge and skills required
- Companies lack the needed technology
- Lack of control
- Reliability
- Security issues
- Cross Cultural problems (both company and geography wise)
- Different technical standards
- Establishing the community (Open Source)

How hSenid has addressed the challenges:

- ✓ hSenid Culture
- ✓ Excellent up-front training and support
- ✓ Active involvement and support by IT
- ✓ Start with small projects that take on more as competence with the technology grows
- ✓ Corporate firewall and security protocols

General ways to address the challenges :

- ✓ Understand Your Business Culture
- ✓ Understand Your Business Processes
- ✓ Understand the Benefits of Collaboration

Important product features:

- ✓ Contact aggregation

Ability to aggregate data from a variety of data sources and present it in a single interface

- ✓ Presence-enablement

Present the availability status of all individuals across an enterprise in real time

- ✓ Support for multiple presence sources

- ✓ Security

- ✓ Ease of use

- ✓ Ease of administration

- ✓ Flexibility

- ✓ Reliability
 - Reliability of the collaborative tools. E.g Audio/Video conferencing tools and the communication links
- ✓ Security
 - Security of some of the collaborative tools is still not sufficient
- ✓ Technology
 - Further enhancement and availability of the technology

- Strong growth is expected to facilitate collaborative processes
 - The use of document/content management (36%)
 - Collaboration-specific technologies (52%)
- The most critical capabilities necessary for collaboration includes;
 - Configurable security levels
 - Context-sensitive search
 - Integration with e-mail
 - Project status and reports
- All types of organizations share a growing focus on improving collaborative processes

For more details on Open Source and OrangeHRM, visit

<http://orangehrm.com/app/wiki/index.php/>



Thank You

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