



nix
UNITED
Case study

Staff Management – System for Outstaffing Employee Management



Business domain
Business Automation Solutions, HRM



Project type
Web platform



Technologies
Java, Angular

Business overview

The aim was to create highly-efficient ERP platform.

The client is a global company that provides outstaffing employee management services and software for large enterprises. Their existing platform wasn't scalable enough for a growing number of users, so the company faced the need to reinvent the existing solution.

NIX United was chosen as a proven software partner to develop a holistic multi-functional SaaS staff management system that would automate enterprise processes and enhance workflow. It had to be a multi-functional system, covering the needs of all stakeholders in the workforce ecosystem—including HR, procurement leaders, managers, workers, and suppliers.

Project Scope

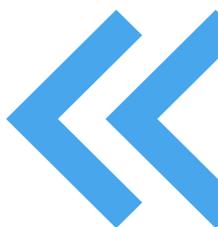
Our experts needed to develop a comprehensive multi-functional and multi-level web system aimed at several categories of end-users. Also, the staff management system had to process vast amounts of data daily and had to be scalable enough to support multi-tenancy.

NIX team's scope also included integrations with numerous third-party services such as:

- E-signature of documents in the system
- Human resource management systems (HRMS)
- Real-time chat systems

The system provides rich functionality to perform three main tasks:

- Search for and recruit new staff
- Process invoices for completed work and manage the employee's reports
- Provide 24/7 support for all user roles



Solution

The NIX United team created a comprehensive and scalable SaaS system for efficient staff management, able to process rapidly large volumes of data coming from different sources. The sophisticated branched UI allows users to customize 90% of the application's features based on each individual customer's needs.

SaaS platform functionality can be divided into three primary sections:

- **System for managed services**

It provides instruments to efficiently work with a vast supplier network to source the best talent and provides capabilities for centralized management, automated candidate monitoring, and remote support.

Since the information comes from numerous candidate selection services or is uploaded by candidates themselves, we needed to standardize data input from third-party sources for more efficient data processing. NIX engineers developed a custom machine learning algorithm that would parse data in different formats and convert them into one standard format for further processing and management.

- **Third-party payroll**

It allows performing employee pay, calculating payroll taxes, and withholding social security and pension contributions.

- **Contractor compliance filtering system**

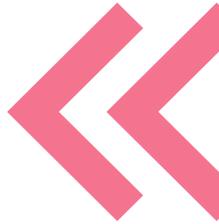
It allows meeting employee compliance requirements securely, supporting companies to help differentiate their offers by setting qualifications at the right level and delivering credible assessments.



Solution

Furthermore, comprehensive QA testing played a significant role in the development process of such a multi-leveled system.

QA engineers performed requisite system analysis to prevent all bottlenecks at the initial stages, which allowed us to identify and eliminate shortcomings in the requirements of the planned functionality long before they become real problems.



Outcome

SaaS platform for automated outstaffing management.

The client now has a scalable and robust SaaS platform that is highly configurable and satisfies the needs of even the most demanding clients, providing efficient ways for automation and enhancing the way outstaffing is done.

The platform helps to increase visibility and simplify search, recruitment, and payment processes for small businesses and large corporations, as well as bring all these activities to one place. In turn, recruiters can compete within the application, offering the hiring company the most profitable conditions.

Tech Stack

JavaScript, Java, Angular, Jenkins, Selenium Server, Confluence, JIRA

Team

54 experts

- Project Manager
- 4 Business Analysts
- 43 QA Engineers
- 3 QA Automaton Engineers
- 2 DevOps