

Case Study

Modernizing Desktop Based Compensation System to Address Changing Business Needs

Replatformed from VB.net to PHP based application



Business Requirement

Converting complex business rules from desktop based compensation system to a web-based system to tackle both functional and non-functional requirement

Handling mismanaged and un-normalized legacy database to migrate in web-based format

Structuring the ad-hoc process of complicated and decade old system as per the current needs

Creating seamless co-ordination and syncing of data to integrate with different systems

Ensuring minimum front-end changes to provide a similar experience of existing systems in a web environment



Our Solution

Analyzed existing desktop application's business processes, code, reports and recommended Zend Framework seeing the extensive customization scope and the future potential of this type of solution

Designed web application architecture, database architecture, and technical processes and converted the existing desktop-based application to a new generation cloud-based (SaaS) product.

Developed modernization techniques for each functionality and built web-front to match with desktop GUI

Stronger security & scalability and optimized for higher performance



Technologies/Tools



Zend Framework



Apigility



Java Script



Selenium



Business Impact

Accurate and reliable salary and compensation planning tools based on current market data

Help organizations to decide the right compensation— neither overpaying nor unpaying

Increased staff retention and productivity and reduced HR administrative expense

Improved ROI on human capital

