

Solving Talent management issues of HRs in minutes with an amazing yet simple CakePHP solution



Client Business Description

ForecastHR is a New Jersey-based team of HR and IT professionals turned entrepreneurs with work experience across the globe. The team realized that current human resource software available in the market mostly focuses on improving or organizing existing processes but do not really provide effective talent solutions or address overarching business problems. So they decided to build a holistic **workforce planning solution and talent management system** that can provide **insightful analytics** for quick decision making by business leaders.

Company Background

ForecastHR approached Beyond Key to develop a web application which had a simplified workflow with a clean interface and a highly flexible tool that was easy to be used by different level of employees in the organization. They wanted to help **Human resource managers** and **senior people** of the organization to have an **Intelligent workforce analytics platform** where they could easily decide on their resource needs of the company. The platform was required to be **hosted on the cloud** and must have a **capability of integrating with any existing HR platforms**.

Our Solutions

ForecastHR is a talent management and workforce planning application that connects talent with opportunities within an organization.

- ◆ The system has Primarily 4 types of users with varying access levels.
- ◆ HR Admin has access to various features like post requirements, bulk upload of CV files, search employee on skill base etc.
- ◆ Dashboard with various reporting features likes Talent management, employee rating, technology updates, matching job requirements as per person specific skills and their aspirations etc.
- ◆ User access control: employee have access to view posted requirement, link profile with LinkedIn.

How we helped

BeyondKey understood the key idea of the client that was to build a “**talent management and workforce planning software**” within the organization. So we suggested building a website with four different role types and a decent dashboard with various usable reports for admin & managers. It is a one of its kind application that empowers business managers to **quickly search, compare and connect** you with the right talent at the right position, visualize and build scenarios, predict future needs and anticipate risks—all from a single, easy-to-use interface. The application also helps you retain your best talents and turn jobs into careers.

Technology Used

- ◆ CakePHP 3.4.3
- ◆ MYSQL
- ◆ bootstrap
- ◆ JQuery
- ◆ Ajax



Results

ForecastHR is a successful solution implemented in the various organization for recruiting employee within an organization, it provides opportunities to their internal talent leading to talent retention and motivation. Human resource personnel 's have complete authority over the portal to access employee profiles with a subsequent rating scale. They also have access to an analytical dashboard which gives a detailed report of workforce requirements.

To list down some of the crisp features of our web portal:

- ◆ A dynamic and responsive website which allows admin and other roles different user access permissions and actions. Can be easily integrated and synced with any existing enterprise software.
- ◆ Hosted on a secured cloud with isolated databases for an enhanced security system.
- ◆ Generates real-time analytics to make the right staffing decisions.
- ◆ Flexible software pre-loaded 40,000 + professional skills.
- ◆ Bulk CV upload functionality on time of setup
- ◆ An employee can also access the portal with their login credentials and upload CVs.

Refer Screenshots below

Screenshot: Talent Dashboard

