

Case Study

HR Management System Modernization

For a Venture Capital Investor to Simplify the Employee Insurance Benefits Process

PROJECT OVERVIEW

The VC firm was on the lookout for legacy application modernization of its existing human resource management software (HRMS). It could serve as a single interface between the firm, organizations, employees, HR team & benefit health insurance carriers to streamline employee benefits enrolment and administration tasks.

 <p>Capability</p> <p>Product Engineering</p>	 <p>Industry</p> <p>Fintech</p>	 <p>Country</p> <p>US</p>
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KEY FEATURES

The re-engineered human resource management software solution helped streamline the employee benefits and enrollment processes while optimizing related components.

▶ Centralized cloud-based system

Centralized & easy access to Third Party Administrators (TPA), general marketing agencies (Brokers), and employees to streamline benefits enrollment and administration tasks

▶ Increased transparency

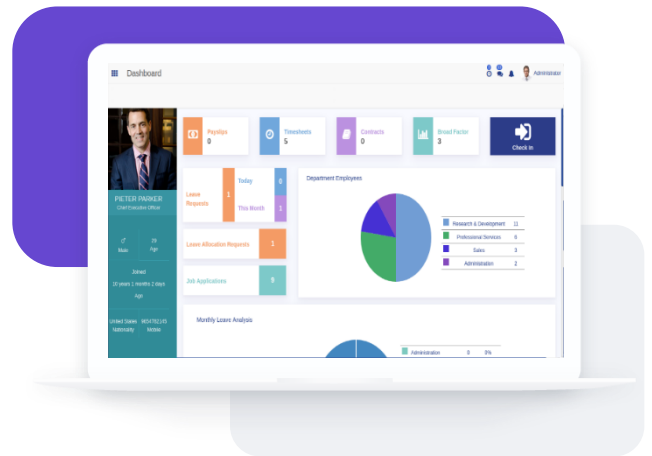
A single interface between the organization, employees, HR team and benefit carriers

▶ Smooth user experience

Facilitates users to enroll in benefits swiftly, view current benefits, and make necessary changes

▶ Documentation Availability:

Reduced documentation complexity by integrating the rule repository platform for review and finalizing



CHALLENGES

- ▶ Unstructured code base for the legacy application developed 15 years back
- ▶ Lack of Multi-tenancy support
- ▶ Manual intervention for data transfer
- ▶ Difficulty in managing concurrent users on the platform
- ▶ Poor app performance
- ▶ Lack of detailed documentation

SOLUTION

The unified HRMS solution on the cloud was reengineered by utilizing AWS. It enabled the smooth flow of information with a standard workflow, seamless integration across multiple stakeholders with online reporting, and absolute data security.

Application Analysis

Our specialists analyzed the existing system functionality and identified potential issues on the go with their insight-mining expertise. The revamped solution today supports multiple use cases including rule extraction, PII data discovery, defect impact analysis and more

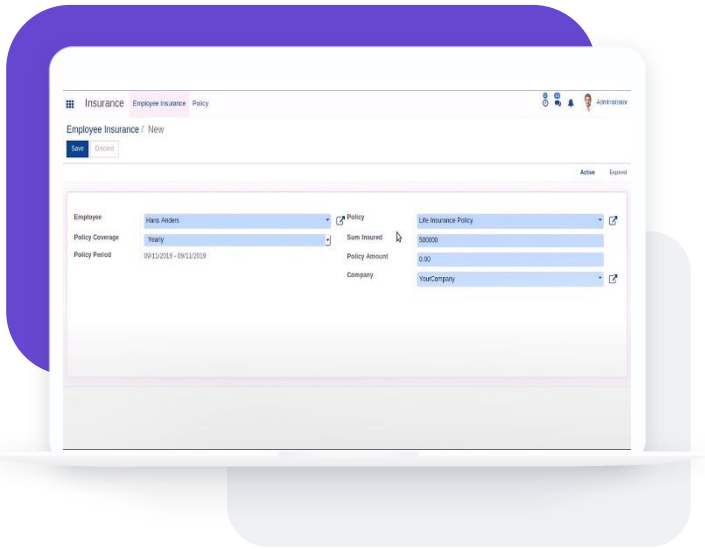
Centralized Repository

Our team worked on the removal of unnecessary sections of legacy code such as comments, dead codes and more. We created a repository that holds source code and extracted rules and analysis reports for future reference



Integration Capability

Enhanced application capability by merging it with third-party healthcare platforms to leverage advanced features while maintaining the user's record accurately



TECHNOLOGIES & TOOLS



BENEFITS

4x

increase in system efficiency

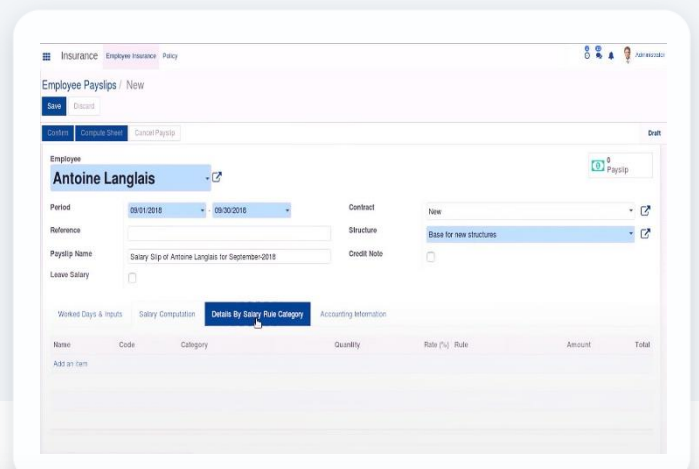
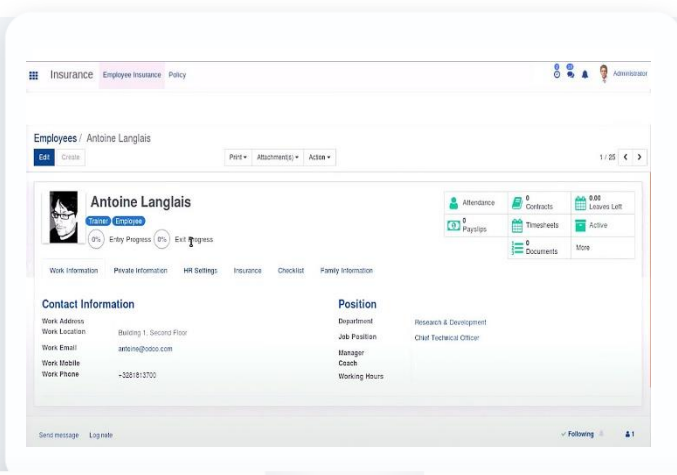
100%

automation of employee benefit options with secured data transfer

26%

increase in operational efficiency with seamless UI

PROJECT SNAPSHOTS



ABOUT RISHABH SOFTWARE

We are a global provider of enterprise-grade web, mobile, cloud, and analytics solutions. As a CMMI Level 3, ISO 9001 and 27001 certified software development company, we have two decades of service excellence delivering 1000+ successful projects globally, including the USA, UK, Europe, Middle East, and Australia.

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