

Client: Bleuphish Technologies
Project: Human Capital Management Solution**Project Dates: August 2004 – March 2005**

The Application Infrastructure is a structured communication mechanism developed to capture product delivery transactions within an enterprise. The application was developed as a plug-in to Microsoft Outlook.

Customer Profile

- Bleuphish Technologies

Approach

- Human Capital Management Solution

Technologies

- .Net
- SQL Server
- Crystal Reports
- MS Outlook
- Windows Advanced Server 2003
- IIS

Solution

To address this need, Bleuphish Technologies developed and deployed a Human Capital Management Software Solution (HCM), which enables all employees in a company to keep track of their conversations and commitments on product delivery transactions (PDT) as well as the deadline for their deliverables. The HCM solution also gives HR and Management clear visibility into all the activities that are occurring within the enterprise. The solution also captures best practices and intellectual capital and serves as an employee's performance dashboard for the organization.

Features of the Human Capital Management Software Solution

The HCM solution includes:

- A single form for requesting PDTs and indicating PDT's status
- Notification of PDTs, upcoming due dates, changes in state (requested, rejected, withdrawn, rework, closed.....)
- A database to capture all PDTs and a chronological record of all changes
- Reporting tools for gathering metrics

Situation

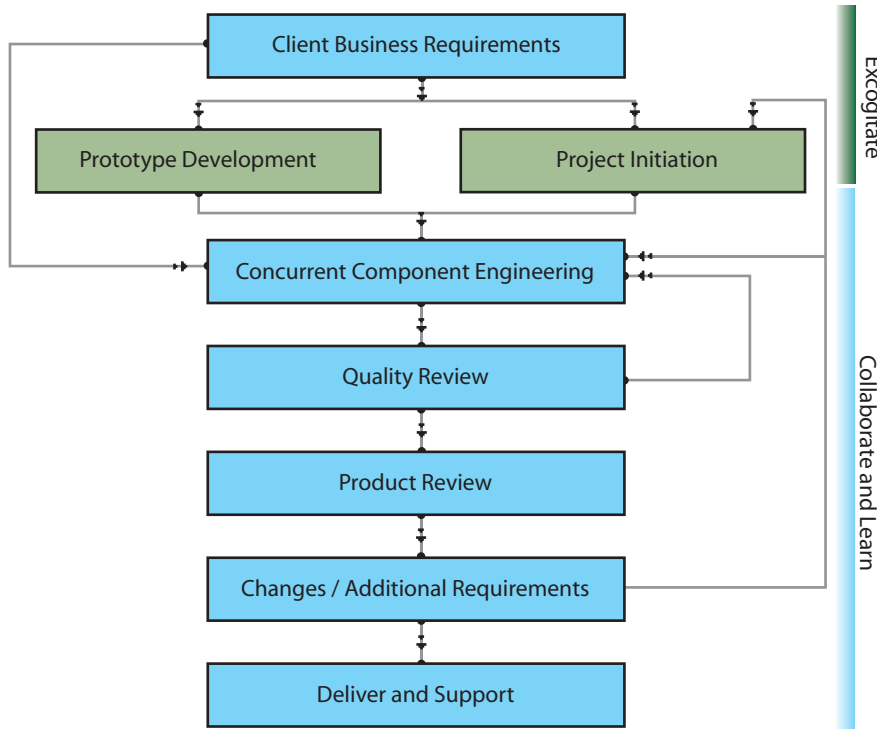
In a typical organization, a work product is requested through various means, ranging from a formal request to more informal modes such as hallway conversations and emails. For example:

Bob: Susan, can you get me that document by Friday? or

Jane: Mark, can you prepare the account statement before this week end?

The challenge with these types of requests is that the HR Department and Management does not have clear insight on work status, **Social Capital Mapping** (who is working with whom) or employee performance metrics. These situations also fail to capture intellectual capital and best practices that evolve during these types of ongoing projects or transactions.

The application infrastructure was built with Salzer's Adaptive Product Development Framework (APDF). This framework allows for future enhancements and changes. APDF serves to improve decision making at all levels of the organization through powerful and flexible analytics capabilities that cover enterprise - wide functions - information asset management, product safety, product quality, and maintenance management.



Benefits

The benefits of implementing the Applications Infrastructure include:

- Greater likelihood of on-time and on-spec delivery
- Non repudiation of tasking
- Effective internal resource management and succession planning
- Skills Inventory and expertise development of resources

About Salzer Technologies

Salzer Technologies is a global offshore outsourcing firm with offices in Chennai, India and in Northern Virginia in the U.S. The firm is a pioneer in providing effectively knowledge management and business intelligence solutions to leading organizations. The Salzer methodology is driven by a Transparent Offshore Model™ (TOM) that is based on 3Cs i.e. : collaboration, communication and currency. Salzer Technologies approaches projects from the point of view of Information Worker Integration™ (IWI). They focus on developing solutions from the user's perspective, delivering relevant and critical information in the context of what information workers need to know - now. Salzer developers use a proprietary assembly-unit platform, called Solutions Development Fabric™ (SDF), to create tailor-made business applications in a faster and less expensive way to meet business objectives. The Adaptive Product Development Lifecycle™ brings products to market in a personalized manner, helping companies offer services designed to meet individual's unique needs. That's the Salzer way. Connecting resources through an optimal combination of people, tools, technologies, methodologies and process expertise - with the goal of satisfying client needs.

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