

EDITION
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iTS iTechnoSol Inc.

PROJECT OVERVIEW

Performance appraisal system for an Indian services company

Quarterly objectives set, approved and rated on the web, with a team summary for second-line managers.



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CLIENT

An Indian services company

INDUSTRY

Operations and logistics

PLATFORMS

Web

THE REQUIREMENT

The company ran a quarterly objectives cycle. Employees set objectives, managers approved them and later rated them as percentages. It needed one place for this cycle, with reminders and a view for senior managers.

WHAT WE BUILT

We built a web system for the quarterly objectives cycle. Employees set objectives and criteria and submit them to their first-line manager, who approves or rejects them and later rates each one. Second-line managers see a summary for their team. Email and in-system alerts move each step along.

THE OUTCOME

Each employee's objectives, approvals and ratings sit in one record per quarter. Second-line managers see their team's summary without collecting it by hand.

What it does

In short: objectives, approvals and ratings per quarter.

✓ Objectives and criteria

Employees enter their objectives and success criteria for the quarter.

✓ Percentage ratings

The first-line manager rates each objective as a percentage.

✓ Alerts

Email and system alerts tell each person when it is their turn to act.

✓ Manager approval

The first-line manager approves or rejects submitted objectives.

✓ Team summary

Second-line managers view the objective summary of everyone below them.

BUILT WITH



React



Node.js



Express.js



MongoDB



AWS



GitHub Actions



Git

PLATFORMS



Web

SERVICES



Web application development



Workflow automation



Custom software development

How a project runs

The same four stages for every project, with working software early and the option to stop after any stage.

STAGE 1

Audit

We map the current process and agree on a first release.

STAGE 2

Trial

A working version on your data before the full build.

STAGE 3

Build

Weekly working demos, integrated with your systems.

STAGE 4

Go live

Rollout to one team, then company-wide.

INCLUDED IN EVERY QUOTATION

- ✓ Written scope with dated milestones
- ✓ Testing before delivery
- ✓ Documentation for your team
- ✓ Weekly working demo
- ✓ Code in your repository from day one
- ✓ Free bug fixes in the warranty period after launch

OUR PROMISES

- NDA before anything
- You own all the code
- Your first call is with a founder

Planning something similar?

Send us a few lines about your project. A founder replies within 4 business hours with an indicative cost and timeline, free and with no obligation.



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