

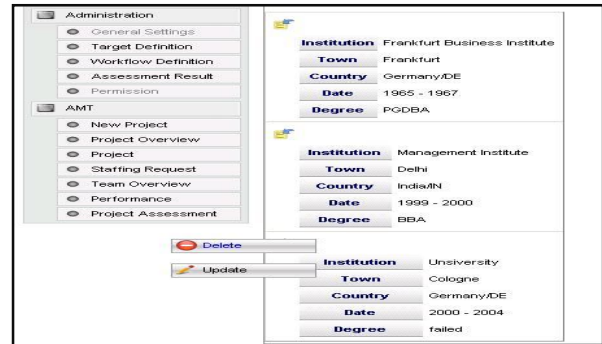


# Resource Management Administration

## Executive Summary

How would you feel if your company runs into a loss due to improper management of resource? How would a company categorize resource on the basis of their performance? Think of the complexities involved in managing company's resource. Visualizing this objective in mind, our client decided to update their existing website that will allow them to better manage their resource.

The client wanted a few modifications in their website with various new modules to be implemented to encapsulate each possible ways to better manage resources. The website had, three main parts – Administration, Master Data and AMT as proposed by the client. They had few existing issues with their website for which they were looking for solution. These were poor performance, confusing GUI, no error handling, missing warning/confirmation message prior/after updating of database and unnecessary link buttons. They were a bit skeptical about the ability and performance of Mindfire Solutions. But, after few discussions, the client could very well make out the potentiality of Mindfire's techies. Mindfire Solutions delivered them with a solution in time which was far beyond their expectations.



## About our Client

**Client** Software Consultant | **Location** NRW, Germany | **Industry** Software Service Provider

## Business Situation

The client had an existing website that allows them to manage their resources. This website had three main parts – Administration, Master Data and AMT. Administration is for the company administrators, Principals, CEO, and Directors etc. Here they can define the company, division and Individual level targets. Workflow Definitions list the complete hierarchy of the Institute. It also allows the company owners to view the assessment results for each and every employee in the company. The Master data module allows each employee to save information about them. They can manage personal profile settings and personal master data. AMT manages all the information Project wise like Adding a new project, View all the resources allotted a currently running project, view the project assessment, performance etc.

Their website had certain issues in an existing page which were influential in poor resource management. These issues were:



- Poor performance
- Confusing GUI
- Missing/no error handling
- Missing warning/confirmation message prior to or after an update in database
- Unnecessary use of link buttons that increased post backs.

They also had requirement of adding new features to their website which would probably increase their chances of managing resource well and also categorically figure out performance of their employees.

### *Solution Details*

#### **The Mindfire Solution**

When the client spoke to one of the representatives of Mindfire Solutions initially, they were amazed by the way their queries were answered by a non-technical person. Believing on what the representative said, they agreed upon a teleconference with one of the Project Managers. After listening to the requirements of the client, our Project Manager discussed with them about a few possible ways to avoid complexities. They were so much impressed with the approach that they immediately approved the project to Mindfire Solutions.

Mindfire's team of developers understood the technical details of the project, reviewed the existing website and started working on the necessary areas. The existing skills and education page of the Master Data Module was touched upon to start work with. Few problems noted above were resolved. The solution provided to these problems has been listed below.

1. Poor/No Error handling: The website had almost no handling especially at the time of data entry. We added proper validations with warning messages for the users to know what exactly needs to be entered. All the validations were added using JavaScript to avoid any unnecessary post backs that make the page slower.
2. Warning messages were added before "Delete" to make sure the user wants to delete.
3. Confusing Look and feel: The GUI (Graphical User Interface) or in simple terms the look and feel of the form was very confusing to a new user. Messages and colors were added to guide the user. Given below is the original Skills Methodical Page.
4. The radio buttons indicate the skill level of an employee and every time a user checked a radio button the complete page updated. This made the performance very slow and it was also hard for the user to remember where the skill has been updated. Our New Design made the page faster and more user-friendly.  
Every time the skill level is changed the particular row is highlighted and the user can finally hit update to save all skill levels.



- 5. Slow Performance: The major problem with the page was its slow performance. The Skills and Education page had several accordions that opened several different user controls and all of these were placed statically on the aspx page. Every time the page refreshed all the controls were loaded again and that made the Page very slow. User controls were dynamically placed to improve performance of the website. Also there was absolutely no use of client side scripting. A lot of events were changed to client side functions to avoid unnecessary post backs.

### Achievements

The end result delivered by Mindfire Solutions, was something that helped the client meet their objective. Their major focus to better manage resource was achieved. On top of it, they had a more stable website with proper exception and error handling. Better look and feel made the site much easier to use. Improved performance of the skills and education page was achieved by dynamically placing the user controls and proper use of JavaScript minimized post backs.

### Technologies

ASP.NET, C# 3.5, SQL Server 2008, JavaScript, AJAX

### Final Results Software System

Images provided below are some of the features developed by technical team of Mindfire Solutions.

The screenshot shows a web form titled "Insert Experiences". It contains several input fields: "dtFrom" (Year: 8887, Month, Day), "dtTo" (Year, Month, Day), "Project title", "Town", "Country" (Aaland), "Company", "Function", "Main Task", "JobType" (other), "Practical" (not selected), "VWork" (not selected), and "Specialized Field" (not selected). A "Windows Internet Explorer" error dialog box is overlaid on the form, displaying a yellow warning icon and the message "Year cannot be left blank" with an "OK" button. At the bottom of the form are "Save" and "Close" buttons.

The screenshot shows a table titled "Skills Expert Knowledge". The table has a header row with "FachwissenDetail" and "Delete Knowledge". Below the header, there are five rows of data, each representing a skill category. Each row has a "Delete" button and five radio buttons labeled 1 through 5. The categories are: Personnel Planning/Controlling, Personnel Development/Training, Leadership Management, Cultural Audit, and Organizational Design. The table is part of a larger system, as indicated by the "Experience International" label at the bottom.

FachwissenDetail	Delete Knowledge	1	2	3	4	5
Personnel Planning/Controlling	Delete	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Personnel Development/Training	Delete	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Leadership Management	Delete	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Cultural Audit	Delete	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Organizational Design	Delete	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Corporate Governance	Delete	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>



Fachwissen/Detail		Delete Knowledge				
Portfolio Analysis	Delete	1	2	3	4	5
		<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Strategic Planning	Delete	1	2	3	4	5
		<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Corporate Planning Process	Delete	1	2	3	4	5
		<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
Strategic Controlling Performance	Delete	1	2	3	4	5
		<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Riskmanagement	Delete	1	2	3	4	5
		<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>



### Customer Benefits

The client could very well meet their aim of managing resources in a more efficient way. Also, better look & feel and improved performance of the website were instrumental in providing success for the client.

### Future relationship

The client was very happy with their engagement with Mindfire Solutions and provided us with a new project which included the same team and two other developers.

