



zoSuite

A HR Solution

The Suite of applications which gets you going right away!

White Paper

May 2002

Copyright 2002 by ONTRACK SYSTEMS LIMITED, INDIA

All rights reserved. No part of this publication may be reproduced, stored in a retrieval system, translated, transcribed, or transmitted in any form or by any means, without the prior written permission of Ontrack Systems Limited.

zoSuite, zoPay, zoCash, zoTax, zoFlex, zoLoan, zoLeave, zoServ, zoJobs, zoEval, zoOffice, zoTime are registered trademarks of Ontrack Systems Limited, India. Oracle is a registered trademark Of Oracle Corporation. MS SQL Server, Visual Basic, Visual C++ and Internet Information Server are registered trademarks of Microsoft Corporation. Zope and zServer are registered trademarks of Zope Corporation. MySql and Apache are registered trademarks of Apache Inc. Python is a registered trademark of Python Corp. All other product names or brand names are trademarks or registered trademarks of their respective owners.

Ontrack Systems Limited
India Development Center
276B, Lake Gardens
Kolkata – 700 045
+(91) 33 417 8434/35

email: ospl@vsnl.com
web site: www.ontrackindia.com

zoSuite web site: www.zosuite.com
zoPay application service: www.zopay.com

Purpose

The purpose of this white paper is to discuss in brief the technology used for the zoSuite, the performance issues and how it is handled and the functional aspects of HR practices, which are covered in zoSuite.

Introduction

Ontrack has been toiling for years on gathering facts about what all features are to be included into a suite of applications, which would make it flexible enough to handle any HR requirement, while it would be simple enough for even a layman to operate. The result is zoSuite.

Name

The word "zo" is a Dutch word. It stands for "right away." The zoSuite is the ideal tool to start implementing any HR practice right from the word go. The vision is to make it the final word in HR solution. Hence the selection of the alphabet "z." This solution is planned to run on another enterprising open source product called Zope.

Logo



Technology

zoSuite implements a three-tier architecture comprising of a presentation layer, a business layer and a persistent data layer.

The presentation layer uses asp scripting with extensive use of Javascript as a client-side scripting tool. The business layer is written using VC++ and VB COM+ components. A robust server on an RDBMS forms the persistence layer.

In the back end, Oracle 8i and SQL 2000 is supported currently. The front end has been written with JScript specific to Internet Explorer 5.5 or above and all the features may not work on any other browser. The XML technology has been used extensively to cater to the demanding needs. DHTML has also been used freely. For database access, Microsoft ADO ver 2.6/2.7 is being used for both asp as well as the COM+ components.

The suite is currently being re-written in open source environment, which would give the customer a freedom from database and OS licenses. Linux is the choice as the operating system (SUSE), the business logic will be on a Python/Zope combination while the front end will be using DTML. Javascript and JScript will continue to be used.

Functionality

zoSuite comprises of the following applications, which form integral part of it:

- zoPay – full featured payroll along with all payroll related statutory reporting
- zoCash – for reimbursements tracking and linking with payroll
- zoTax – Income tax module catering to Indian requirements
- zoFlex – For CTC auto breakup and flexi pay scenarios
- zoLoan – For complete tracking of all loans given to employees
- zoLeave – For complete leave accounting
- zoServ – For service book and post employment issues
- zoJobs – For pre-employment and recruitment related activities
- zoEval – For goal setting, KRA appraisals, manpower budget analysis, increments & decrements and other employee quality evaluation techniques
- zoOffice – For circulars, minutes, office orders, documents and other things related to collaborative work
- zoTime – caters to attendance system and its linking with service book, leaves and payroll

Please refer the zoSuite detailed feature list for further information on features of each of these applications.

Release plan

The following applications are already released and are available within the current suite:

- zoPay
- zoCash
- zoTax
- zoFlex
- zoLoan
- zoLeave

The next major release (September 2002) will contain the fully functional version of the following applications:

- zoServ
- zoJobs
- zoFlow

The subsequent major release (December 2002) is expected to contain the fully functional versions of the following:

- zoEval – For goal setting, KRA appraisals, manpower budget analysis, increments & decrements and other employee quality evaluation techniques
- zoOffice – For circulars, minutes, office orders, documents and other things related to collaborative work

zoTime has been planned to be introduced by July 2003.

The release plan for open source environment will be mentioned in a separate white paper to be released shortly.

General features

- ⇒ Light weight – Pure thin client using asp and html
- ⇒ Cutting edge – net enabled and browser based, supporting VPN
- ⇒ Robust –VC++/VB Dlls running in the middle tier on COM+

- ⇒ Secure – data secured through the business logic
- ⇒ Multi-tier – business logic in middle tier, enabling easy upgrades for changes
- ⇒ Bandwidth friendly – client runs on 14.4 kbps dial up connections.
- ⇒ User-friendly – Interfaces designed by professionals to deliver the maximum ease of use
- ⇒ Maintenance free – back end maintained thru single script, no maintenance at client end because of thin client
- ⇒ Flexible – User configurable everything with option to implement any level of organizational hierarchy in data
- ⇒ Budget friendly – low cost of installation per user
- ⇒ Eco friendly – Helps in building a completely paperless green office
- ⇒ Contingency secure – 24/7 support thru email/phone. On-site visit within 48 hours within India.

Features - Special mention

The following features require special mention:

- Option to print reports in text mode and in graphics mode
- Option to preview reports before printing
- Client side direct printing even for text reports
- Compatible to SAP and Oracle Applications (11i)
- Easy import for almost any kind of data – helps in bridging with legacy systems

Performance

The performance of the application is tuned in such a manner that any standard response would not take more than what the international standards are. For longer processes, which are fired as routine batch work, the invocation process is asynchronous and a regular update about the status and progress is available on the presentation layer.