

Employee Pages

Corporate Transparency

EmployeePages - the next generation Corporate Directory

Corporate Directory representing organization with Chartview or Treeview for more corporate transparency.

Employees need a user interface with all relevant and exact information. With a Corporate Directory and the visualization of all organizational changes in a chartview, the organizational structure become more clear, transparent and personnel.



Which functions will this corporate directory offer to you?

- Staff directory
- Employee-profiles
- Department-profiles
- Project-profiles
- Employee-lists
- Department-lists
- Project-lists
- Locations
- Hierarchical of the organization
- Chartview of the organization
- Export data to PDF and PowerPoint

What can EmployeePages do for you?

EmployeePages solution addresses different aspects:

- Corporate transparency:
 - Mapping of the organizational structure (hierarchical view), allowing visitors to browse the organization along reporting lines
 - Mapping of the functional responsibilities (matrix organization), allowing visitors to browse the organization along functional descriptions (who does what)
 - Listing of teams and project groups, allowing visitors to identify contact persons
- Knowledge management:
 - Creating of person and department profiles, with keywords interlinked
- Skill management:
 - Recording of hard & soft skills, allowing visitors to identify people with special skills
- Data consolidation / synchronization:
 - The EmployeePages offer multiple options and interfaces for data synchronization with other data sources, e.g. address books or organization directories and therefore help to prevent inconsistent and out dated information.

All of our reference projects emphasize different aspects of the EmployeePages. Over time additional business value will be generated through the realization of the other aspects.

The key benefit of the EmployeePages is an easy identification of departments, teams and colleagues. It delivers

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a unique overview of the multitude of employee data, promotes interdepartmental transparency; disseminate knowledge that was previously inaccessible, and thereby enriching the intellectual and intangible wealth of the company. TIMETOACT EmployeePages reduces time an employee needs to find a contact or person related information and information regarding the company's organizational structure and hierarchies.

TIMETOACT has comprehensive experience with the deployment of EmployeePages projects in larger corporate settings.

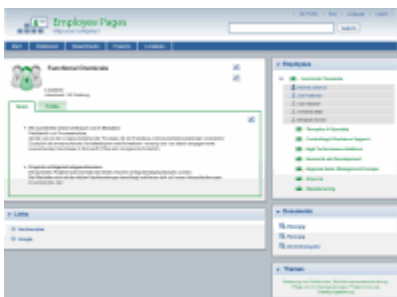
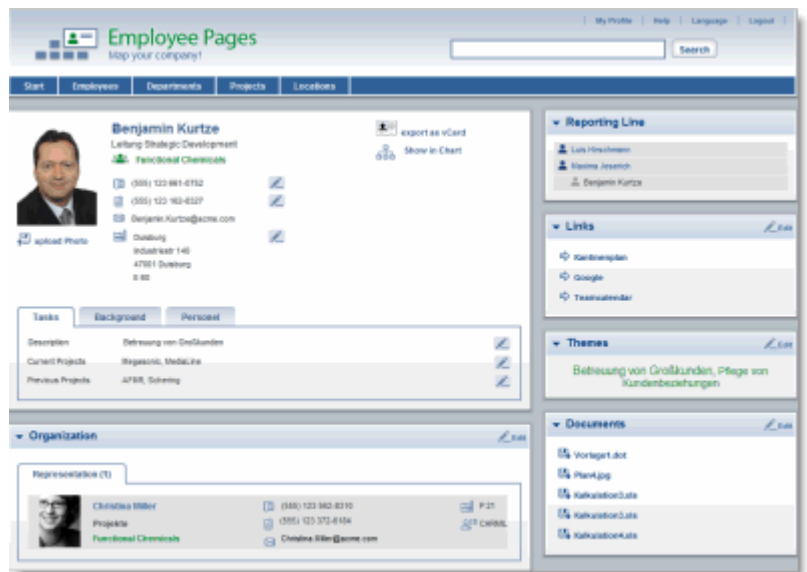
Online Demo [TIMETOACT EmployeePages>>](#)

How do EmployeePages work?

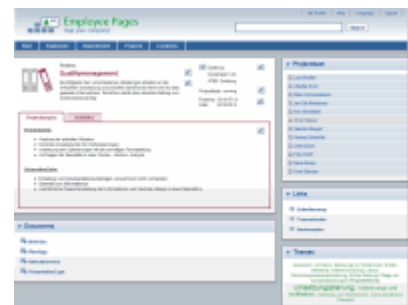
Employeeprofiles, Departmentprofiles and Projectpages

TIMETOACT's EmployeePages is a comprehensive directory of organizational units and employees with a rich complement of research and maintenance features. (www.employee-pages.com)

On the different profile pages every information concerning to employees, departments and projects can be found. Essential information like contact details for employees or current news for departments are directly displayed on the detailspage. Additionally there are many widgets, that can be individually placed on the different sites. So every page only contains the needed information.



Departmentprofile



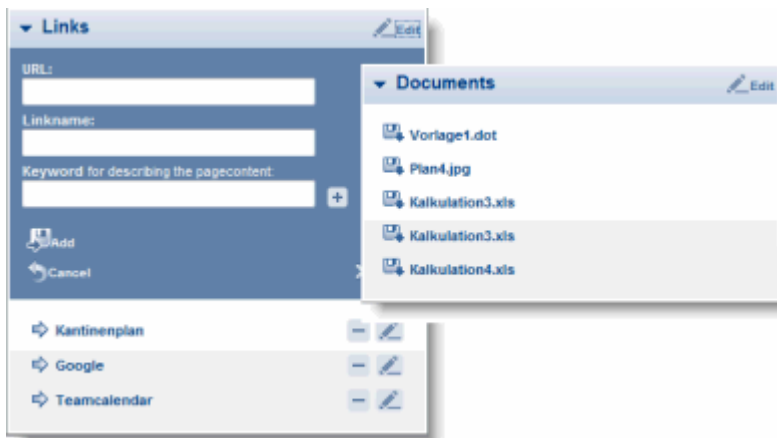
Projectpage

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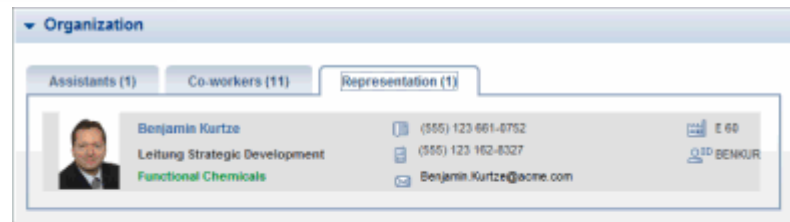
Widgets of Profilepages

Additional information are displayed in widgets. These are common ui elements that can be reused on the different profile pages. So in the frontend the ui element is the same but the data is still other. It is possible to show links or other data like documentations, presentations etc.



Links- and Documentswidget

The organization widget show deputies, assistants or colleagues of a person. The visitor gets a quick overview of all people who are working with the current person. On a department- or projectpage the members are listed in the employee widget. This allows a quick overview of contact person to different scopes.



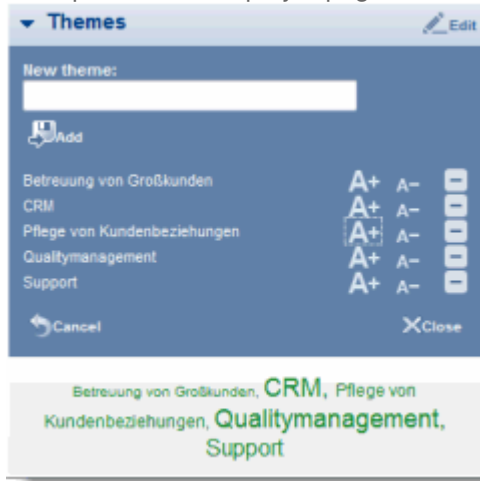
Skillmanagement with individual tag cloud

Tagging becomes more and more important next to documents and links also person can be tag themselves. So visitors will get a quick overview of skills of a person by their tags. In the EmployeePages the employee can create his own tagcloud. Concerning to his skills, he can display tags smaller or bigger. Based on his skills everybody can quickly find experts to different topics. The tags

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of employees will then be displayed again on department- and projectpages.



Creation and maintenance

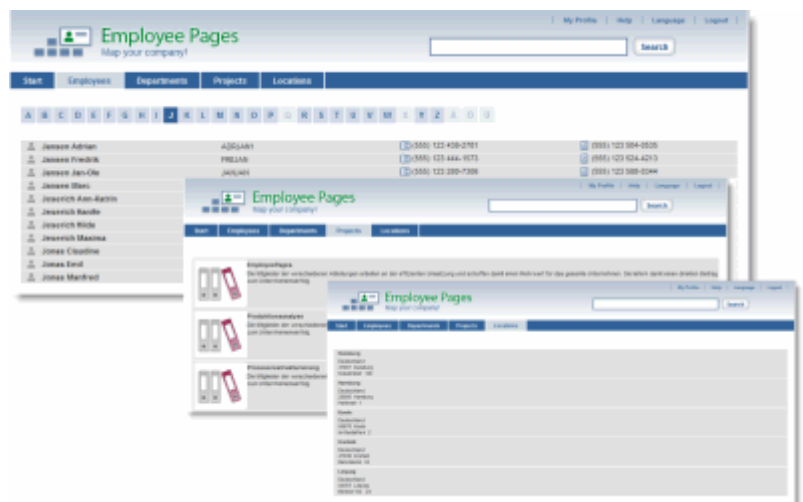
Existing staff directories can be integrated. Synchronization with Domino Directory, SAP HR (HR-OCI) and CSV-files has already been realized. Employees have the ability to create and maintain additional information about themselves. For example: upload a photo, current projects, stand-ins, favorite URLs, special knowledge or skills could be added.

Self-Editing options and rights management allow the creation and maintenance of data in the most flexible way. Editing can be done using the web browser, with web 2.0 technology an easy and intuitive maintenance is possible.

Organizational view- and overview

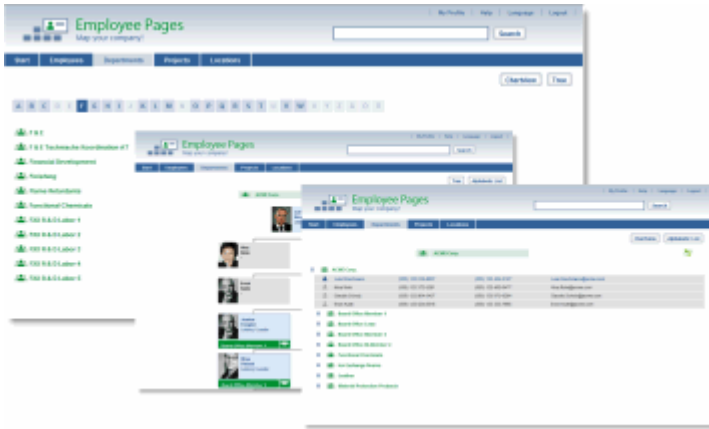
Part of an organization are employees, departments, projects and locations. EmployeePages offer different views for all these data, starting with the small search field in the header and alphabetical overviews up to chart views displaying the whole organization.

Next to the alphabetical overview of departments, these are displayed as a structured chart view or tree view. "Surfing" through the corporate organizational structure is a snap. Superordinate corporate functions can be accessed directly through path ("breadcrumb trail") navigation. Subordinate functional areas can be "unfolded" (stepping through the various levels) or be displayed independently as individual sites. This allows a quick overview about affiliation of persons and departments. The current view can be exported as a Excel- or PDF-file.



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Organization charts

The organization chart module makes the visualization of your company easy and comfortable. Your employees get access to up-to-date organization charts and information about persons, positions and organizations. No more manual, time-consuming drawing of organization charts with Visio, PowerPoint or Word! On the basis of the organization data within the EmployeePages and using web 2.0 technologies, organization charts are created automatically within your browser. No plug-ins, applets or additional software is required! The generated organization charts can be printed, viewed with any browser and meet web-standards through valid HTML code. With the ability of exporting the organization charts to Microsoft PowerPoint your presentations will always contain up-to-date information about the company structure.

For easy navigation large organizations are wrapped into sub-charts. The smart caching feature facilitates the navigation. Need more information about a person? Use the business cards to get additional information e.g. contact details, CV and reporting line. All elements within the organization chart are customizable: To comply with the corporate identity and other existing organization charts within your company, line colors, shading effects, border style and backgrounds are all adjustable to your requirements.

Finding people

EmployeePages provide various search options. From every view you can start a search with the quicksearch field. Too many search results are displayed on different sites (Paging), this concept exists for every overviewpage. To qualify search results for every result it will be shown in which attribute the search query was found. Additionally the system suggests search entry during the input (Autocomplete). So the EmployeePages give you all possibilities for a quick and comfortable search.

Export

In the different views in the EmployeePages various export possibilities are given. Organization charts can be exported as PowerPoint- or PDF -file. Treeviews and search results can be exported as Excel- or PDF-file. For Employeeprofiles an export for the personal address book as business card (vCard) is possible. So all data can be used in presentations, phone and department lists, without manually maintain Excelsheets or PowerPoint presentations.

EmployeePages Architecture

Architecture Java Version

TIMETOACT offers **EmployeePages** as a Lotus Domino and aJava and **open standards** based version. So EmployeePages is usable in a variety of different environments.

>> [Demo Lotus Domino Version](#)

As runtime environment a JEE application server and a relational database is needed. The using of approved frameworks like JPA or Spring supports a wide range of products, e.g. DB-server: Oracle, DB2, Microsoft SQL Server 2000, MySQL, PostgreSQL, HypersonicSQL or as application server BEA WebLogic, IBM Websphere Application Server, JBoss, JonAS, Geronimo, SAP Web Application Server, GlassFish.

Standardized data base

Person- and organization data is managed by the [HR-XML](#) and [HR-OCI](#) standard. A wide range of producers offer interfaces to the standard, e.g. SAP and Peoplesoft. So data synchronization between other systems and EmployeePages is easier.

HR-XML

HR-XML offers a standardized and well-defined XML structure for displaying person data in enterprises. HR-XML is defined by the [HR-XML Consortium](#) and will be coordinated and standardized from one instance.

HR-OCI

EmployeePages not only display person data, also organization data can be visualized. The data base is also build up of the HR-OCI Standard. These XML data describes the organization structure as a tree. Connections between persons and organization units can be displayed in flexible and powerful way. HR-OCI is in the current version 6.0 by SAP and is used for the presentation interface of the organisation structure.

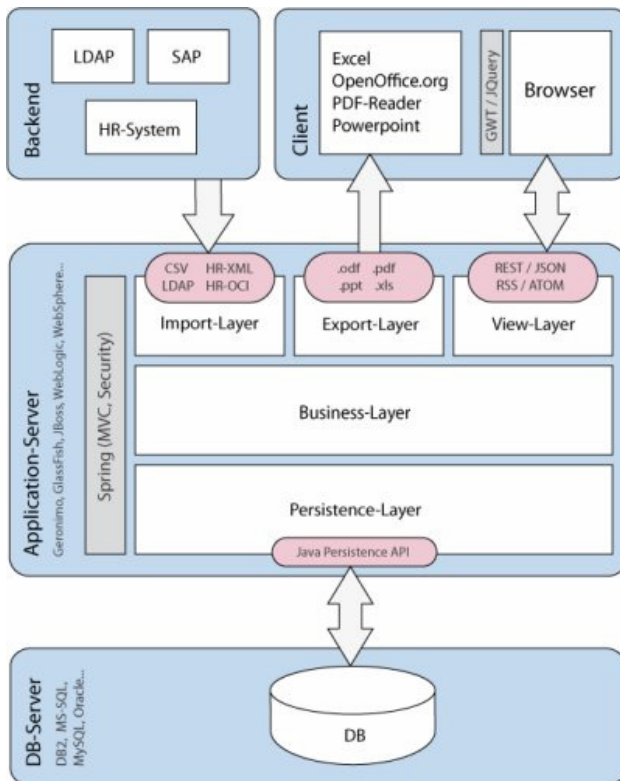
So the data model supports classical, hierarchical relationships (e.g. reports to, managed by) and also relationships between persons (e.g. is colleague, is assistant, is friend). Also the description of groups, e.g. project teams or workgroups and concerning relationships to persons and organization units is supported.

Architecture

To ensure high stability and flexibility, EmployeePages is a classical Multi-Tier-Application. The three application layer are as far as possible uncoupled, to enable a logical and a physical division. In terms of a linear architecture the three layer only grab unidirectional and linear to other layer, no layer will be 'skipped'.

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The decoupling concerns not only to the communication between the layers, it also concerns to the used data model in every layer (Java class hierarchy), Exceptions and Resources. The wiring of the tiers will be done decentralized by the spring application context, that injects all used services (Dependencies).

Client Tier

The Client Tier is implemented as a Rich Internet Applications with the [Google Web Toolkit \(GWT\)](#) and so you get the impression of a application used in the Browser instead of a webpage reloading after every click. Standards like HTML and CSS allow the flexible integration of the layout to the requirements of the corporate design of the enterprise. Additionally technologies like AJAX and JavaScript are used to enhance the layout and functionality with Web 2.0 features. Data will be loaded in the backend and prepared for user actions. This ensures high performance for the user-interface.

Communication with the server is implemented with the RPC mechanism of the GWT, which uses completely AJAX to communicate with the server. So the website will only load one time and after that every call will be done with AJAX, which gives you a very performant interface. For all that, also older Web Browsers e.g. Internet Explorer 6 are supported.

In the Client Tier every layout will be generated, concerning to the MVP (Model View Presenter) Pattern, before it will be filled with data, so a consequent reuse of UI elements is possible.

Additionally to the GWT the Spring Security Project is integrated and offers a consequent realization of security through all layers.

Business Layer

The Business Layer contains all functional logic of the application, e.g. the quicksearch or the extended search of

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all attributes like surname, prename etc., but also queries for organizational data. The Business Tier provides these logic with a well-defined interface.

The functional logic contains complete business transaction, that should execute in one transaction. The transactionsecurity is guaranteed by the service-implementation.

Internal the Business Tier works with an HR-XML compatible Java-Class-Structure for person data and with HR-OCI for organisational data. So the EmployeePages provide a native interface to these standards.

Another task of the Business Tier is the correct transformation of the data from the Data Tier into the Business Model (HR-XML / HR-OCI).

Persistence Layer

The Persistence Layer contains all persistence logic, that means all know how about grabbing the data from datasource. This layer provides its own specialized methods based on its own database model. So the Persistence Layer doesn't need any knowledge about the Business Model /HR-XML and the concrete methods.

Interfaces

EmployeePages provide different possibilities to connect to other datasources or to synchronize data. CSV-files can be used for data comparison, also a directory server can be used. EmployeePages are also compatible with the HR-OCI Interface from SAP.

LDAP Connection

An existing LDAP-Connection can be used for authentication and authorization. Also an exchange of person data and organization data with this interface is possible.

SAP-Connection

The Connection with SAP can be done with the HR-OCI 6.0 interface. This also allows the description of organizational data with the EmployeePages. HR-OCI exhausts in the SAP-System the functionalities from the Object and Data Providers (OADP) and SAP-Query and extracts data from the Organisationmanagement and the SAP HR System. With the new HR-OCI 6.0 Interface the compatibility to SAP Systems for longer time is given.

List- and Detailexport

The Client offers the possibility to export the current view to a file, e.g. Excel Sheet or vCard file. So lists of business units or search results are easily created . With the vCard also a synchronization with a local address book like outlook is possible.

More Information

For more information and a online demo visit
www.employee-pages.com

For questions contact us directly

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