Case Study

Ground up development using Cello

Synergita, an On-Demand Talent Management System

techcello

Introduction

Asteor Pvt Limited, an Indian based Start-up built Talent Management System named Synergita for SMBs and Large Enterprises. Synergita is a SaaS based product focused on bringing affordable talent & performance management solutions to every organization. Having seen the challenges that HR professionals goes through in managing talent in several different organizations and the need to bring the performance management and feedback systems more closely to the business and people.

The Problem

The core expertise of team Synergita were practicing HR, Managing talents, Managing Appraisals, providing Performance Rating, Employee feedback management etc and hence, they wanted to build an exciting platform which could bridge the gap between HR functions and Employees.   Today many of the traditional organizations conduct their performance appraisals either through Paper or Verbally with improper evaluation of employee skills, efforts and feedback, which will obviously result in poor appraisals, consequently affecting the entire organization's growth.

Synergita wanted to bridge these huge gaps by bringing in a flexible Multi Tenant based powerful platform using which companies of any size can effortlessly and effectively do their employee performance appraisals. While helping the customer to solve their biggest talent management process, securing organization's crucial information about their employees plays a vital role in the entire process of managing appraisals. Serving Multiple Customers with a single product/instance is just a dream without dynamisms, because different organizations have different structure, HR policies etc, so the product has to offer full dynamic support for all its features.

The Need

Given the Non functional needs and dynamisms of the product, Synergita required a solid technology guidance/architecture to mould their vision into a product with all the configurable and customizable elements, to enable the customers to flex the product according to their needs. Primarily Customizability and Configurability are the keys to make the product fully adoptable; Secondly, Product Automation was critical as the appraisal process is completely dynamic in nature which required model based approach along with Business rule customization to design the automation process for each customer as per their Appraisal process. Thirdly, Multi Tenancy [Single Instance based Multi Tenancy], which is a key to make the product affordable for the end customers, because Synergita cannot afford a huge maintenance or support team to maintain or manage separate instance for each customer.

At the roots, the Employee Performance Management itself is a fairly complex mechanism where the employee's performance is continuously tracked, feedback collected from peers, managers, vendors and the management effectively and goes through the various approval processes before approving the final appraisal. Capturing information will also vary from one organization to another, i.e. facility to capture dynamic data from the end users using Custom fields on top of existing forms & fields. The other needs are user friendly User Experience, Custom Membership, High level Security, Flexible data entitlement, Notifications, Charting and Reporting etc. Please highlight need for workflow and dynamic data scope.

The Solution

Synergita used techcello framework to build their vision of simplifying Appraisal Management into a cloud accessible Turn Key solution to any organizations who are interested to move to affordable, flexible, paperless, easy to use web based [Accessible through Web/Mobile] system. Synergita evaluated techcello in all aspects to make sure it suffices every requirement of the product and asserted that it can benefit the product and boost developer productivity. Synergita was able to see value from all the components that come out of the box from Cello Framework especially Workflows and Business Rules which are heavily used in the system.

Other major reasons for them to choose the framework approach were their Tense budget, Thin Margin, Tight deadline which forced them to have a very lean development team and process. The Customizability facet of Cello framework was utilized fully to offer custom field capability to their end customer, because while receiving feedback or comments from the vendors or peers, each organization might have different policies or questionnaires to be asked as per their organizations rules, alike Skin support, Configuration Cascading, Master Data Management, Simplified Feature Registration Process, Code Generator to reduce Code development activity for CRUD functions, Support for entity Framework, Logging and Auditing etc. The learning curve was almost "0" as they had experience in .Net MVC and distributed programming application. The Product offers unbelievable pricing with self service model where customer can easily try the product for trial period with "0" fee and buy online and configure as per their organization structure.

About Techcello

Techcello's "Multi-tenant SaaS Framework" (product name: CelloSaaS) fills an important gap between .NET and the Cloud (Amazon, Azure, Private, Public). It helps you build multi-tenant applications 30-40% faster and 50% cheaper. The framework has all the plumbing, engineering and operational components required for a robust and scalable SaaS product.

Why use a Framework?

Techcello's productized framework approach gives complete freedom, flexibility and control of custom development, without the complexities, risks, cost and time overheads of building and maintaining your own multi-tenant engineering stack. It provides a true multi-tenant architecture at the application level and database level.

Why Techcello?

Unlike other alternatives it does not lock you in to a proprietary development environment or a non-Microsoft run time container, application server or APaaS platform. It retains the .NET environment both during development and deployment, giving complete technical and strategic control over the entire application stack.

Benefits

Saves 40-50% on the cost of building a SaaS product or migrating an existing application to a multi-tenant architecture. You can get to the market faster. It provides a robust, scalable and strong engineering foundation to your product or application (tested, supported and easily extensible). You can deploy your application anywhere from on-premise Windows boxes, Private Clouds and Data centre

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