



# Modernizing Desktop Application by Migrating it to Cloud

## For a Financial Services Organization

The organization helps credit unions on a national scale serving the industry through six key divisions—Marketing, Technology, Membership Enhancements, HR Performance, and Lending & Operations.

The modernized desktop application was for the client's HR Performance solution, that has grown into a well-respected employee performance management software and consulting company with a focus on employee performance management and compensation administration.

## Behind the Scenes

The business context and customer requirements are changing faster than one can imagine. It has become extremely challenging to continue with age old systems.

As scalability, cost-effectiveness, security, collaboration, speed, low risk and productivity take precedence for organizations, the need to migrate to the cloud becomes but natural.

Apart from that, cloud based applications also provide the most innovative technology available while imparting enterprises with control choices and a competitive advantage.

## 1 Strategy and Objectives

The client wanted to develop a SaaS-based product by converting its existing desktop-based application called Compease. They were facing a number of challenges like:

- Existing desktop application had become outdated.
- The value of the application was dropping as the business context and customer requirements were changing.
- It was becoming difficult to continue with a decade old system.

We analyzed the existing desktop application's business processes, codes, reports and recommended Zend Framework to the client because of its extensive customization scope and future potential

## 2 Value Chain

We designed a web application architecture, database architecture, and technical processes to convert the existing application to a modern cloud-based (SaaS) product. We developed modernization techniques for each functionality and built web-front to match the desktop GUI.

**A custom system was also built in the application to make it easier to gather salary information from a wide variety of leading compensation survey and data providers based on individual position responsibilities, location, size and industry.**

## 3 Enablers

Compease was converted into a cloud-based (SaaS) product with one goal in mind: to attract and retain the best employees. The product provided increased efficiency to collect survey data and improved license control system. Updated data reached end users in minutes instead of months and created better collaboration between teams. Some major benefits were

- **Fully featured functionalities with job evaluation**
- **Auto managed salary increments based on performance**
- **Graphically enhanced employee dashboard could access latest updates at a glance**
- **Received annual updates about market figures with new range every year for each type of business**
- **Stronger security, scalability and intuitive UI**

## 4 Digital Capital Delivered

Integration with other applications for more efficient data transfer became easier. The modernized version gave more control over data security, while reducing operations costs. It was simple to deploy the product at the user's end, resulting in reduced time, effort and cost. The client is now able to quickly scale their business into new markets.

- **Compensation equity across the organization**
- **Accurate and reliable salary and compensation planning tools based on current market data**
- **Help organizations to decide the right compensation; neither overpaying nor underpaying**
- **Increased staff retention and productivity**
- **Reduced HR administrative expense**
- **Improved ROI on human capital**

### ABOUT US

Happiest Minds, the Mindful IT Company, applies agile methodologies to enable **digital transformation** for enterprises and technology providers by delivering seamless customer experience, business efficiency and actionable insights. We leverage a spectrum of disruptive technologies such as: Big Data Analytics, **AI & Cognitive Computing**, Internet of Things, Cloud, Security, SDN-NFV, RPA, Blockchain, etc. Positioned as "Born Digital . Born Agile", our capabilities spans across product engineering, digital business solutions, infrastructure management and security services. We deliver these services across industry sectors such as retail, consumer packaged goods, edutech, e-commerce, banking, insurance, hi-tech, engineering R&D, manufacturing, automotive and travel/transportation/hospitality.

Headquartered in Bangalore, India; Happiest Minds has operations in USA, UK, The Netherlands, Australia and Middle East.

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