Rose *international* ™

People Making IT Happen

Case Study

CLIENT
This was an internal Rose International project.

BUSINESS NEED
The client's current recruitment system was failing to meet its end-to-end recruitment needs. There were issues with the reporting features, and the performance of the system was not meeting the needs of its users.

The desired return on investment was not seen. Switching the client to a different system would be expensive. The client was in need of a quality cure to the existing system at the lowest possible cost.

THE PROJECT
To re-engineer and maintain the web-based application that could execute the entire recruitment cycle as followed by the client.

CHALLENGES
- To turn isolated systems into one integrated, efficient enterprise application.
- Best performance requirement
- Security of data and information
- Communication and collaboration
- Re-engineer and maintain the application from a remote location

THE ROSE APPROACH
- All client requirements were gathered and identified by the use of interviews, focus groups and study of the existing system.
- The execution of the client's recruitment process was mapped through Business Workflow Analysis, and the project estimation was prepared by Function Point Analysis.
- A detailed workflow of activities following software engineering processes were exchanged with the client. Deliverables and responsibilities were mutually discussed, and agreed upon.
- The project plan was laid, and schedules were verified.
- The project was divided into modules in accordance with the Work Breakdown Structure.
- As a CMM Level 3 certified firm, these components of the project followed the software engineering processes and guidelines for that certification; project management, application methodologies, QA plans, change management and risk management processes.
- The above procedures were followed for all maintenance and enhancement to the system.
- Monitoring and reporting mechanisms were used to ensure timely achievement of project milestones.

ROSE DELIVERY MODEL

Rose used its **OCT – Onshore Offshore** delivery model for this project. As per this model, the project team was based at both our U.S. and India facilities. This model enhances Rose's engagement efficiency and confidence amongst clients, and separates us from the competition. The onshore competency team provided the following functions; client engagement, requirements handling, issue resolution and project transitioning and implementation. The offshore competency team provided project management and software engineering. Software engineering included; design, development, Quality Assurance (QA) and testing. This offshore delivery model is depicted below.

"OCT" is present for project kickoff, knowledge transfer, project transition, issue resolution and QC of offshore projects.
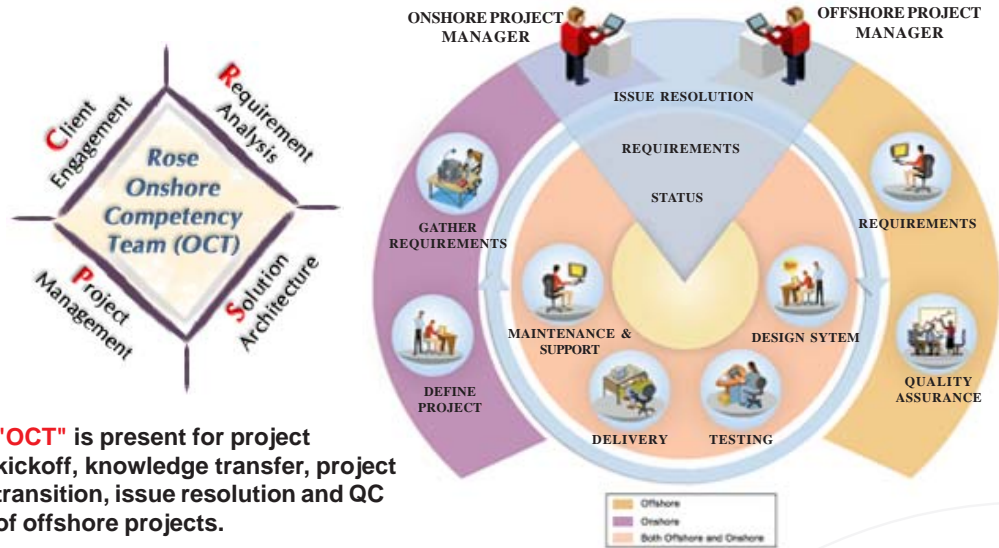
ROSE CONTRIBUTION

The Rose offshore team worked closely with the client project team and other stakeholders for maintaining this application. The client benefited with the following:

- Cost savings of 40 percent
- Higher return on investment
- Reporting metrics to validate processes and drive
- User-friendly screens consistently meeting user needs
- 24/7 technical support

The system is still being maintained and enhanced, as required by the client.

TECHNOLOGIES

- Platform: ASP
- IDE: Microsoft .Net
- Tracking: Microsoft Project Server
- Database: MSSQL 2000

FURTHER INFORMATION

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