

Case Study: Hazzir – HRMS Attendance Mobile App



App Design For PetCare

Project Overview

Hazzir is an HRMS-based mobile application that simplifies employee attendance tracking, leave management, and real-time reporting for organizations of all sizes. The goal was to design an intuitive mobile-first interface that enhances accuracy and transparency in workforce management.

Role: UX/UI Designer

Timeline: 5 weeks

Tools Used: Figma, Miro, Google Forms

Deliverables: User Research, Personas, Competitive Analysis, Wireframes, Visual Design

Problem Statement

Managing attendance manually or through fragmented systems causes:

Delayed payroll

Inaccurate records

Poor employee experience

Attendance glitch

Poor Request Record

Challenge:

To design a user-friendly attendance solution that enables quick punch-in/out, leave requests, and clear visibility for both employees and HR.

User Research

Methods:

Surveys with 30 employees from different companies

1-on-1 Interviews with 5 HR managers

Usability tests on existing tools like Keka, Zoho People, and GreytHR

Key Insights:

Employees want a fast check-in process (preferably via biometrics or geofencing).

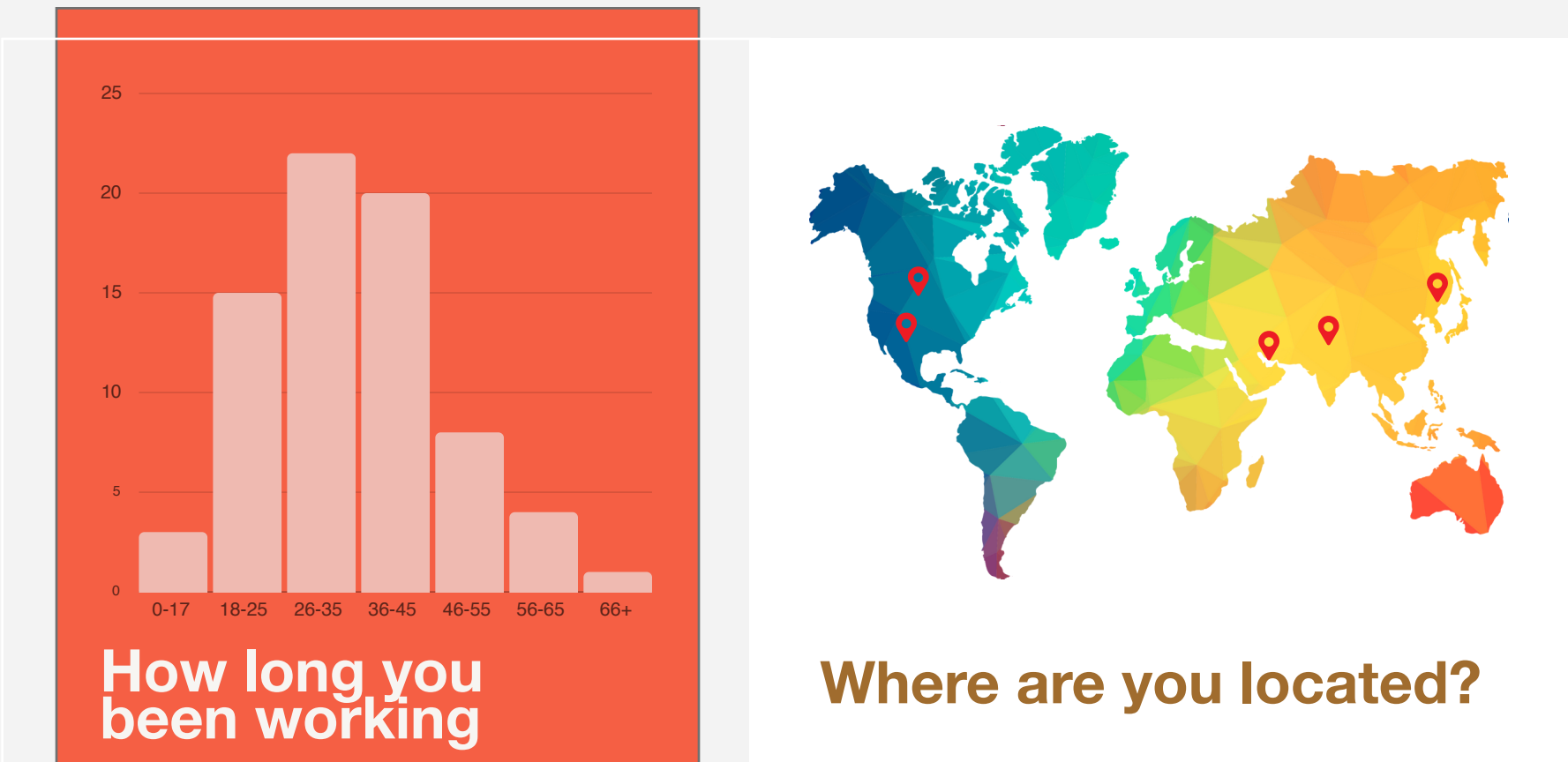
HR wants automated reports and leave tracking.

Both users hate confusing dashboards and lack of real-time feedback.

Use of Surveys in the Research

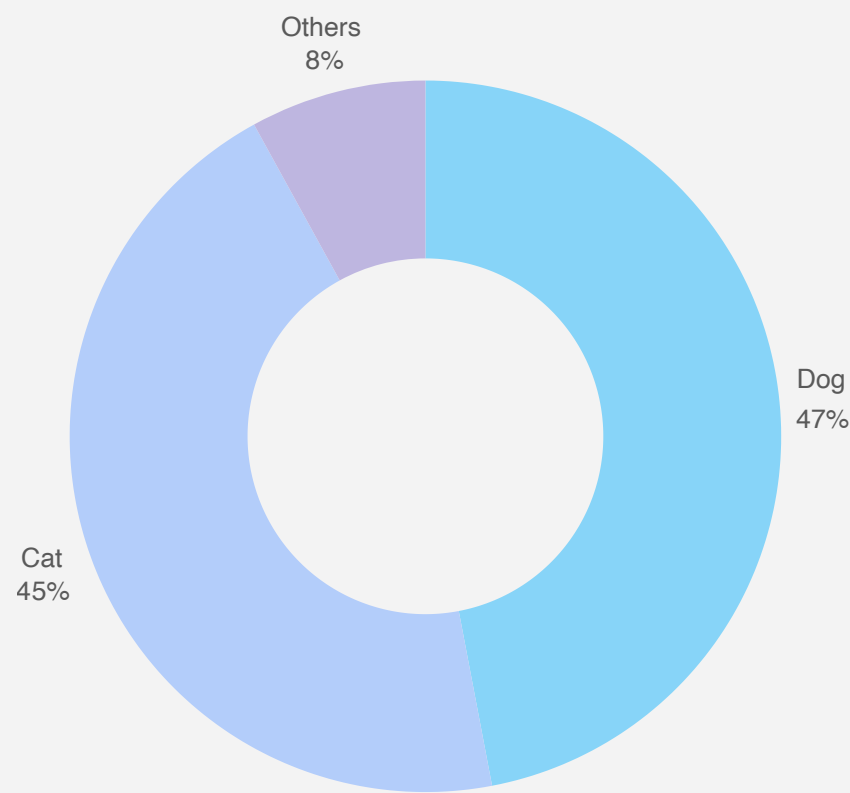
We’re using a survey to get direct input from a wide group of employee. By reaching out to a broad audience, we can better understand common patterns in how people manage Attendance, which features they’d find useful, and where their main challenges lie. The survey is designed with clear, closed-ended questions to keep responses objective and reduce any bias. This approach allows us to gather meaningful insights and trends that will guide us in designing an app that genuinely meets users’ needs and makes a real difference in their daily lives.

Survey Results 1 74 Responses

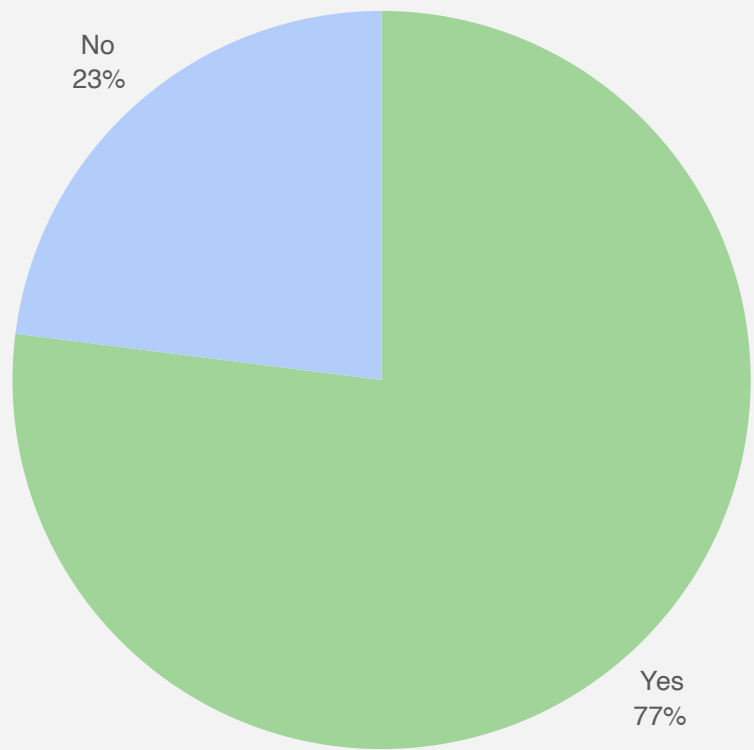


Survey Results 2

What type of Application do you own?

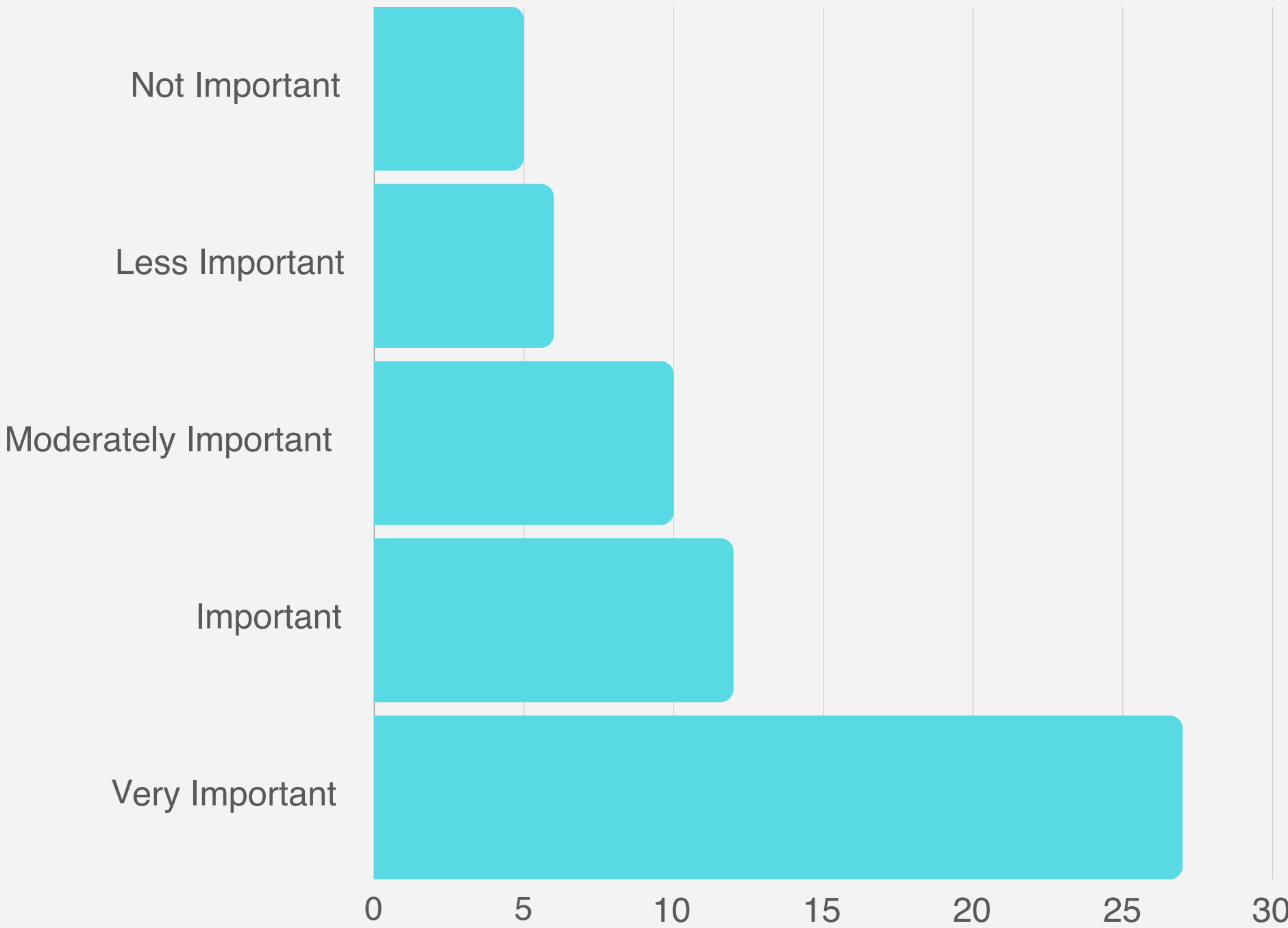


Are you a first time App User?



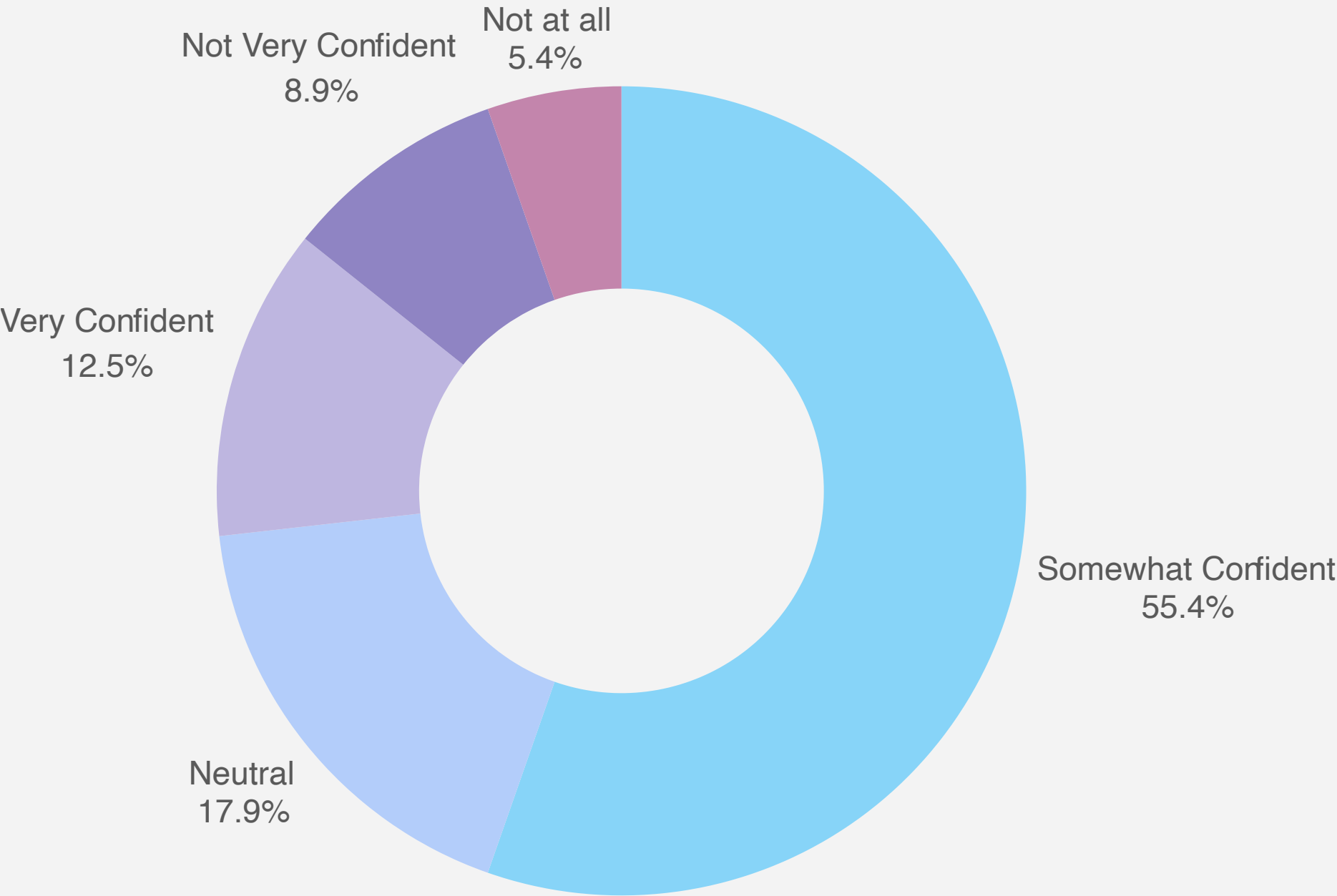
Survey Results 4

How important is it for you to have reminders for Daily, Check in, and Check out in an app?



Survey Results 5

How confident are you in identifying early Attendance issues in your Hazier App?



Competitive Analysis

Understand market positioning, strengths, and gaps of top competitors to identify opportunities for Hazzir.

Competitors Comparison Table

Feature	Hazier (Target)	Keka	My Paghar	Zoho People	
Easy Check-in/Out	✔ One-tap, geo-tag	Mut-Tap	Yes	Yes	 Strategic Direction:  Emphasize: Speed + Simplicity Mobile-first approach Real-time feedback Opportunity: Build a simplified mobile-first tool focused only on attendance, leaves, and reports.
Mobile-first Design	✔ One-tap, geo-tag	Mut-Tap	Crowded UI	Simple Mobile UI	
Real-Time Attendance View	✔ Live Status	Desktop-Focused	Available	Limited Updates	
Admin Reports & Insights	✔ 3 Click Process	Delayed Refresh	Confusing	Limited Options	
Admin Reports & Insights	✔ 3 Click Process	5 mood	Extensive	Limited Options	
Custom Branding	✔ Yes	Limited	Not Allowed	No	

Insights:
Pain Points: Competitors offer feature-heavy dashboards but lack streamlined mobile-first experiences.

Opportunity for Hazzir: Focus on simplicity, intuitive UI, and real-time functionality for both employees and HR.

Persona: 1



Ritu Sharma

HR Executive

Age: 29

Occupation: HR Admin

Bangalore, India Demographics:

Education: Human Resource

Science Family Status: Married

Ritu Sharma is a hard=changing HR professional with 10+ years of total Experience. She manage a team of 5-7 jr Hr Admin people with a variety of Experience Ritu and her team are responsible for outdoing the competition by Attending multiple HR Apps product into new and Existing Attendance Manage in her region

Goal

Track attendance accurately, reduce manual entries

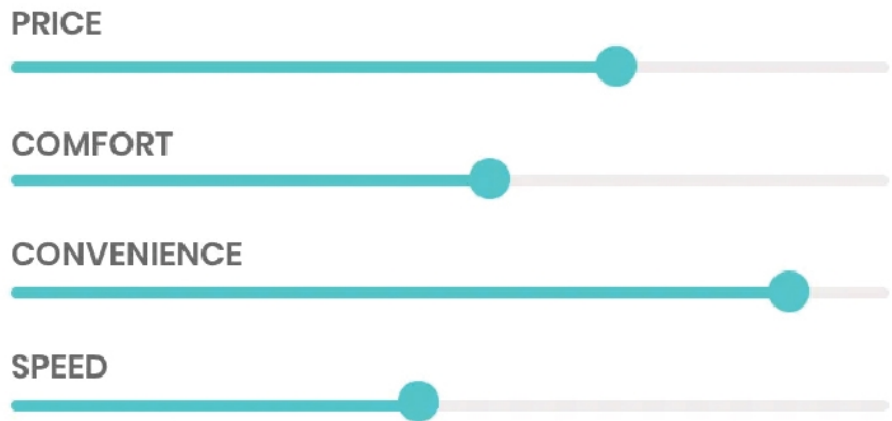
Recruiting and attracting the best talent to the company by involving developing recruitment strategies, conducting interviews, and managing the onboarding process. Creating a positive work environment and implementing initiatives to provide feedback to employees to improve their performance. Implement strategies to identify and address factors that contribute to turnover.

Frustration

Forgetting to punch in, approval delays

- Ritu struggled to track employee performance without well-organised data, especially when it came to making strategic decisions that still relied on manual processes in managing employee Attendance data. Not having easy access to HR reports.
- Lack of a system for storing, searching, reviewing, and retaining employee documents.
- Ritu conducting a complex recruitment process without the support of HR applications can hamper candidate casting, selection, and decision making.

Motivation



Pain Point

- Legacy attendance systems are slow and unreliable
- Multiple tools are used for attendance, leave, and payroll
- Too much time spent fixing incorrect logs and data
- Lack of mobile-friendly admin features for on-the-go approvals
- Employees complain about lack of visibility on their attendance status

Device Use: Smartphone**Tech Proficiency:** High

Empathy Map:

Ritu Sharma



Ritu Sharma

HR Executive

SAYS

- Why do I have to fix these attendance issues every month?
- I need quick approvals, not another approval loop.
- Employees keep asking if their leave got approved.
- The system should notify them automatically—not me!

THINKS

- Is this data accurate enough for payroll?
- I hope no one forgets to punch in today—again.
- I wish this app had a simpler dashboard just for HR.
- The UI looks outdated, and I don't have time to train everyone

FEELS

- Stressed by manual tasks and pressure during payroll days
- Frustrated by unclear or buggy interfaces
- Responsible for both HR Compliance and employee

DOES

- Manually checks attendance logs daily
- Uses Excel to cross-check exported data
- Approves/rejects leave Through email or app

Persona: 2



Aman Verma

HR Executive

Age: 35

Occupation: HR Admin

Pune Maharashtra

Tech Comfort: Moderate

Science Family Status: Married

Aman Verma is a hard=changing HR professional with 15+ years of total Experience. He manage a team of 5-7 jr Hr Admin people with a variety of Experience Ritu and her team are responsible for outdoing the competition by Attending multiple HR Apps product into new and Existing Attendance Manage in her region

Goal

Quickly check in/out without delays.

Apply for leave and get approvals on time.

Track attendance and avoid salary deduction.

Frustration

- Forgetting to punch in, approval delays
- Forgets to punch in while on the go.
- App UI is often cluttered or confusing.
- Unclear attendance reports or errors.

Motivational

- One-tap check-in with location-based validation.
- Leave calendar and approval notifications.
- Easy access to monthly attendance report.

Pain Point



PAIN POINTS

Aman Verma
Sales Executive

- 1 Forgets to punch in/out
- 2 Unreliable location tracking
- 3 Confusing UI in existing apps
- 4 Approval delays
- 5 Lack of real-time feedback
- 6 Multiple apps or channels for HR communication
- 7 Unclear attendance summary

Device Use: SmartphoneTech Proficiency: High

Empathy Map:

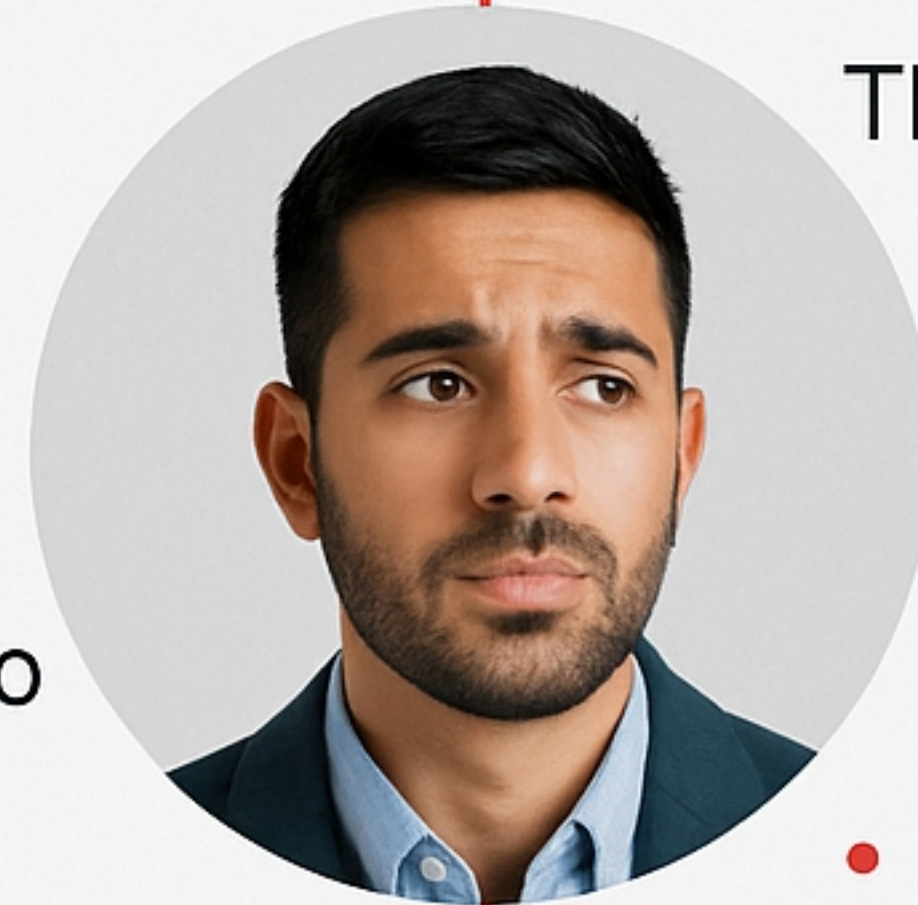
Aman Verma

SAYS

- It's hard to get HR approvals in time
- Why do I have to use different apps for communication

DOES

- Forgets to punch in when busy
- Manually follows up on his requests



THINKS

- I hope my punch was recorded correctly
- The UI could be easier to understand

FEELS

- Frustrated by approval delays
- Annoyed by GPS issues
- Unclear about attendance status

Color Palette

Primar Palette Trustworthy Red

The color we like the most can reflect our personality. It can show that we are bold and social. It can also mean that we are reliable, strong, and confident. However, this is just a personal interpretation and not something that everyone agrees on. Different people may have different opinions about what colors represent certain traits.

HEX	E21E37	HEX	999998		
Pantone	1795	Pantone	Cool Gray 7C		
CMYK	05 100 84 00	CMYK	42 35 35 1	CMYK	00 00 00 00
RGB	226 30 55	RGB	153 153 152	RGB	255 255 255

Secondary pallets

HEX	E0DDDD	HEX	C44536	HEX	771100
CMYK	98 11 100 02	CMYK	87 43 78 44	CMYK	100 96 22 09
RGB	237 221 255	RGB	196 69 54	RGB	119 17 0
HEX	FF9900	HEX	197278	HEX	283D3B
CMYK	61 00 12 00	CMYK	51 75 00 00	CMYK	55 100 09 00
RGB	255 153 0	RGB	25 114 120	RGB	40 61 59

Typography

DAYS REGULAR

REGULAR

A B C D E F G H I J K L M N O P Q R S T

U V W X Y Z

1 2 3 4 5 6 7 8 9 0 ! @ # \$ % ^ & * ()

NEXA

THIN

EXTRA LIGHT

LIGHT

REGULAR

BOLD

EXTRA BOLD

HEAVY

BLACK

A B C D E F G H I J K L M N O P Q R S T

U V W X Y Z

1 2 3 4 5 6 7 8 9 0 ! @ # \$ % ^ & * ()

a b c d e f g h i j k l m n o p q r s t

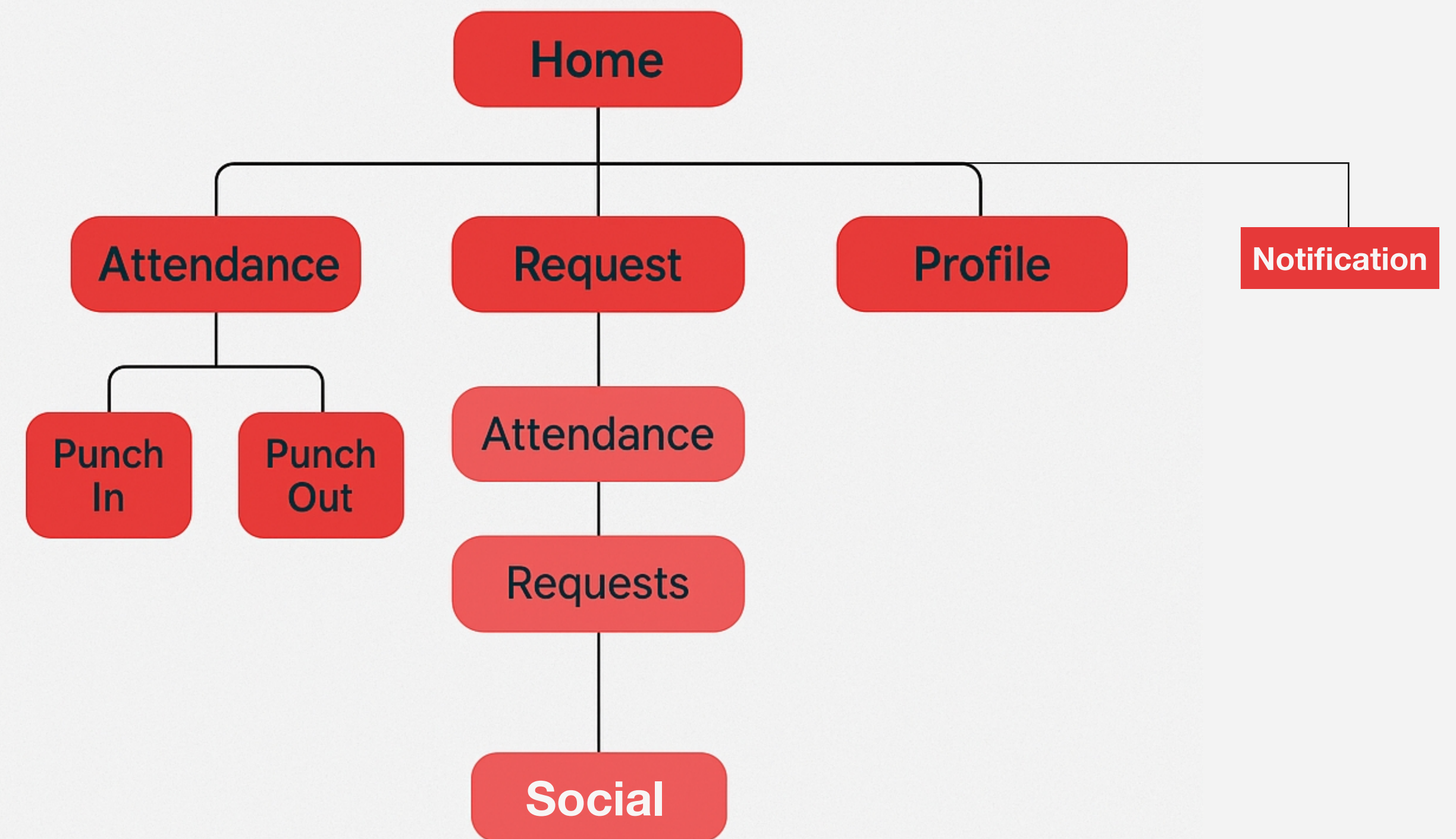
u v w x y z

1 2 3 4 5 6 7 8 9 0 ! @ # \$ % ^ & * ()

Information Architecture —

We've focused on making the Information Architecture clear and easy to use, logically grouping features so that both new and experienced users can navigate the app effortlessly.

The structure meets users' immediate needs while being flexible enough to accommodate future additions.



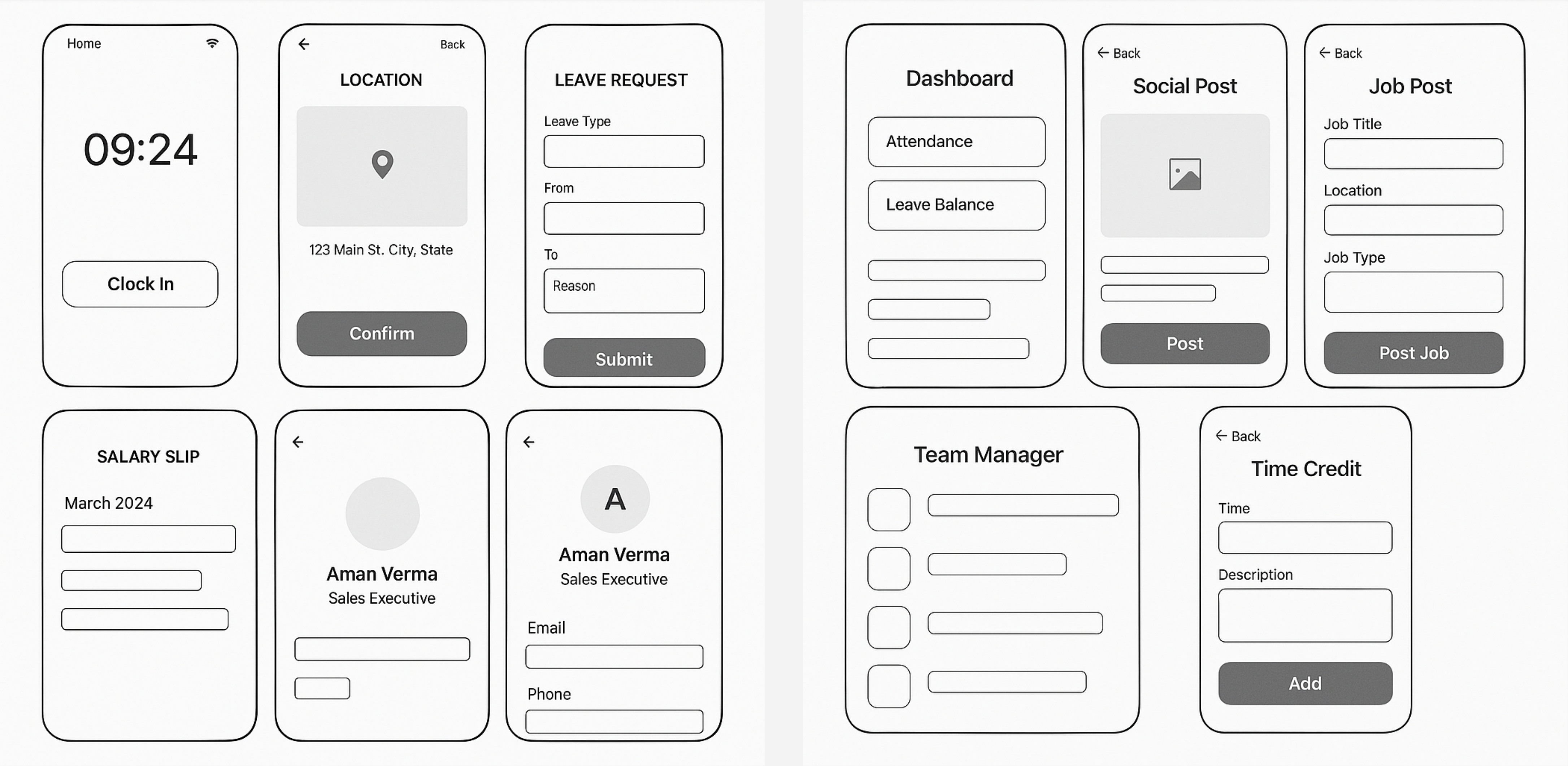
Wireframes

Low-fidelity wireframes

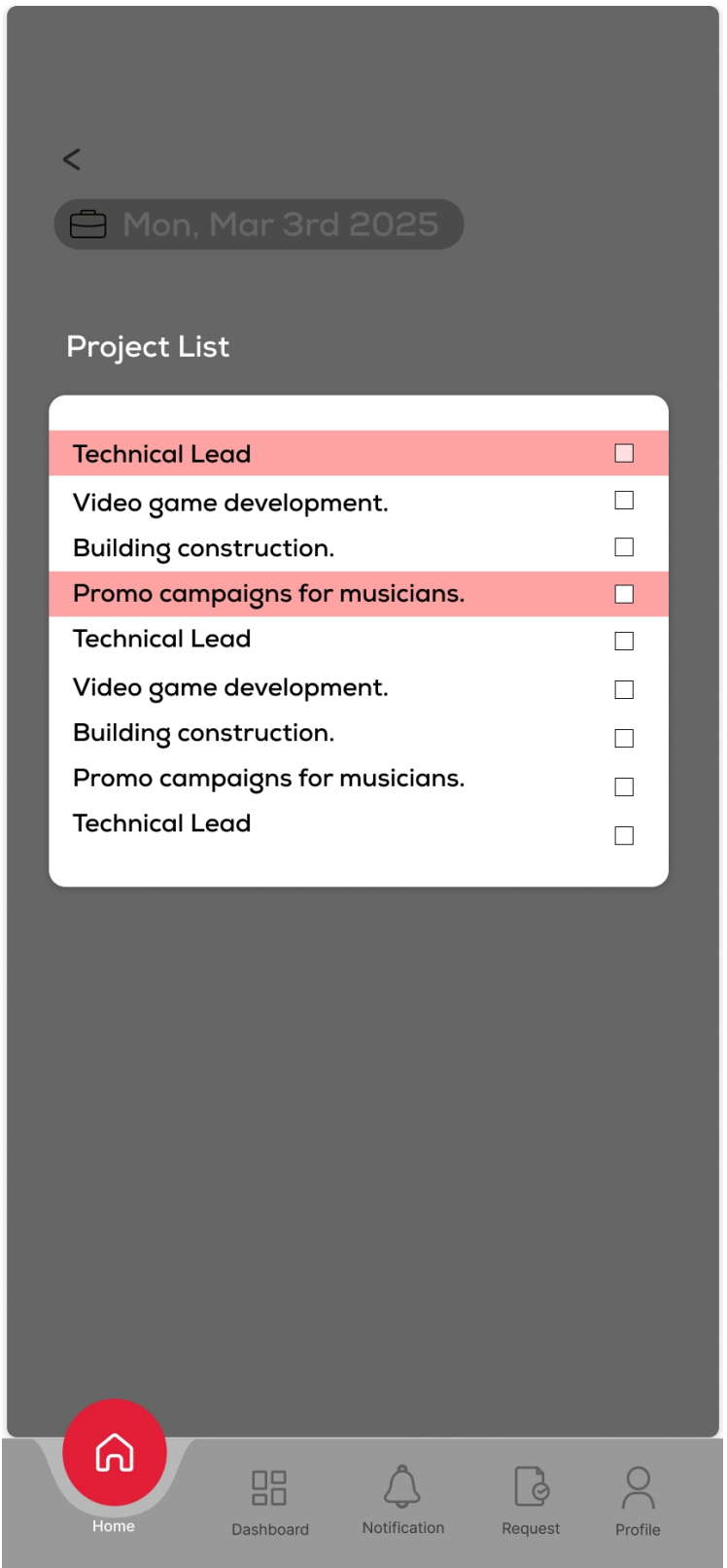
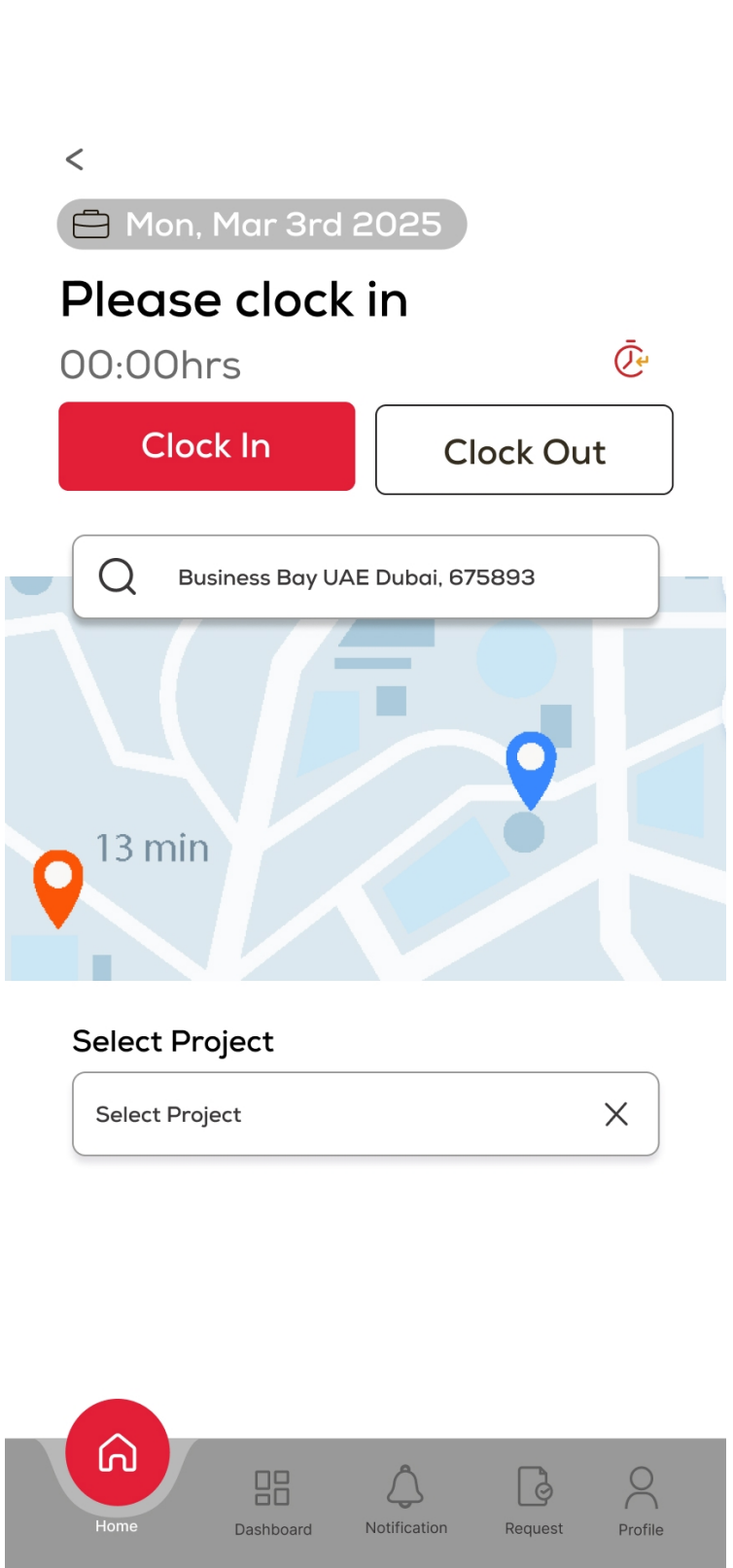
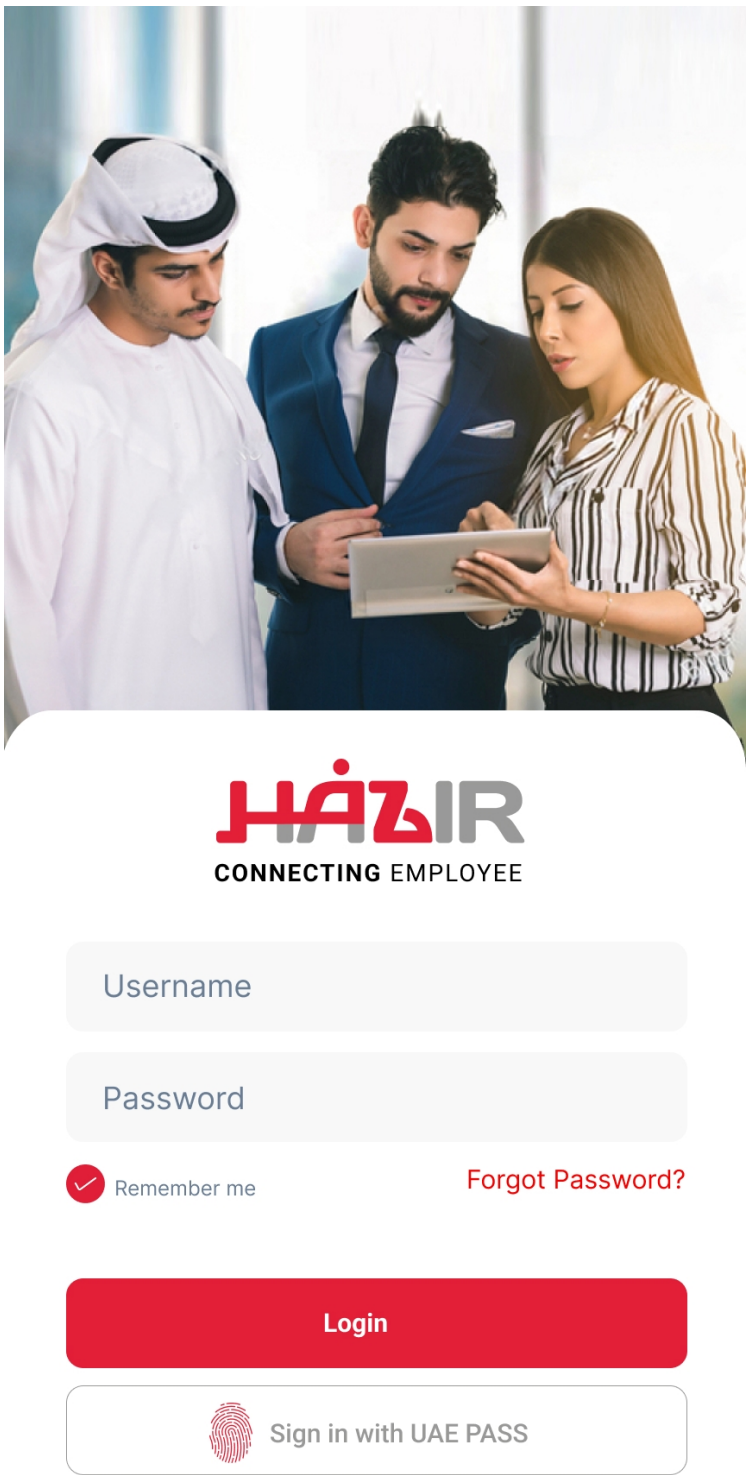
Starting with sketches was intentional—it served as a form of ideation and allowed us to experiment with how the features would interact with one another. This approach not only helps visualize ideas early but also provides flexibility to iterate before moving into higher-fidelity



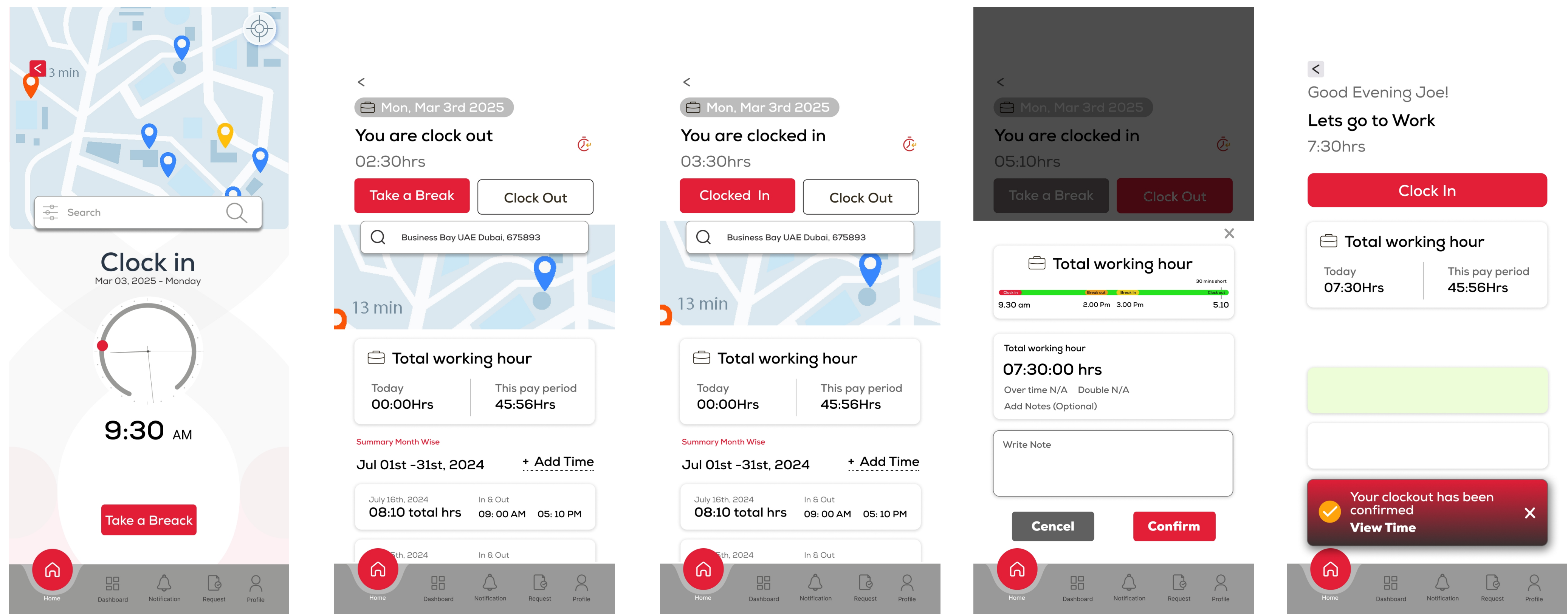
Low-fidelity wireframes



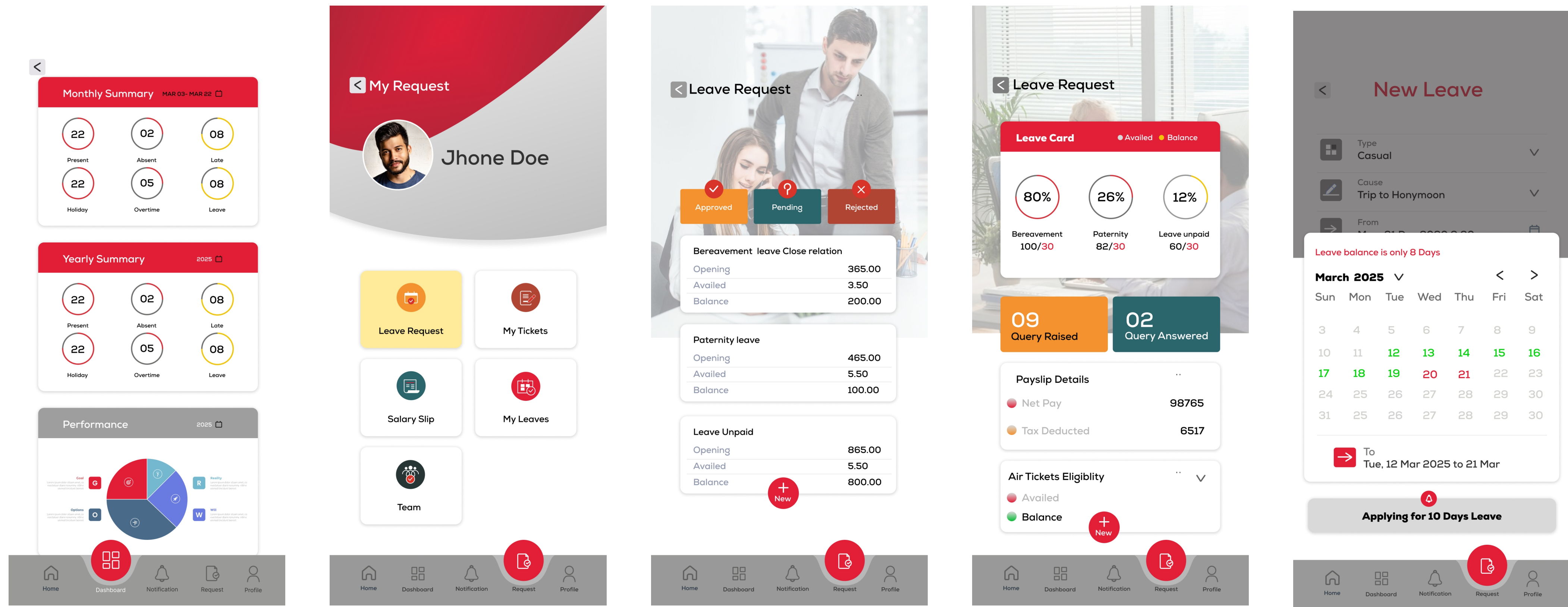
High-Fidelity Screens



High-Fidelity Screens



High-Fidelity Screens



High-Fidelity Screens

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New Leave

08

Leave Balance

16

Total Leaves

08

Availed Leaves

80%

Casual leaves

26%

Annual leaves

12%

Medical leaves

17%

Maternity leaves

Type

Casual

▼

Remarks

Trip to Vacation

From

Mon, 21 Dec 2020 9:30 am

📅

Attach File (Optional)

📎

+

New

🏠

Home

📊

Dashboard

🔔

Notification

📄

Request

👤

Profile

<

Notification

🔔

Attendance Notification

03

▼

📅

Leave Application

02

▼

📅

Attendance Regularisation

07

▼

🏠

Work From Home Approval

06

▼

📄

Appraisal Assessment Form

01

▼

📄

Voucher Application

01

▼

📄

Performance Documents

01

▼

🏠

Home

📊

Dashboard

🔔

Notification

📄

Request

👤

Profile

<

Notification

🔔

Attendance Notification

03

^

Your weekly attendance record

July 16th, 2024

In & Out

08:30 total hrs

09:00 AM

05:10 PM

July 15th, 2024

In & Out

08:10 total hrs

09:00 AM

05:10 PM

📄

Appraisal Assessment Form

01

▼

📄

Voucher Application

01

▼

📄

Performance Documents

01

▼

🏠

Home

📊

Dashboard

🔔

Notification

📄

Request

👤

Profile

<

Social Feed

👤

Johne Doe

UAE



❤️

5

👍

15

💬

7

🗑️

👤

Liked Feed 03 and 47 other

📄

Lorem ipsum deal as US puts up barriers, Lorem ipsum deal as US puts up barriers. Lorem ipsum deal as US puts up barriers... more

👤

Liked Feed 03 and 47 other

📄

Lorem ipsum deal as US puts up barriers, Lorem ipsum deal as US puts up barriers. Lorem ipsum deal as US puts up barriers...

🏠

Home

📊

Dashboard

🔔

Notification

📄

Request

👤

Profile

<

Profile

👤

Johne Doe

Sr Manager

📷

PHOTO

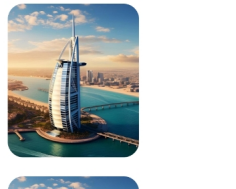
🎥

VIDEOS

🔖

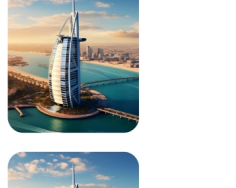


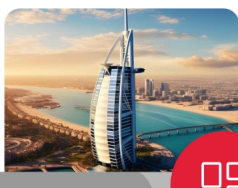
















🏠

Home

📊

Dashboard

🔔

Notification

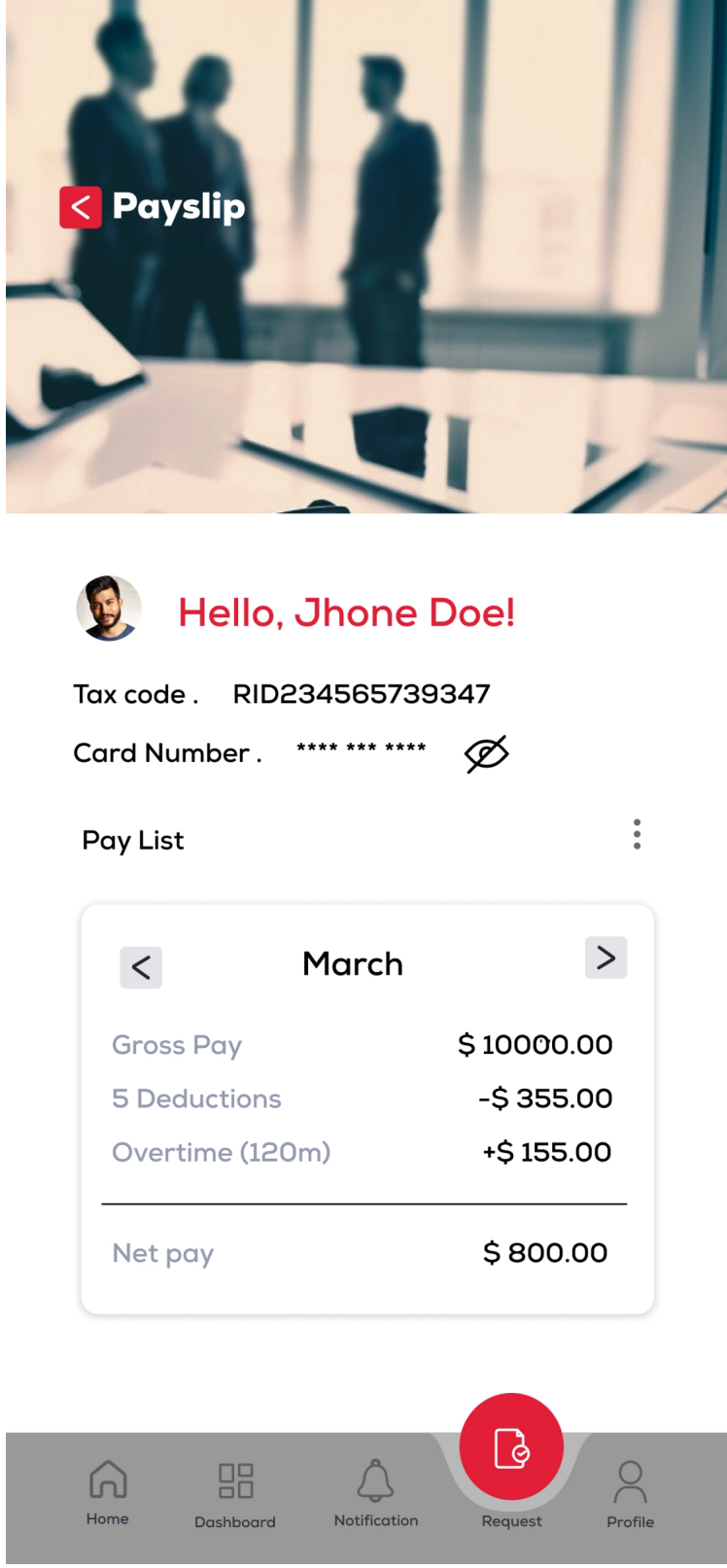
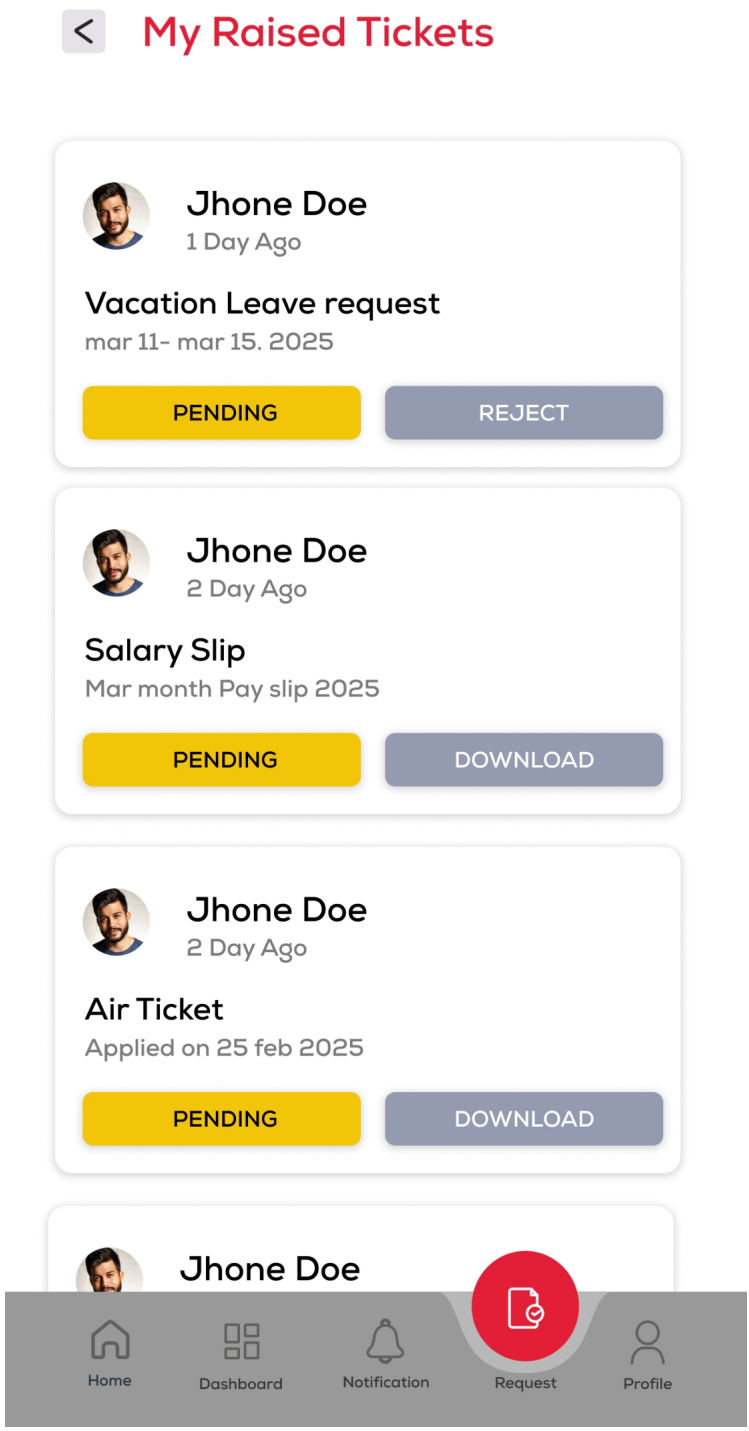
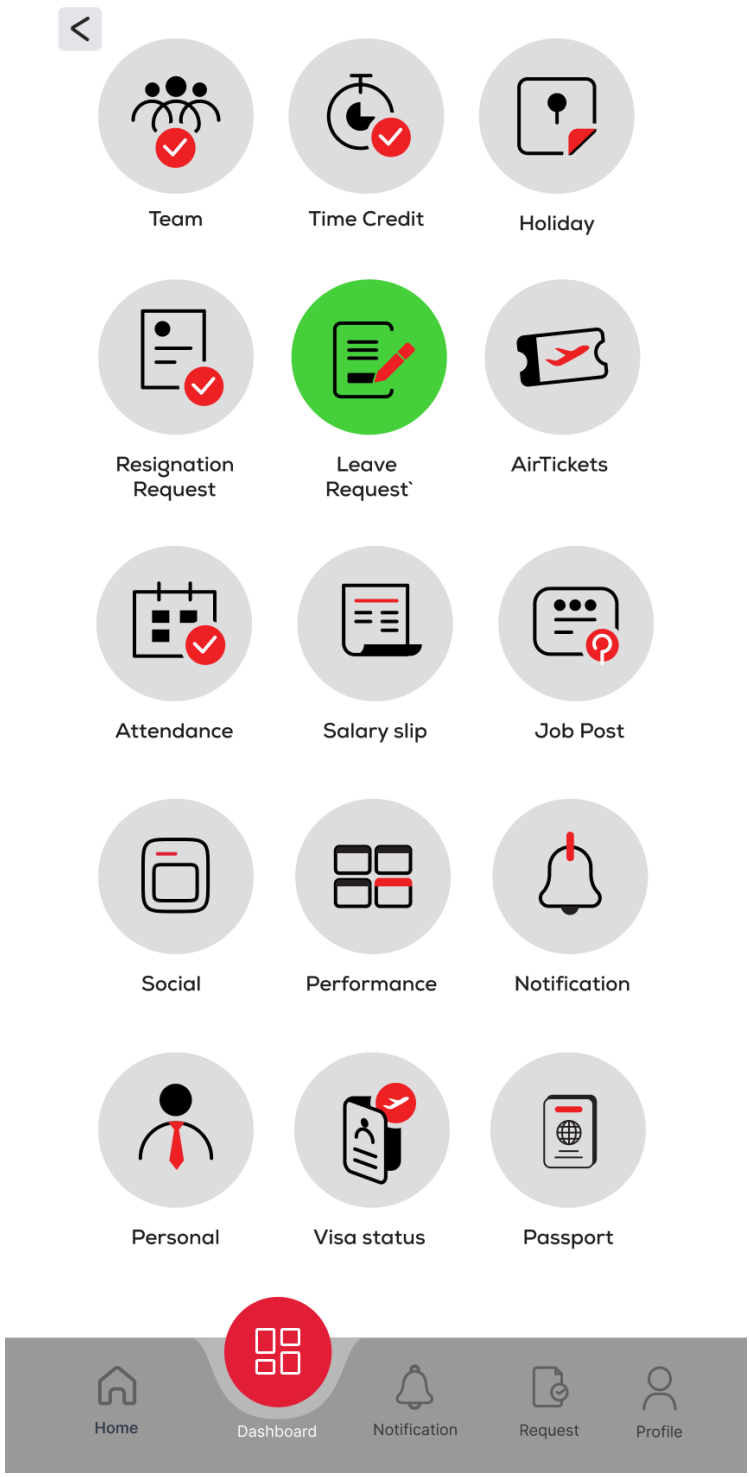
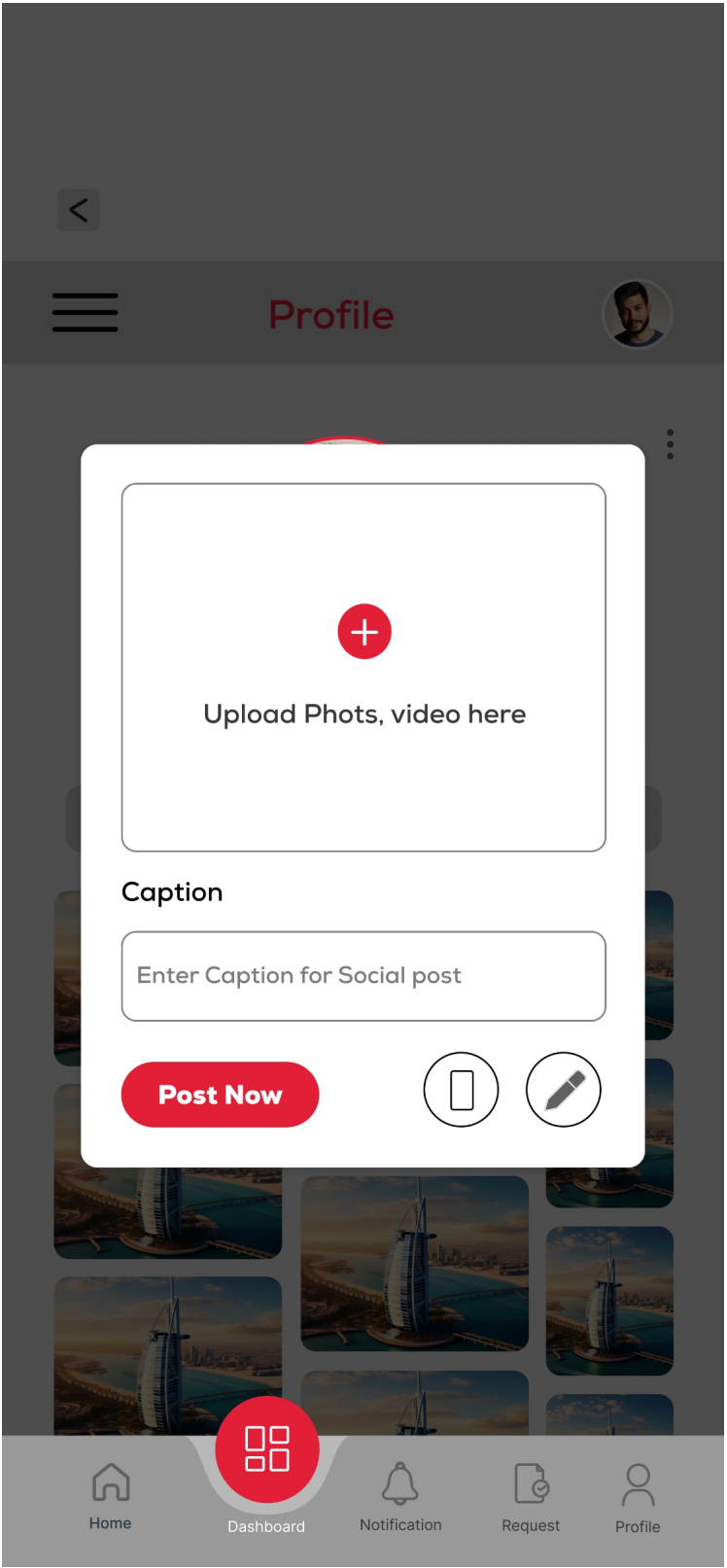
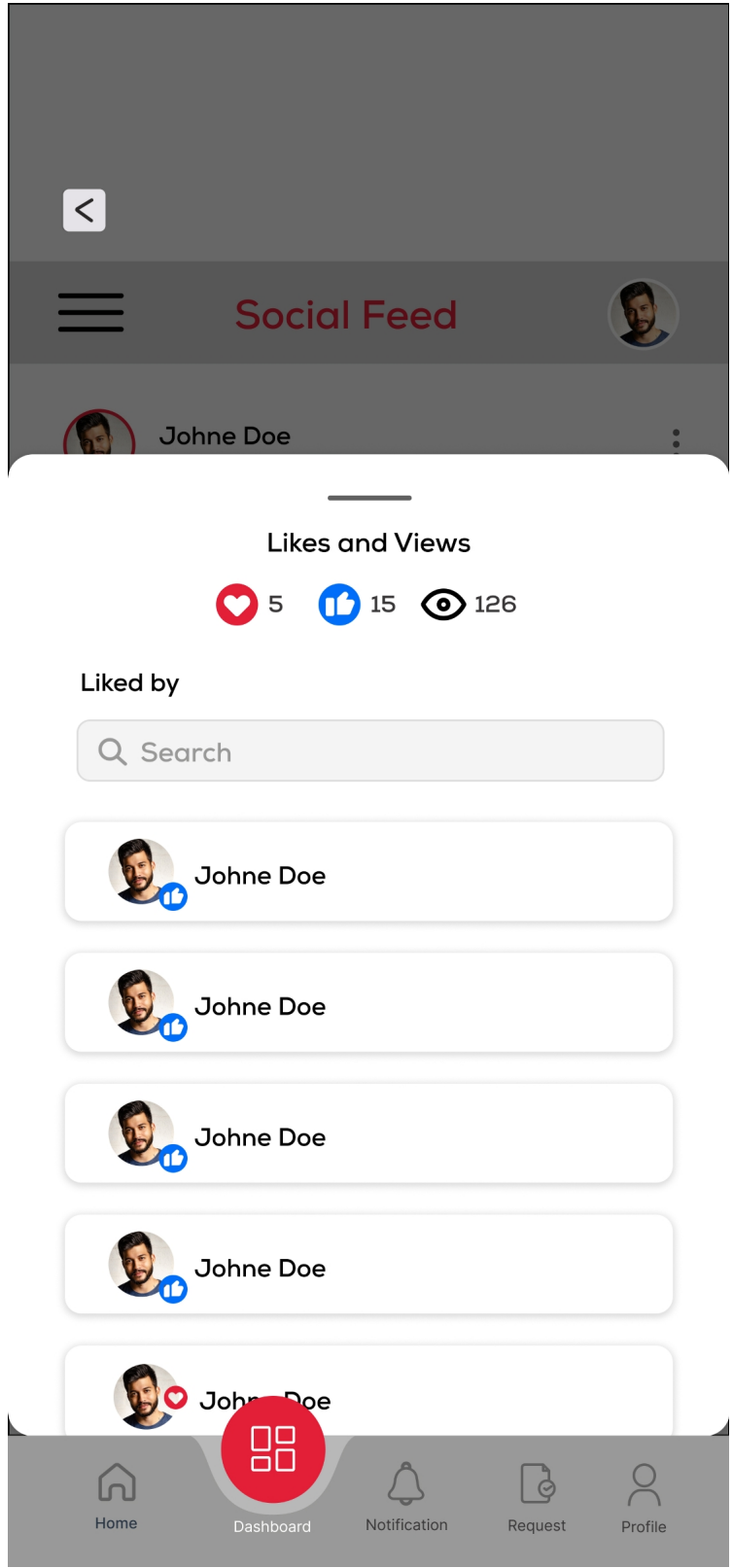
📄

Request

👤

Profile

High-Fidelity Screens



High-Fidelity Screens

<

Payslip

October

Tax code . RID234565739347

Card Number . *****

March Pay Slip

Bill to:

ID R32456

Name Jhone Doe

Role UI/UX Designe

Description

Gross Pay \$ 10000.00

5 Deductions -\$ 355.00

Overtime (120m) +\$ 155.00

Net pay \$ 800.00

Home

Dashboard

Notification

Request

Profile

<

Team

Teams working Hours & Timing

9.30 am

6.30 am

08h 30m

9.30 am

6.30 am

08h 30m

9.30 am

6.30 am

08h 30m

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9.30 am

6.30 am

08h 30m

Home

Dashboard

Notification

Request

Profile

<

Team

Manage Leaves

John Doe

07/04/2025

John Doe

07/04/2025

John Doe

07/04/2025

John Doe

07/04/2025

Home

Dashboard

Notification

Request

Profile

<

Team

Manage Leaves

John Doe

07/04/2025

<

Sick Leave. 2 Days

2025-01-25 - 2025-01-25

WIP

2025-01-17 17-51:55

John Doe

07/04/2025

John Doe

07/04/2025

Rejected

Approved

Home

Dashboard

Notification

Request

Profile

<

Leave Request

3/12

Annual Leave

2/5

Medical Leaves

1/5

Casual Leaves

Leave Request Info

This Year

From

To

Status

08 Mar, 25

10 Mar, 25

Approved

10 Apr, 25

15 Apr, 25

Rejected

15 Jul, 25

19 Jul, 25

Pending

12 Aug, 25

14 Aug, 25

Pending

26 Aug, 25

25 Aug, 25

Pending

08 Mar, 25

10 Mar, 25

Pending

08 Mar, 25

10 Mar, 25

Pending

08 Mar, 25

10 Mar, 25

Pending

29 Sep, 25

02 Oct, 25

Pending

08 Oct, 25

15 Oct, 25

Pending

Home

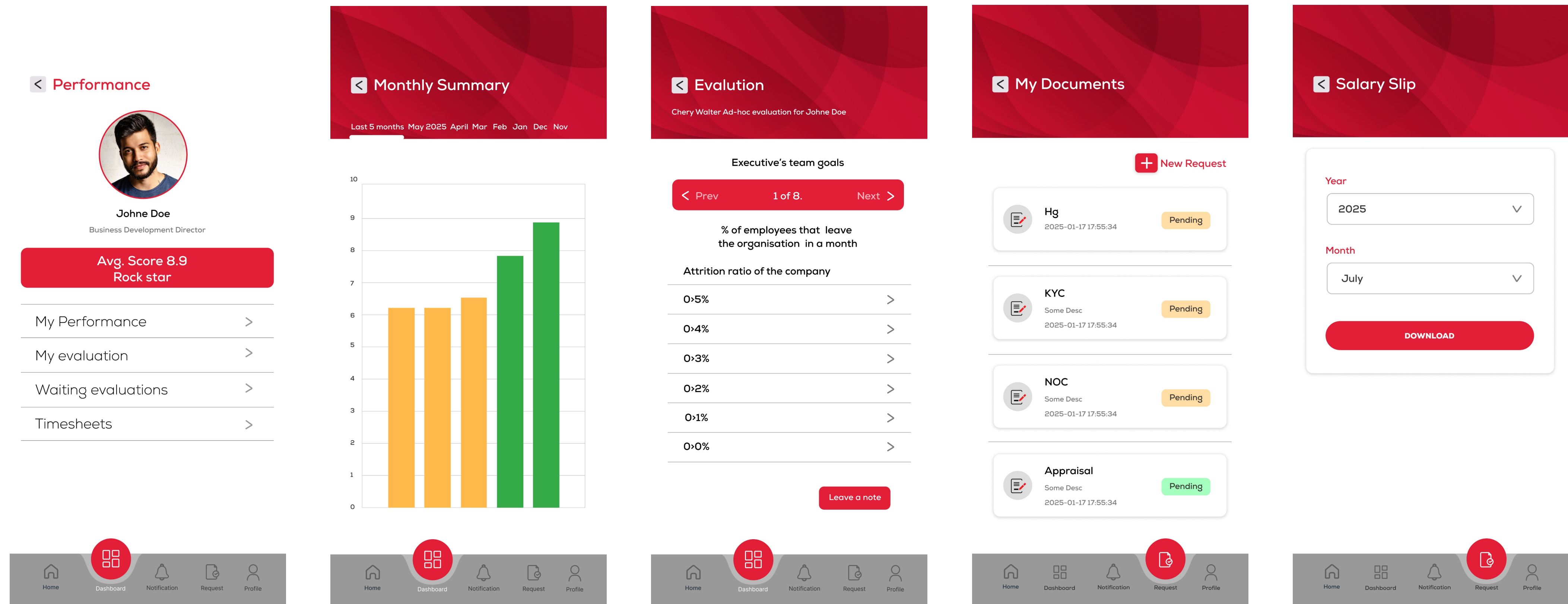
Dashboard

Notification

Request

Profile

High-Fidelity Screens



Outcome & Learnings

OUTCOME

- ✓ Attendance errors reduced by **35%**
- ✓ Processing time for payroll decreased by **25%**
- ✓ Time spent on approval requests cut by **40%**

LEARNINGS

- ♥ HR needs tools that automate repetitive tasks
- ♥ Giving employees visibility and feedback is key