Case study on skill set application

1 Problem statement

The company has different people with different skill sets. There is no method to gather all the skills together or there is no method to search for a particular skill or and when needed for a project. The company needs a way to view all people by their skills and search for them when needed.

Who would be using the skill set application ?

Employees

All people who work in the organization. Each person should be able to add their skills in the system, see the skills of other people, and update their time to time.

Managers

People who manage teams and can be a person who wants to search for a particular skill needed for his/her projects.

Super user

People who are at the organization's leadership level and need to create reports for a balanced point of skills within the organization.

Responsibility

My responsibility was to design an application that would cater to the problem, get the visual design implemented, and then coordinate with the development team and visual design team to implement the design.

2 Analysis

Two of the main parts of the application are underlined from the problem statement:

1. Viewing different skills available within the organization.
2. Searching for a particular skill within the organization

a Comparative study | conducted based on different products available in the market

Confluence

Product: Confluence
Company: Atlassian

Advantages
- Plugin for confluence
- Skills can be added to the user profile, search result can bring users with particular skills
- Easy to use interface
- Mutual skills can be selected for help
- There are no of ways to customize search results
- Add skill to another person

Disadvantages
- Do not provide a skill matrix, based on the skill inputted
- Do not provide recommendations
- Do not provide visualizations of skill details
- Training needs cannot be accepted
- Do not provide Shortlisting of candidates
- Search results are not in a proper manner, it does search for a skill
- Results cannot be exported or stored

Skills Base

Product: Skills Base
Company: Atlassian

Advantages
- Skill matrix organization skill level – skill Basic, Intermediate, Advanced
- Skill Network is also integrated within the application
- Skill set categorization with categories
- Easy to create report on skill level of the organization
- Reporting and Exploration are separately incorporated
- Skill Recommendations for security and privacy of the organization
- Via skill inventory training needs can be accepted

Disadvantages
- Do not provide Shortlisting of candidates
- Do not provide Shortlisting of candidates

LinkedIn

Product: LinkedIn
Company: Microsoft Corporation

Advantages
- Skill endorsements users profile can be designed and ranking be based on it
- Assistance in enriching the user profile via recommendations
- Skills can be endorsed
- Recommendations for a person can be done based on skills to be various other companies
- Networking

Disadvantages
- Do not provide a skill matrix, based on the skill inputted
- Do not provide shortlisting of candidates
- Training needs cannot be accepted

In the company we were already using confluence, thus adding a plugin called skill finder for confluence was also an option thought of. However, due to the various customization need and phases, we thought to continue developing the application.

b Some screenshots referred

Recommendations
Skills
Recommendations are groups
Jessica Lucas
Jessica Lucas
Jessica Lucas