

SHIVA SUNDARA BALAJI JM

Associate Software Developer

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PROFESSIONAL SUMMARY

Experienced Associate Software Developer with 3+ years of expertise in backend development and HRTech solutions. Proficient in backend technologies including Laravel PHP, Node.js, and RESTful APIs, frontend development with Flutter and responsive web design, and database management with MySQL and MongoDB. Experienced in unit testing. Proven track record in developing scalable applications serving 500+ users, streamlining workflows, and optimizing employee management processes for enhanced organizational efficiency by 40%.

TECHNICAL SKILLS

Java

PHP

Laravel

SQL

MongoDB

Unit Testing

KEY PROJECTS

HRBluSky - Comprehensive HR Management Platform

Pruvity HR Solutions Pvt Ltd

Jan 2022 - Mar 2025

I have over 3+ years of experience designing and implementing comprehensive HRTech solutions. My role involved streamlining workflows, optimizing employee management processes, and enhancing system scalability. I have created efficient, user-friendly applications tailored to organizational needs.

Platform: Flutter, Node.js, and Laravel PHP | **Target Users:** Schools and Offices

Attendance Module: Manages shift rosters, tracks real-time employee locations with self-maintained tracker app, automates time exception requests and approvals and integrates with payroll.

Leave Management Module: Simplifies the leave application process with categorized leave types such as Casual, Medical, Earned, and Unpaid. Enables employees to submit leave requests and track their approval status in real time.

Claim Management Module: Allows employees to submit reimbursement claims for expenses like travel and food. Offers multiple payment options, including Cash, Bank Transfers, and Payroll, with tracking and filtering capabilities.

Loan Management Module: Provides HR with the flexibility to define custom loan types and set deduction percentages from employee salaries. Features automated balance adjustments for pre-closures and real-time salary deductions.

HR Document Management Module: Enables HR to create and manage templates for official documents such as Offer Letters, Payslips, and Memos. Supports both Private and Public document profiles, ensuring controlled access and secure distribution.

Custom Forms Module: Empowers HR to create custom forms for purposes like employee onboarding and feedback collection, similar to Google Forms. Includes an intuitive drag-and-drop interface for creating personalized fields and workflows.

Dashboard: Consolidates pending requests for Leave, Claims, and Attendance. Supports bulk approval and rejection, optimizing administrative workflows.

Organization Setup Module: Facilitates seamless onboarding of new organizations with configurable team structures and hierarchies. Offers flexibility to define module-specific approval setups for efficient workflows.

Bulk Upload Module: Enables HR to upload large volumes of employee data using pre-defined Excel templates. Supports modules like Attendance, Employee Profiles, and Job Details, ensuring streamlined data entry.

EDUCATION

Bachelor of Engineering - Electronics and Communication Engineering

K.L.N College of Information Technology | 2016 - 2020 | CGPA: 65%

TECHNICAL CERTIFICATION

Post Graduate Diploma in Computer Applications (PGDCA)

CCi Institute

PHP and MYSQL Course Certificate

SSI Institute