



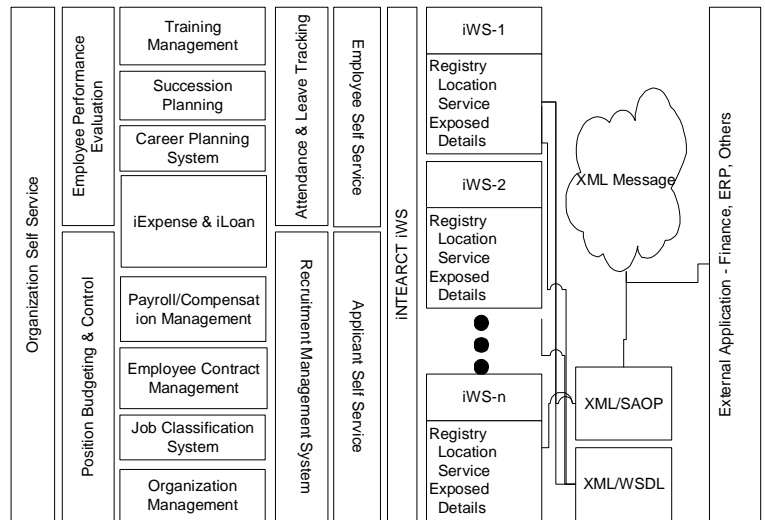
# Web Services

iNTERACT® is a portal based integrated Human Resources eBusiness Suite that is developed using and Adaptable Evolutionary eBusiness Architecture and Frameworks. It is a Rich Internet Application (RIA) that covers all aspects of human resources management over the Net. Unlike other HR products, where internet support was added as an afterthought, and where the product supports one HR model, iNTERACT® was conceived as an RIA application that supports multiple HR models and business practices, with rich internet and business features that cover all aspects of human and manpower management based on the best practices in the industry.

iNTERACT® consist of a set of integrated rich internet applications including:

- iJob - Job Classification System
- iOrganization – Organization Management System
- iPosition – Position Budgeting and Control System
- iRecruit – Recruitment Management System
- iOrg – Organization Self Service
- iApplicant – Applicant Self Service
- iContract – Employee Contract Management
- iEmployee – Employee Self Service
- iTime – Attendance and Leave Tracking
- iPay – Compensation and Payroll Management
- iPassVisa – Passport and Visa Tracking
- iPerformance – Employee Performance Evaluation
- iCareer – Career Planning System
- iSuccession – Succession Planning
- iTrain – Training Management System

Engineered using an intuitive multilingual User Interface framework, which handles the front-end, an HR business components framework that deals with HR business logic, and a backend database services framework. At the heart of interact is an R3 (Rules, Roles, and Routes) compliant Workflow, known as iWorkflow, which is used by all HR applications to handle HR review, assessment, approval, and HR actions and associated activities.



Recognizing the fact that customers will have the need to interface existing applications such as Finance, ERP, or other applications to their HRMS, we have built iNTERACT® Architecture to expose their functionality as well as data via a set internet web services objects known as iWS. iWS consists of a set of Configurable Web Services, each associated with one or more iNTERACT applications (e.g., iJob, iRecruit, etc.), and used to expose specific functionality and data pertinent to that application(s). The architecture of the Web Service (iWS) is based on the following model:

1. Application exposes functionality as a Web Service
2. Web Service functionality provided to registry – Location, Service exposed, details – On connection and data returned.
3. XML Web Service application discovers service & finds where to get data/details
4. Connection established, request send to data provider, data returned to Web Service application
5. Data processed

All data is passed as XML messages using XML/SOAP and XML/WSDL.

iWS are used to expose a subset of their functionalities as web services. Applications such as Finance, ERP, and others residing in a SOAP-enabled environment (namely PHP and .NET solutions) may then connect to the desired iWS and obtain the desired service or data. Web services (iWS) are available for all HR applications.

Recognizing that each customer has specific data interchange requirements, each iWS (iJob, iRecruit, etc.) comes with standard set of functionality and data messages format, however these can be configured to expose specific functionality and data depending on the customer requirements. With this model, Configurable Web Services, we can support known HR data exchange

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messaging standards including North American as well

as European HR messaging standard, while supporting specific and unique HR application communication requirements of the customers. And specifically for those customers who have legacy software that does not speak some specific HR Messaging Standard. With this approach, we are providing the customer with a flexible and efficient HR-to-External Applications communication solution that does not lock the customer to any specific standard.



**We don't provide HR Software, we provide HR Technology Solutions that Work ....** *Our strategy is not to have the customer adapt to the HR application, but to have an HR solution that is adaptable to the customer needs.*

For more information, send you inquiries to [2interact@2interact.us](mailto:2interact@2interact.us)