CASE STUDY

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From Vision to Implementation: A Scalable Corporate Wellness Platform Using Spring Boot & React.js

Challenges

Corporate organizations face growing demands to provide holistic wellness services to their employees, spanning diagnostics, fitness, mental health, and lifestyle support. Managing these offerings has been complex due to:

- Fragmented Systems: Corporations rely on multiple wellness providers without a unified platform to manage services, subscriptions, or employee utilization.
- Manual Processes: Employee onboarding, service subscriptions, and reporting were cumbersome, often requiring repetitive data entry and Excel-based tracking.
- Lack of Real-time Insights: Existing solutions did not provide dynamic dashboards or analytics, limiting corporate admins' ability to monitor service usage and employee engagement.
- Limited Flexibility: Adding new services, providers, or corporate clients required significant effort, hindering scalability.
- Authentication Challenges: The absence of modern login methods (e.g., Single Sign-On) created friction for employees and administrators.
- Payment Complexity: Supporting both prepaid corporate-funded models and self-pay employee transactions (through SSO and non-SSO providers) required a unified and secure payment management system.

Tech Stack:

Spring Boot, JPA/Hibernate, PostgreSQL, React.js, Material UI, Typescript, Redux RTK query, Spring Security, IDFC Razorpay Integration, AWS SES, Maven, RESTful APIs with RBAC

Solutions

To address these issues, the project team designed and implemented the Wellness Application, a scalable Spring Boot and React.js platform connecting corporates, employees, and wellness providers.
Key features included:

- Unified User Management: Onboarding workflows for Clients' Admins, Corporate Admins, and Employees with "Save" vs. "Publish" functionality for flexible account activation. Bulk employee upload via Excel simplified large-scale onboarding.
- Service Provider & Service Management: Centralized onboarding of providers (labs, gyms, hospitals) and their service offerings, including service descriptions and pricing.
- Corporate Subscriptions: Corporations could subscribe to specific services on behalf of employees, with clear prepaid vs. self-pay differentiation in the employee dashboard.
- Service Requests & Payments: Employees could request services, track their status, and pay via integrated Razorpay (for non-SSO providers). Prepaid services were automatically reconciled against the corporation's advance balance.
- Dashboards & Reporting: Interactive dashboards for Corporate Admins and Employees with real-time insights on service utilization, engagement rates, upcoming events, and budget tracking.
- Dynamic Picklists: A configurable picklist management system to handle hierarchical data like Country, State, and City, eliminating hardcoded dependencies.
- Secure Authentication: Support for both SSO and traditional email/password logins, with strict role-based access control (RBAC).
- Future-Proof Architecture: Built with modular microservice principles, ensuring easy scalability and adaptability for new services and integrations.

Benefits

The benefits that the client achieved are as follows:

- Streamlined Corporate Wellness Management: Corporates gained a single platform to manage employee onboarding, subscriptions, and payments.
- Enhanced User Experience: Employees accessed a modern, intuitive dashboard to explore, request, and track wellness services.
- Real-Time Insights: Corporate admins benefited from graphical dashboards showing service utilization, employee engagement, and prepaid balance tracking.
- Scalability & Flexibility: Architecture designed to support thousands of corporates, hundreds of providers, and hundreds of thousands of employees.
- Secure & Compliant: Robust password hashing, encrypted data storage, and RBAC ensured secure operations aligned with industry standards.
- Reduced Manual Effort: Automated reporting, bulk employee uploads.