Success Story

Empowering Project Implementation Partners with webforJ for Employee Surveys

In fall 2023, **b+p, the leading HR consulting firm in Southwest Germany, partnered with BASIS International to deliver a complex, large-scale employee survey at the University of Saarland. The goal: to gather insights from over 500 employees across mobile and desktop devices within just two weeks. Leveraging webforJ, BASIS International's dynamic Java web framework, the project delivered a customized solution that met stringent privacy requirements, while showcasing the scalability and performance needed for enterprise-level surveys.**

This collaboration demonstrates how **webforJ, combined with BASIS's development and consulting support, enables project implementation partners like b+p to deliver tailored solutions that outperform standard tools and avoid the pitfalls of low-code platforms or JavaScript-based web frameworks.**

The Role of b+p and BASIS International

b+p, as the region's top consulting firm, brought critical insights into employee engagement, survey design, and process optimization. Their role extended beyond traditional HR consulting by managing the overall project and ensuring that the final solution aligned with the University of Saarland's unique requirements.

BASIS International complemented this by providing **consulting and development capacity**, playing a pivotal role in the technical design and execution. With BASIS's deep technical expertise, the custom solution was built using **webforJ**, their Java-based web development framework, which enabled the creation of a scalable and secure application without the constraints of standard survey platforms.

The Challenge for Project Implementation Partners

Implementation partners often face significant challenges when delivering enterprise-scale solutions. Balancing the need for customization, security, and scalability while managing a tight timeline and large user base is a complex task. For the University of Saarland project, **b+p** had to deliver a survey solution that:

- Supported a large number of respondents across desktop and mobile platforms.
- Ensured complete compliance with GDPR, with anonymized responses that were secure and accessible only in aggregated form.
- Scaled seamlessly to handle thousands of concurrent users.

Using generic, off-the-shelf tools would have limited the project's customization and data security, while low-code platforms often lack the scalability or flexibility required for such a complex deployment. The combination of web-based JavaScript frameworks and Java back-end systems can introduce integration challenges and slow down development.

webforJ: A Game-Changer for Implementation Partners

The decision to use **webforJ** as the core development framework provided **b+p** and BASIS International with the flexibility and control needed to deliver a fully

customized solution. Here's how **webforJ** empowered **b+p** to meet the University's needs while avoiding the common pitfalls of low-code platforms or hybrid web frameworks:

1. **Full Customization with Java:** Low-code platforms often promise fast development but at the cost of flexibility. They restrict the degree of customization implementation partners can offer, particularly for large and complex projects. With **webforJ**, **b+p** and BASIS were able to fully customize the application to meet the University's exact requirements, from how survey questions were presented to how data was anonymized and stored. The ability to **"write in Java, run on the web"** meant that the entire solution could be developed and deployed within a unified, highly customizable environment, without the constraints of low-code tools.

2. **Unified Java Development:** Traditional JavaScript-based web frameworks like React or Angular require integration with a separate back-end system, often introducing performance bottlenecks or compatibility issues. **webforJ**, by contrast, allowed **b+p** to work within a **unified Java environment**, simplifying development and avoiding the need for separate technology stacks. This unified approach reduced the risk of errors, sped up development, and ensured the seamless integration of the front-end and back-end components, all managed within Java.

3. **Scalability for High User Loads:** One of the major advantages of **webforJ** is its ability to scale without sacrificing performance. For this survey, over 500 employees were invited to participate, and **webforJ** handled the high user load smoothly, with no noticeable performance degradation. In comparison, low-code platforms and hybrid web frameworks often struggle to scale effectively, leading to slower load times or crashes under heavy use.

4. **Enhanced Security and GDPR Compliance:** Security was a top priority, given that the survey dealt with sensitive employee data. **webforJ** provided the robust security features necessary to ensure full compliance with GDPR. The application was designed to anonymize all responses before delivering them to the University of Saarland, ensuring that individual data was never compromised. This level of security, integrated directly into the development framework, would have been difficult to achieve using a low-code platform or a standard JavaScript framework that relies on additional third-party tools for security.

Why Implementation Partners Like b+p Choose webforJ

For **implementation partners like b+p**, choosing **webforJ** over other development platforms offers several key benefits:

- **Reduced Integration Complexity**: Unlike web frameworks that require separate technologies for front-end and back-end development, **webforJ** provides a **unified development environment**. This reduces the need for complex integrations and allows implementation partners to deliver solutions faster and with fewer potential points of failure.
- **Greater Customization:** With **webforJ**, partners like **b+p** can offer their clients fully customizable applications, tailored to their specific needs. This level of customization is crucial for large institutions like the University of Saarland, which require specialized workflows and data handling processes.
- **Long-Term Maintainability**: Many low-code platforms quickly become cumbersome as project requirements evolve, often leading to higher maintenance costs down the line. By developing in **webforJ**, implementation partners create solutions that are easier to maintain, extend, and support over time. This long-term maintainability reduces overall costs for the client and positions partners like **b+p** as trusted advisors capable of supporting their clients well into the future.

The Contrast with Standard Tools

While off-the-shelf survey tools may seem convenient, they lack the customization, scalability, and security features required for large enterprise projects. Standard polling tools might suffice for simple questionnaires but fall short when it comes to handling complex data privacy concerns, integration with enterprise systems, or the ability to scale to thousands of users.

Here's how **webforJ** proved superior:

- **Customizable Interface and Data Handling:** Unlike standard tools that limit customization, **webforJ** allowed **b+p** and BASIS to create a tailored experience that met the University of Saarland's specific needs, from the user interface to the anonymized data processes.
- **Seamless Performance:** With over 500 employees using the system across desktop and mobile devices, **webforJ** handled the traffic without performance issues, showcasing its scalability.

■ **Built-in Security:** Standard polling tools often require external solutions to meet data security standards. **webforJ** integrated security features directly into the framework, ensuring GDPR compliance and protecting sensitive data.

Results and Impact

The **webforJ** solution, supported by BASIS's technical consulting and development services, enabled **b+p** to deliver a highly successful project. The survey gathered valuable feedback from over 500 employees, while ensuring the highest standards of data security and performance. The application's ability to scale, handle high concurrent usage, and remain fully compliant with data privacy laws proved the value of **webforJ** in enterprise-level projects.

For **b+p**, this project reinforced their position as the leading consulting firm in Southwest Germany, capable of delivering complex, high-impact solutions. It also showcased the value of working with a powerful framework like **webforJ**, especially when backed by BASIS International's **consulting and development expertise**.

Conclusion

The collaboration between **b+p** and **BASIS International**, powered by **webforJ**, exemplifies how project implementation partners can avoid the limitations of low-code platforms and hybrid JavaScript frameworks while delivering scalable, secure, and fully customized solutions. By choosing **webforJ**, partners like **b+p** gain a competitive edge, reducing risk, enhancing customization, and ensuring long-term maintainability for their clients. ■

Founded in 1998, b+p Beratung und Personal is an established HR consulting firm in the southwest of Germany. Specializing in executive search, HR strategies, and customized solutions in HR marketing, b+p combines decades of experience with a deep understanding of various industries. With over 25 years of experience and an extensive network of qualified professionals, b+p successfully fills specialist and leadership positions.

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About us

BASIS International

We are a global software company – large and stable enough to be a reliable partner for thousands of companies worldwide, yet small and flexible enough to deliver tailored solutions that meet today's business challenges.

For almost 40 years (20+ years of delivering technology built on Java), BASIS International has been a trusted partner, delivering software tools and frameworks to develop and modernize mission-critical business systems for both large international corporations and SMEs. More than 1.2 million users worldwide rely on IT solutions created by BASIS or its customers and partners, specifically tailored to meet individual requirements.

With offices in North America and Europe, as well as partnerships in over 30 countries, BASIS is well-positioned internationally. The "big little software company" is privately owned and independently operated.

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