

**DTS GROUP**

Digital Transformation Solutions

# GLOBAL HUMAN TRUST



- (1) GHT Version 1.0: ERC-20 token
- (2) GHT Native: Blockchain

## **TECHNICAL PAPER**

[A part of DTS GHT's Project Technical Information – For an overview and a demo only]

<https://ght.dtsgroup.co.nz>

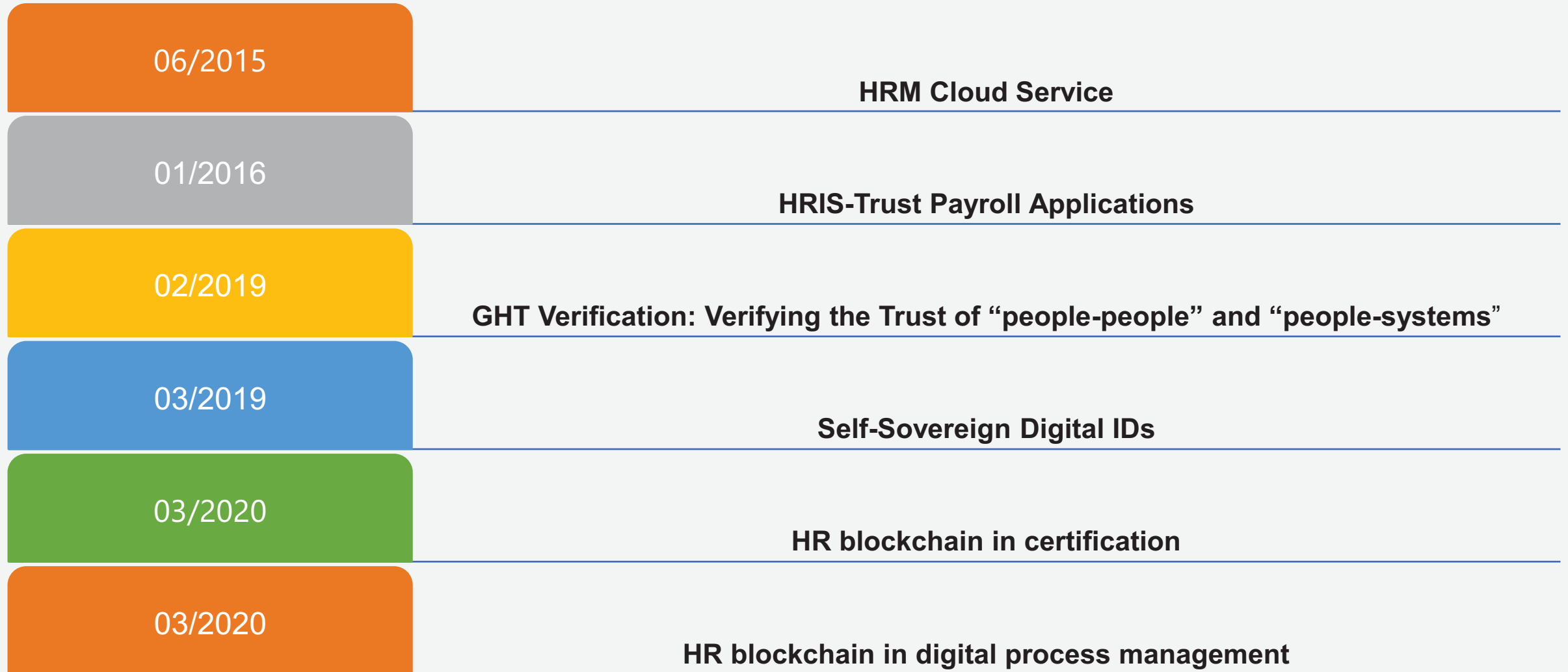
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# I. Overview of NextgHRM and GHT Verification





# I. Overview of NextgHRM and GHT Verification

DTSGroup chose the HRIS-Trust model (Duc N. Nguyen, Sununta Siengthai, Steve Page, 2013)\* and the research results of the Global HRIS-Trust project, UIUC, USA (John Lawler and Duc N. Nguyen, 2018)\*\* as key models and factors to create an AI-HR software to improve and enhance its already deployed NextgHRM platform, conjoining AI and Blockchain techs in the HR process.

- Next Generation HRM (NextgHRM) System: has been operating in the real life since 2015 until now. (For more information: please visit <https://NextgHRM.com>)
- Effective human resources management plays a crucial role in the success of any organization. At NextgHRM, we believe it takes a group of people who have been and are HR professionals to develop, sell, implement and support software that successfully addresses the needs of HR and business management.
- If an organization's greatest asset is its people, then the NextgHRM can be its greatest competitive advantage.

## Automation lets you save Time and Money:

- Go paperless and instantly automate custom forms, tasks, and compliance verifications. Our HR Cloud software increases employee engagement and retention, allowing to refocus each target company's resources on what it does best.

## Stress-free Software:

- We've kept our system stress-free and intuitive so there's no learning curve and no time-consuming software updates.
- As the company scales, so does our software solution. Our application can handle 5 or 10,000 employees while maintaining all functionalities, including compliance, and generating reports in one single click. Just sit back, relax and leave all the heavy-lifting to us.

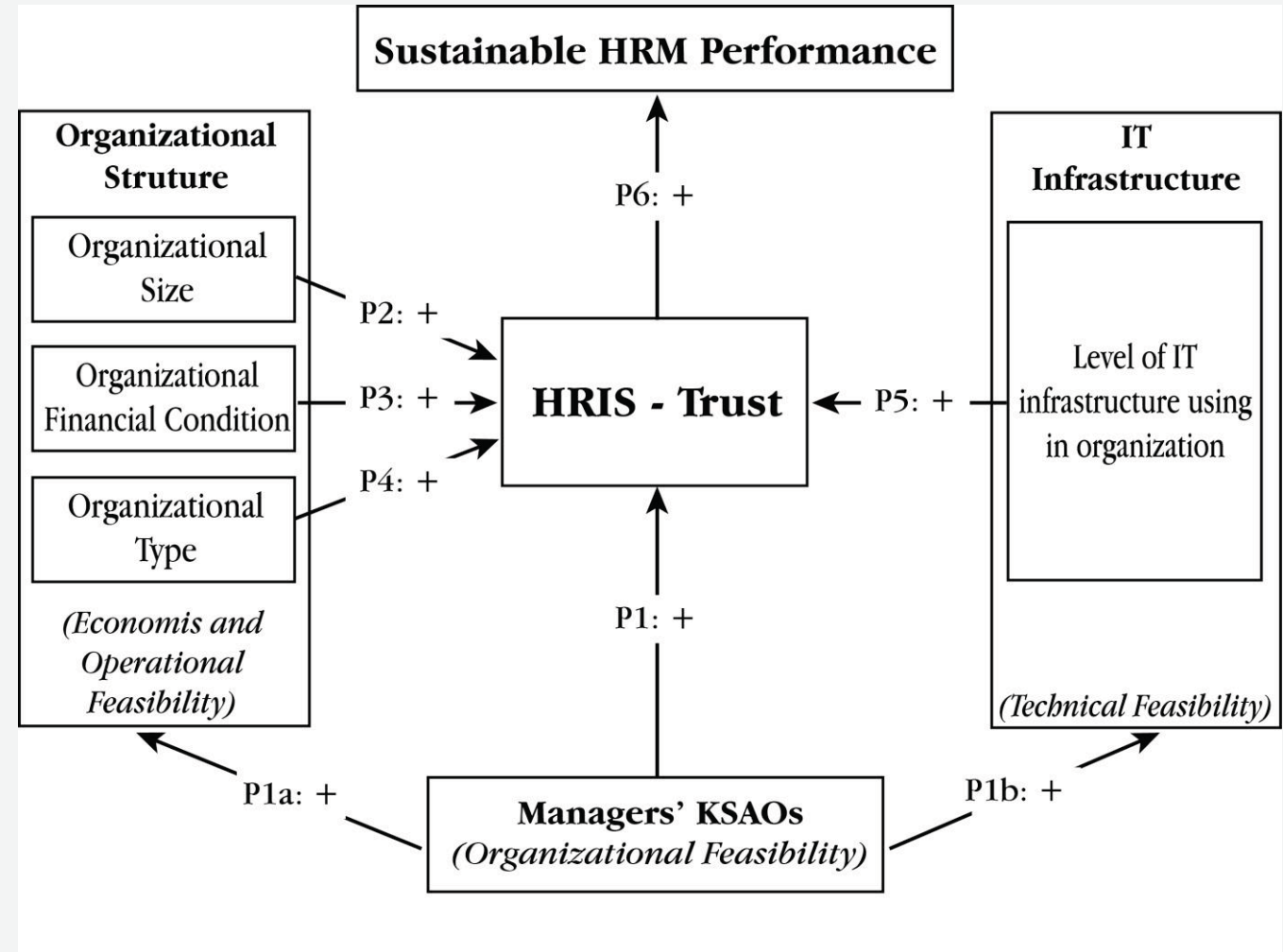


# I. Overview of NextgHRM and GHT Verification

\*Our **HRIS-Trust model** helps to increase trust at the **organization level**. It helps enterprises to achieve more appropriate, legal and sustainable HR Management.

Furthermore GHT can eventually be used as an official payment method for both the employee salaries and bonus and the fees incurred by Users.

*(Duc N. Nguyen, Sununta Siengthai, Steve Page, 2013)*

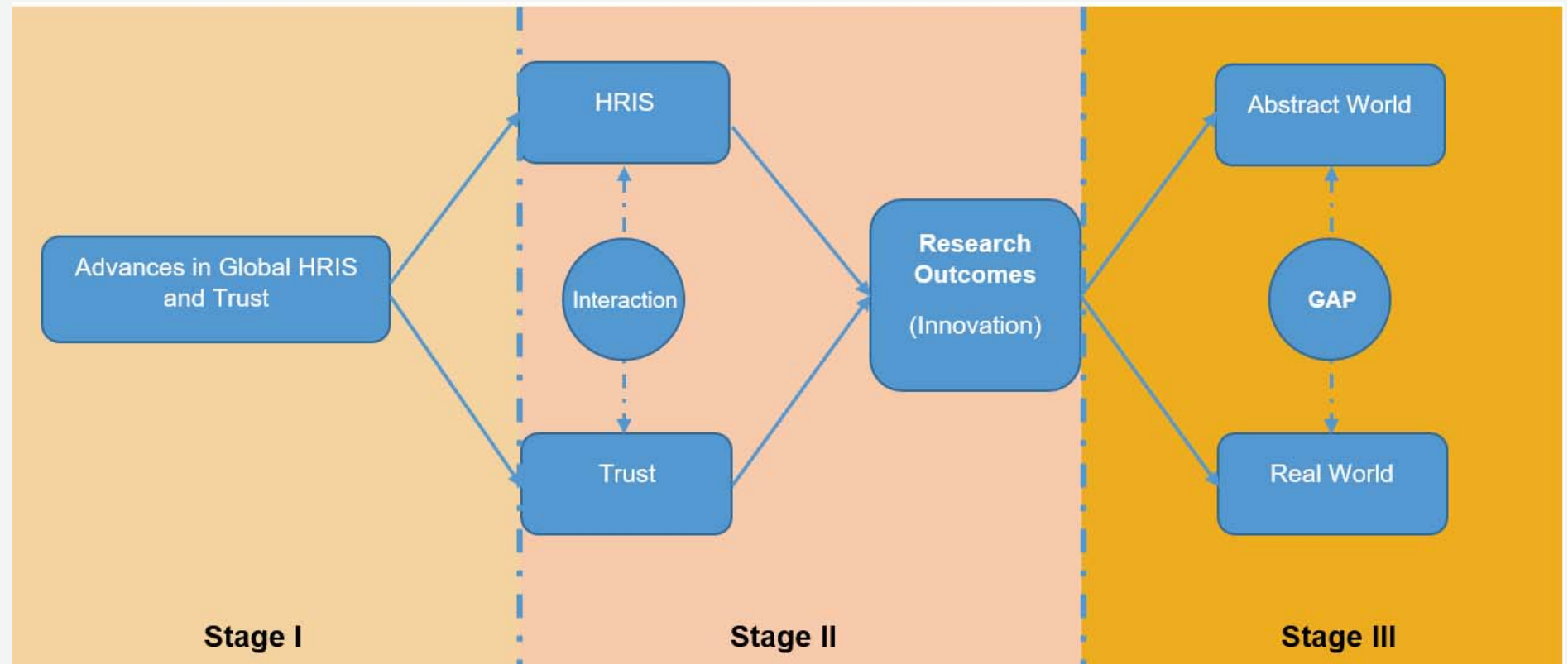




# I. Overview of NextgHRM and GHT Verification

**\*\*The Global HRIS-Trust model outsources** the assessment of its Users (as “trustors”) on the HRIS, based on User expectation, confidence, predictability, and motivation and the platform’s ability, integrity, benevolence, and reliability.

This model helps to increase the trust between people-people and people-systems.



The influence of advances in Global HRIS and Trust on innovation

(John Lawler and Duc N. Nguyen, 2018)



# I. Overview of NextgHRM and GHT Verification

DTSGroup Blockchain team continues to develop NextgHRM based on HRIS-Trust blockchain for 05 typical pivotal points:

- (1) Self-Sovereign Digital IDs
- (2) HR blockchain in certification
- (3) HRIS-Trust Payroll Applications
- (4) HR blockchain in digital process management
- (5) GHT Verification: Verifying the Trust of people-people and people-systems

Hence, our DTSGroup Blockchain team with Akhil Bhavirisetty, who is one of the key members of the project “*Simplification of Employee Recruitment Process using Blockchain Technology*” (Akhil Bhavirisetty et. al., 2017), continues to improve, enhance, and add this [recruitment blockchain into NetgHRM](#), especially for **GHT Verification**: HRIS-Trust Blockchain used for verifying the Trust of people-people and people-systems



## II. Demo Recruitment-Chain

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- ❑ Following is one of the key demo models that applied for DTSGroup NextHRM's HRIS-Trust Blockchain, lead by [DTSGroup blockchain team and Akhil Bhavirisetty](#), who is the key member of **recruitment-chain project (2017)**, and **open-source demo**.
- ❑ The **public GitHub** is an **open-source Demo** for a part of recruitment chain:

**GitHub:** <https://github.com/SJSU272LabF17/Recruit-Chain>





## II. Demo Recruitment-Chain

### **Simplification of Employee Recruitment Process using Blockchain Technology**

Simplification of recruitment process by eliminating third party agencies to validate the work history of the potential / future employees. We are going to leverage the blockchain technology to implement this idea. In existing world, employers are spending a lot of money for third party agencies to perform the background checks of the potential candidates. It takes more time for the BGC to complete, hence delaying the hiring process. Using the above proposed solution, we can save the lot of time and money of the employers and quickens the recruitment process.

### **Problem Statement**

The employee recruitment process is the most cumbersome task for any company. It involves long duration of waiting for records about the candidate from various organizations/institutions such as Universities, Previous Companies, Police, Workers Compensation Claims etc. Simplification of these process will reduce the man hours for several entities and also reduces huge amount of money and workload spent by companies for employee recruitment process.

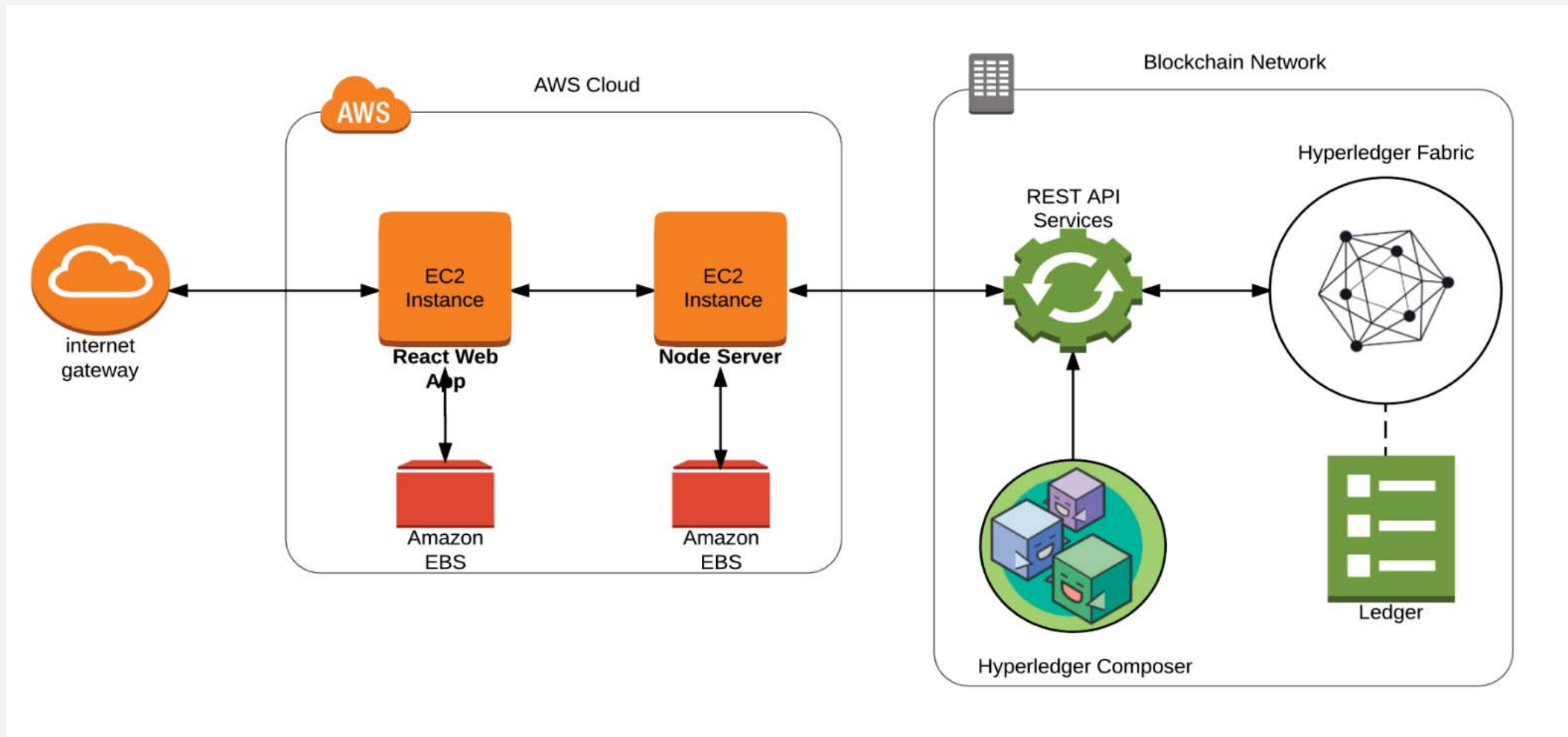
### **Proposed Solution**

Blockchain technology, with its immutable blocks has made it easier to validate a particular candidate. Moreover, its secure and distributed nature has made it a must-have for large organizations and companies. In this project, we have strived to achieve such an implementation that reduces the manual workload that the third-parties have to indulge into. This website utilizes Hyperledger Composer as the infrastructure and Fabric as the network. It successfully manages to create blocks for each candidate, with its unique identifier. This chain is distributed over a network of peers that share a ledger, that keeps records of that particular employee. Such a robust and fault tolerant structure provided by the blockchain technology is sure to be a boon to all the companies that have to scrutinize the candidate.



## II. Demo Recruitment-Chain

### Architecture Diagram





## II. Demo Recruitment-Chain

### Technologies/Frameworks Used

- Hyperledger Fabric
- Hyperledger Composer
- React for UI
- MongoDB
- NodeJS
- Docker
- Amazon Web Services (AWS)

### Methodology

We are using open source platform hyperledger composer for creating blockchain business network.

User Interface will be developed using ReactJ. ReactJS application will be connecting to backend hyperledger application using REST api to create Participant, Assets and Transactions. Docker image of the application will be created and application will be hosted on Amazon Web Services (AWS).

### Conclusion

Blockchain technology is indeed the most perfect fit for performing background checks for an employee since it produces immutable blocks with an added security factor and fault tolerant structure. These project leverages blockchain advantages to simplify the recruitment process.



## III. Disclaimer

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- ❑ Along with continuous development of technology and blockchain, the GHT DTSGroup team will keep on improving the technological plan if necessary for GHT.
- ❑ The recruit-chain demo **GitHub**: <https://github.com/SJSU272LabF17/Recruit-Chain> , which presented in this paper, is only a part of DTS GHT's project technical information, and used for a quick overview and demo only.

## IV. New Zealand Compliance

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### Utility Token and FMA

In March 2020, the FMA issued new cryptocurrency guidelines and, as long as the tokens do not present any of the characteristics that the New Zealand's Financial Markets Conduct Act 2013 (FMC Act) sets out for its four types of financial products (*debt securities; equity securities; managed investment products and derivatives*), then they will be considered as “**utility**” and not be subjected to the full regulation.

### Fair Dealing and Transparency

However and regardless to who we will sell or place our GHT tokens we will still comply with the “**fair dealing requirements**” under Part 2 of the FMC Act, to show our transparency and values and respect.

### Compliance and KYC

**DTSGroup** also follows strictly all the specific **KYC, Compliance, AML, CFT regulations** for “**Virtual Assets**” as set out by the New Zealand's Department of Internal Affairs (“DIA”).

## V. Legal Disclaimer

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Along with continuous development of technology and blockchain, DTSGroup will keep on improving the technological plan as necessary for the GHT and future characteristics of the project might differ from the content of this Whitepaper, that will still be updated with our best efforts.

All the contents of this Whitepaper are an integral part of the **GHT Token Sale, Usage and Website Terms and Conditions (“T&Cs”)**, accessible on our Website (<https://ght.dtsgroup.co.nz>), and are thereby ruled and regulated, together with their fruition by any reader.