



# Technology Overview

**The Talenger Human Resource Manager system was natively developed in a Linux environment to enable Talenger to bring an affordable product to market which is stable and robust, yet scalable.**

**These pages outline the technical infrastructure that underpins our technology.**

## **Server Layer**

The Talenger Server is hosted at Datapro, a leading Internet and hosting service provider located in Johannesburg. The Talenger hosted platform runs fully independent of existing hardware or architectures within the client environment and is offered as an ASP service. All applications and databases are centrally located and managed which means that there is no need for a client to acquire any new hardware or software. All management and maintenance of these services is the responsibility of the Talenger Technical Team.

Access is established through 256-bit Secure Sockets Layer encryption connections, ensuring the integrity and confidentiality of all information submitted to the databases, or retrieved from the databases. Client side access is obtained through a Web Browser. The Architecture represents a complete outsourcing solution. The systems may also be installed within a client environment on their own servers, on their private networks. The ASP server operating system is Novell CentOS 5, however the technology is qualified to run on Microsoft Server OS as well.

## **Network Layer**

The Talenger network is natively managed using Apache web services. The Apache Web server is now available on a variety of platforms, including Windows. The Apache redesign enables it to support a wide array of platforms in more efficient ways that lead to Unix- and Windows-specific execution models that make the best use of the OS.

The core of the system is the Apache Portable Runtime (APR), which enables the Apache core to run on more or less any system with a C compiler. A number of multi-processing modules (MPMs) provide the support for accepting and processing requests. Within a Linux/Unix environment, this can be the traditional "forked" model or a newer threaded model that makes use of the threading built into the operating system kernel. In the end Talenger standardized on Apache because of its renowned stability, however the technology is also qualified to function with Microsoft IIS.

The Talenger Server is connected via a high speed fibre backbone that ensures fast response times and quality of service. Support is offered via a 24/7 support desk, staffed by qualified personnel, to deal with any connectivity issues that may arise.

## **Communications Layer**

The Talenger system contains a feature rich API for communication to an external Payroll, Time and Attendance System or any other third party system. The integration services are qualified to make use of Web Services, SOAP, CSV, XML and RSS Feeds.

## **Security Layer**

This [www.talenger.com](http://www.talenger.com) domain is registered and is secured with a GoDaddy.com Web Server Certificate. Transactions on the site are

protected with up to 256-bit Secure Sockets Layer encryption. The Apache web service supports the SSL encryption technology throughout the web access services and can also be used with IPsec and IPv6 implementations.

### Fault Management

Fault Management is controlled using the Talenger Issue Tracker, an integrated ticket support system. It contains a wide range of features that ensures that no faults or requests are left unattended.

### Database Layer

The Talenger system was developed to run on MySQL 5 as its native database. It is however qualified to run on Microsoft SQL Server 2000 and 2005. Though the database Query Browser may be used to access raw data, this functionality is reserved for developers only. The application system is developed in such a manner that no direct SQL calls are made from within the source code to ensure maximum portability of the ERM Application to alternative databases.

### Design Layer

The Talenger product suite is built using PHP as its native language.



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