

Category of needs (requirements): "Well-being and citizenship at work"		
Requirements for explicitness & alternative visions	Explicit nature of data, indicators, and values that the organization displays...	The definitions of business objects, indicators, values, etc., must be accessible from the user interface of the business software (business functions as well as dashboards). The data dictionary must be accessible from the application, in a format understandable by non-technical users.
	Alternative visions, pluralism of viewpoints	For certain key elements (values, indicators) that have a significant impact on working life, alternative definitions must be sought (particularly from employees) and then memorized. Access to these definitions must be as readily available as access to the "official" definitions.
	Collaborative construction of definitions	The software must allow users to enter requests for amendments to these definitions or alternative definitions, and to view the history of requests.
Autonomy	Guarantee of autonomy	The business software must guarantee users and work groups a perceived autonomy at least equal to that which existed previously (or which existed in a reference situation chosen by the users).
	Guarantee of possibility of cooperation	The application must allow a cooperation between operators at least equal to that which existed previously (or which existed in a reference situation chosen by the users).
	Information on rights related to user categories	Each user must be able to access the details of their rights from within the software itself. They must be able to view the list of user categories and their associated rights, as well as the criteria used to classify a given user into a given category.
	Work procedure guidance	Unless requested by the users, the software should not guide the work procedure in a more restrictive way than the previous situation (or a reference situation chosen by the users).
	Learning from mistakes	Errors in the use of the software must be reported by explicit messages, including an explanation of the probable cause and the procedure to correct the error.
Decision & Steering System	Preservation of human decisions	With few exceptions, the application must limit the automation of decisions previously made by employees.
	Explicit nature of the elements of the management system displayed in the dashboards	The dashboards (<i>reporting</i>) included in the application must explicitly present the relevant elements of the management system (definitions of purposes, objectives, indicators, current value ranges, etc.).
	Details of the conventions underlying the indicators	The description of the quantification conventions underlying the indicators (selected source data, calculations, values considered out of standard, etc.), as well as the contextual (e.g., choice of data to be compared) and semiotic (e.g., choice of colors) conventions must be accessible from the user interface.
	Explicit nature of the indicators used to evaluate employees	The requirement for transparency and plurality must apply to all data used to assess employee activity.
	Employee feedback on the indicators used for their evaluation	Proposals for amendments to all the conventions that led to the indicators and their presentation must be able to be entered by employees into the software.
	Diversity of types of objectives and indicators	The dashboards accessible in the application must include a diversity of types of objectives and indicators: quantitative and qualitative, financial and non-financial, ex post (past performance) and ex ante (determinants of future performance),
	Presence of alternative indicators in dashboards	Dashboards must include alternative objectives/indicators. These must be explicit, as must the related conventions.
Time & Organizational Learning	Representations of time	The time as represented (in particular the units of time used) in the application must be consistent with the perception of time of the users and the people impacted.
	Work pace	Unless otherwise agreed by all users, the software must not impose an accelerated work pace compared to the previous situation (or compared to a reference situation chosen by the users).
	Collective learning	The software must include a feature for users to share experiences (problems encountered, tips and tricks, etc.),
Participation in the development of the software	Information on application evolution management procedures	It must be possible, from within the software, to consult the procedures put in place to manage the evolution of the application (including explanation of the criteria for prioritizing requests).
	User feedback	The application must include a possibility for users to provide feedback regarding requests, suggestions and/or problems encountered, whether technical or not (e.g., in the latter case: addition to a definition...)
	Information on requests (processing, criteria, follow-up...)	Information on the processing of reports/suggestions/requests already made must be easily accessible from the software: history of requests, assigned prioritization rank, follow-up actions and their justifications...