**Abstract**

This project is done as a final year project for Bachelors of Information Technology (Hons) program offered by Help University, Malaysia.

The project is undertaken to plan, design and develop a Human Resource Management system, named “TinyHRMS” for Maldives Stock Exchange.

Human Resource Management system provides the information regarding the employees in the company. The system facilitates good interaction / communication facilities between the employees and HR administration. The web pages about an employee are created dynamically based on the user id and password and links are provided to web pages containing information like employee general details. HRMS also has the facility of viewing a detailed report regarding the employee.

**Acknowledgement**

This project will not be possible without the help of a number of people. We would like to express our deepest gratitude to our lecturer Mr. Ibrahim Waheed for his invaluable guidance and assistance, without which the accomplishment of the task would have never been possible. We also thank Mr. Hussain Naushad for devoting much of his time to supervise us in this project.

We are also thankful to the employees of Maldives Stock Exchange, especially, Mr. Abdulla Musthafa for providing us relevant information and necessary clarifications required for the project.

CHAPTER-01 INTRODUCTION

**1.1 Organization Overview:**

HRMS (HR Management System) is a global services provider delivering technology - driven business solutions that meet the strategic objectives of our clients. We deliver unmatched business value to customers through a combination of process excellence, quality frameworks and service delivery innovation.

We committed to invest in new technology and development which offers a comprehensive range of integrated software. We innovate in the area of Marketing, Training, Business Operations and Technology.

We continue to set the standard of making clients successful and helping them realizes the opportunities that exist within their organizations. We achieve our commitment to their success, empowering people and organizations to give competitive advantage by creating powerful interactive relationships.

* **Vision:**

Our company philosophy has always focused on customer satisfaction with

Uncompromising integrity. Vital Softech vision is to be the one top IT services provider in contracting as well as projects to a diverse and targeted base of established and emerging corporations.

* **Mission:**

Our mission is to be known and trusted by our customers to deliver top quality IT contracting and technology services. We do not want to see our Clients just satisfied, but delighted with our services. We approach our work with passion and creativity.

**1.2 Current System:**

Manually it is very difficult to manage the human resource. With the help of computer it becomes easy and faster to manage the system. In this project it is the facilities to storing and managing all the information about the employee working in that company and the projects handle by the company.

**1.2.1 Human Resources:**

Add here how this HR Management works…..

**1.2.2 Functions of human resource management system:**

The function of Human Resources departments is generally administrative and not common to all organizations. Organizations may have formalized selection, evaluation, and payroll processes. Efficient and effective management of **"Human Capital"** has progressed to an increasingly imperative and complex process.

The HR function consists of tracking existing employee data which traditionally includes personal histories, skills, capabilities, accomplishments and salary. To reduce the manual workload of these administrative activities, organizations began to electronically automate many of these processes by introducing specialized Human Resource Management Systems. HR executives rely on internal or external IT professionals to develop and maintain an integrated HRMS.

Before the ***client–server*** architecture evolved in the late 1980s, many HR automation processes were relegated to mainframe computers that could handle large amounts of data transactions. In consequence of the low capital investment necessary to buy or program proprietary software, these internally-developed HRMS were unlimited to organizations that possessed a large amount of capital. The advent of client–server, Application Service Provider, and Software as a Service or SaaS Human Resource Management Systems enabled increasingly higher administrative control of such systems.



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**Currently Human Resource Management Systems encompass:**

1. Payroll.
2. Work Time.
3. Benefits Administration.
4. HR management Information system.
5. Recruiting.
6. Training/Learning Management System.
7. Performance Record.
8. Employee Self-Service.

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**1.3 Limitations of current system:**

There were problems related to current system such as employee details storage problem, maintain privacy, cost and budget, etc…

1. **Employee Privacy:** Your employee entrust you with personalinformation. Everything from Social Security numbers to private health information and marital status gets stored in HR Management System.
2. **Cost:** One of the main limitation/disadvantage of HR ManagementSystem is its cost.
3. **Loss of Subjectivity:** All personal data of any employee was easilyleaked.
4. **Difficult of Analysis:** Due to huge amount of data stored in your systemit becomes difficult to analyze the data.

**1.5 Feasibility Study:**

The feasibility studies are undergone as follows:

**1. Economic Feasibility:**

More commonly known as **Cost/Benefit Analysis**. The procedure is to determine the benefits and savings that are expected from a candidate system and compare them with costs. If the benefits outweigh costs, then decision is made to design and implement the system. Considering the facts it is becoming evident that the system will be economically feasible both for developer as well as for client’s respect.

**2. Technical Feasibility:**

Technical feasibility centers on the existing computer system (hardware, software, etc.) and to what extent it can support the proposed addition. If the budget is a serious constraint, then the project is judged not feasible. In our case this does not become an obstacle.

**HARDWARE REQUIREMENTS:**

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  |  |  | **Content** |  |  | **Description** |  |  |  |
|  |  |  |  |  |  |  |  |
|  |  |  | **HDD** | **20 GB Min** |  |  |
|  |  |  |  |  | **40 GB Recommended** |  |  |
|  |  |  |  |  |  |  |
|  |  |  | **RAM** | **512 GB Min** |  |  |
|  |  |  |  |  | **1 GB Recommended** |  |  |
| **SOFTWARE REQUIREMENTS:** |  |
|  |  |  |  |  |  |  |  |  |  |
|  |  |  | **Content** |  | **Description** |  |
|  |  |  | **OS** | **Windows XP with SP2 or Windows** |  |
|  |  |  |  |  | **Vista** |  |
|  |  |  | **Database** |  | **MS-SQL server 2005** |  |
|  |  |  | **Technologies** |  | **ASP.NET with C#.NET** |  |
|  |  |  | **IDE** |  | **Ms-Visual Studio .Net 2008** |  |
|  |  |  | **Browser** |  | **IE** |  |
|  |  |  |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |  |  |



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**3. Legal Feasibility:**

A determination of any infringement, violation or liability that could result from the development of the system. But the system to be developed will be 100% legal.

**4. Operational feasibility:**

The management & operators desire to be well acquainted with the requisite skill needed. Here most of the members in development team having technical expatriation.

**5. Time feasibility:**

The management & operators here concern about whether the project will completed timely or not. But considering the facts and figures collected by us regarding our project it can be easily assumed that the project will be completed within the specified time frame.