

User Requirements

- 1) The HRMS shall include the functionality to add, delete, and modify employees, while incorporating important information about each employee.
- 2) The Admin or HR Manager shall have the ability to manage different modifications related to the employees. These include promotions, movements between departments and retirements/departures.
- 3) The Admin or HR Manager shall oversee the salaries of all employees and all related transactions such as increases, bonuses etc.

System Requirements

1.1) Each employee shall have a record in the database that includes their SSN, first name, last name, phone number, department, position, and salary.

1.2)

<i>HRMS/Management Software</i>	
Function	Add a new employee.
Description	This function adds a new employee's data that has been hired to the HRMS.
Inputs	Employee's SSN, first name, last name, phone number, department, position, and salary.
Source	Entered by the system user.
Output	A record containing the employee's SSN, first name, last name, phone number, department, position, and salary
Destination	System database.
Action	A new employee record is added to the database that includes the employee's SSN, first name, last name, phone number, department, position, and salary.
Requires	Employee's SSN, first name, last name, phone number, department, position, and salary.
Pre-condition	Inputted SSN must be unique.
Post-condition	All employee details get added to the system.
Side-effects	None.

1.3)

<i>HRMS/Management Software</i>	
Function	Delete an existing employee
Description	This function deletes an employee's record who retired or got fired from the database.
Inputs	Employee's SSN.
Source	Entered by the system user.
Output	None.
Destination	None.
Action	Employee record is deleted from the database.
Requires	Employee's SSN.
Pre-condition	Inputted SSN must exist.
Post-condition	All employee details get deleted from the system.
Side-effects	None.

1.4)

<i>HRMS/Management Software</i>	
Function	Modify an existing employee.
Description	This function modifies an employee's record, first an employee is searched by their SSN and all their record data appears which is then modified by the system user.
Inputs	Employee's SSN, followed by the data to be modified.
Source	Entered by the system user.
Output	A record containing the employee's modified data that includes their SSN, first name, last name, phone number, department, and salary.
Destination	System database.
Action	Employee record is fetched using the SSN inputted. This record is then updated with the required modifications to the first name, last name, phone number, department, position, and salary fields.
Requires	Employee's SSN as well as current and new first name, last name, phone number, department, and salary so record can be updated.
Pre-condition	Inputted SSN must exist.
Post-condition	Employee's SSN must not change.
Side-effects	None.

2.1)

<i>HRMS/Management Software</i>	
Function	Manage employee promotions
Description	Manage the promotion of an employee from one position to a higher position/rank, as ordered by HR Manager or Admin.
Inputs	Employee SSN, current position, new position.
Source	Entered by system user.
Output	An updated record of this employee with a new and higher position.
Destination	System database.
Action	Employee record is fetched using the SSN inputted, the current position of this employee is also fetched. This record is then updated with the new position for the employee.
Requires	Employee's SSN as well as current and new position so record can be updated.
Pre-condition	Inputted SSN must exist as well as new position must be of a higher rank than previous position.
Post-condition	Employee's position is updated with the higher rank.
Side-effects	None

2.2)

<i>HRMS/Management Software</i>	
Function	Manage employee movements between departments
Description	Manage the migration of employees from one department to the other, as instructed by HR Manager.
Inputs	Employee SSN, New Department
Source	Entered by system user.
Output	An updated record in Employee table of the current employee with new department. Record of this employee in old department table deleted and a new record in of the employee in the table of the new department.
Destination	System database.
Action	Employee record is fetched using SSN inputted, the current department of the employee is updated. Employee record is also fetched from department's table. Deleted from the old department and inserted in the new department table.
Requires	Employee's SSN and new department.
Pre-condition	Employee SSN must exist, new department must be different than old department.
Post-condition	Employee's department is updated, and department's tables updated accordingly
Side-effects	None

2.3)

<i>HRMS/Management Software</i>	
Function	Manage employee retirement/departure
Description	Manage the departure or retirement of an employee.
Inputs	Employee SSN
Source	Entered by system user.
Output	An updated employee table with the record of the departed/retired employee deleted.
Destination	System database.
Action	Fetch employee record using SSN and perform deletion operation on this record from the database.
Requires	Employee SSN to fetch the record.
Pre-condition	Employee SSN must exist.
Post-condition	Employee table updated with this employee removed.
Side-effects	None

3.1)

<i>HRMS/Management Software</i>	
Function	View employees' salaries.
Description	This function allows the system user to see all the employees' salaries.
Inputs	None.
Source	None.
Output	A table containing the employees' SSN, first name, last name, department, position, and salary.
Destination	System's user interface.
Action	Employees' records are fetched. Then, these records' SSN, first name, last name, department, position, and salary are displayed.
Requires	None.
Pre-condition	None.
Post-condition	None.
Side-effects	None