

Graduation Project Proposal Form

1. Project Information

- **Project Title:**
Developing an HR Personnel Management System Compliant with Egyptian Labor Laws.

Course/Track: Oracle Digital Human Resources specialist

- **Team Members:**
 1. Naira Lotfy (Group Leader)
 2. Ahmed Samir
 3. Ahmed Sameh
 4. Mohammed Abdelrahman
 5. Hossam Mostafa

2. Project Overview

- **Objective:**

The primary objective of this project is to design and implement a comprehensive Human Capital Management (HCM) system using Oracle Global HCM to optimize personnel data tracking and management. This system aims to enhance data accuracy, simplify report generation, and ensure compliance with Egyptian labor laws.
- **Scope of Work:**

Developing a comprehensive system for personnel section while maintaining enterprise structure using Oracle ERP through:

 - 1. Analysis & Requirements Gathering:**
 - Understand the specific needs of the HR department, particularly the personnel section.
 - Map Egyptian labor law requirements to Oracle Global HCM functionalities.
 - 2. System Design & Configuration:**
 - Configure the Oracle Global HCM system to align with the organizational structure and Egyptian labor laws.
 - Implement core features such as employee record tracking, attendance, leave management, and payroll.

- **Expected Outcomes:**

A centralized and user-friendly system for tracking and maintaining employee data.

Improved accuracy and compliance with Egyptian labor laws.

Reduced time and effort in generating HR reports.

A realistic system for the HR department(**Oracle Global HCM Enterprise Structure Implementation**), particularly the personnel section, to:

- track employee data.

- maintain that data.

- generate reports.

3. Problem Statement

The HR personnel section faces inefficiencies and errors due to fragmented systems and manual processes, leading to challenges in compliance with Egyptian labor laws. A robust, automated system is required to ensure data accuracy, and maintain legal compliance.

4. Proposed Solution

- **Technologies Used:**

- Oracle E-Business Suite: A comprehensive on-premises solution offering modules for HR management, payroll, and compliance tailored to organizational needs.

- Database Management System: Oracle Database for secure and efficient data storage.

- Integration Tools: Middleware solutions for seamless connectivity with existing systems.

- Compliance Frameworks: Customized functionalities to align with Egyptian labor laws.

- **System Architecture:**

- Desktop-based user interface for HR staff and managers.

- Employee self-service functionalities for accessing personal records.

- Back-end Processing:

- Centralized database for employee information.

- Automated workflows for HR processes such as leave requests and payroll calculations.

- Security: Role-based access controls to ensure secure data handling.

5. Resources Needed

- **Hardware/Software:**

- Hardware Requirements:**

- High-performance servers for hosting the Oracle HCM system.

- Backup and disaster recovery infrastructure.

- End-user devices (PCs, laptops) with browser compatibility.

- Software Requirements:**

- Oracle Global HCM Cloud licenses.

- Database software (e.g., Oracle Database).

- Operating systems compatible with Oracle's requirements.

6. Approval

- **Instructor/Advisor:** Amr Aly
- **Signature:**