**HUMAN RESOURCES  
TALENT MANAGEMENT SYSTEM IN  
BESTLINK COLLEGE OF THE PHILIPPINES**

A Capstone Project Presented

for the Faculty of College Department

Bestlink College of the Philippines Bulacan.

In Partial Fulfilment

Of the Requirements for the Degree

Bachelor of Science in Information Systems

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**APPROVAL SHEET**

This project entitled **HR TALENT MANAGEMENT SYSTEM IN BESTLINK COLLEGE OF THE PHILIPPINES,** prepared and submitted by **Jeremy Apundar, Justin Jay Nasis, Darren James Dela Fuente, Aljhon Tugdang, and Steven Jann Altarejos** in partial fulfillment of the requirements for the degree of Bachelor of Science in Information Systems, has been examined and is recommended for acceptance and approval for Oral Defense.

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**DEDICATION**

This research project is wholeheartedly dedicated, first and foremost, to the researchers themselves, for their unwavering commitment, time, effort, motivation, sacrifice, and courage, which have culminated in the successful completion of this study.

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**ABSTRACT**

Title: **HR TALENT MANAGEMENT SYSTEM IN BESTLINK COLLEGE OF THE PHILIPPINES.**

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This project aims to enhance the efficiency and effectiveness of Human Resources (HR) operations by automating manual processes through the development of an HR Talent Management System. The system focuses on improving key HR functions such as recruitment, onboarding, and performance management. By automating these processes, the system minimizes human errors and ensures data accuracy and integrity through advanced data validation and backup features. Additionally, it enhances compliance and security by safeguarding sensitive employee information. The system also offers insightful analytics to aid HR professionals in making data-driven decisions and improving overall HR practices.

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**CHAPTER 1: INTRODUCTION**

In this opening chapter, we lay the foundational elements for the Capstone Project by examining its key components. We begin with the Background of the Capstone Project, offering context that shapes our approach and objectives. This section explores the need for an HR Talent Management System in Bestlink College of the Philippines, highlighting the challenges and opportunities that drive this initiative.

Next, we delve into the Context and Scope, defining the boundaries of our study and specifying the areas our research will address. This includes detailing the specific functionalities of the HR system, including recruitment, talent management, and employee development, within the scope of a school-based setting.

The Problem Statement follows, outlining the core issue this project aims to resolve. This section identifies the limitations of the current HR management processes at Bestlink College and the inefficiencies that hinder optimal talent acquisition, development, and retention.

Building on this, the Objectives and Goals section outlines the key aims of the project, including streamlining HR processes, enhancing employee engagement, and improving overall talent management through automation and data-driven insights.

The Significance and Relevance of the project are then explored, emphasizing its importance in modernizing HR practices within an educational institution. The implementation of this system is expected to have a lasting impact on improving employee satisfaction, operational efficiency, and aligning HR practices with organizational goals.

Finally, we provide an Overview of the Structure of the Document, outlining the organization of the subsequent chapters. This will guide readers through the progression of the project and its detailed components, ensuring a clear roadmap for understanding the system’s design and implementation.

This chapter sets the stage for a comprehensive understanding of the HR Talent Management System's purpose, significance, and potential impact at Bestlink College of the Philippines.

* 1. **BACKGROUND OF CAPSTONE PROJECT**

Effective HR talent management is a cornerstone of any institution’s success, particularly in schools where the quality of staff directly impacts the educational outcomes and the overall functioning of the institution. School HR talent management involves strategically attracting, developing, and retaining the right personnel to contribute to the institution's goals. This process includes various key activities such as recruitment, professional development, performance management, career growth support, and succession planning. A well-managed HR system ensures that schools are equipped with skilled personnel who can effectively execute the school’s academic and administrative objectives. It is crucial that the individuals occupying these roles are not only qualified but also aligned with the institution’s core values, culture, and long-term vision.

In the case of Bestlink College of the Philippines, a leading educational institution, the HR department has been facing significant hurdles in its talent management processes. One of the central challenges is the difficulty in meeting the qualifications and requirements for the various academic and administrative roles. Despite extensive recruitment efforts, the school has found it challenging to identify candidates who possess the specific skills, qualifications, and experience required for particular positions. This has led to extended hiring cycles, reduced candidate quality, and, in some cases, unfilled positions, ultimately impacting the institution’s ability to function optimally.

Furthermore, the absence of an efficient and standardized recruitment process has contributed to communication gaps between the HR department, hiring managers, and applicants. Miscommunications often occur regarding job descriptions, expectations, and candidate qualifications, resulting in delays, confusion, and a lack of clarity for both the candidates and the internal teams. These communication breakdowns hinder the smooth flow of the recruitment process, leading to frustration on both sides and preventing the timely onboarding of new hires.

To overcome these challenges, our team proposes the development of a robust HR talent management system designed to address these specific issues and improve the overall recruitment and talent management experience at Bestlink College of the Philippines. This comprehensive system will incorporate modern talent acquisition strategies, such as competency-based assessments, to evaluate candidates’ qualifications and alignment with the institution's values. The use of such assessments will allow HR professionals to make data-driven decisions and select candidates who not only meet the technical qualifications but also fit culturally with the institution. By focusing on competencies, the system will ensure that candidates are assessed based on the skills and attributes most essential for their roles, leading to a more precise match between the school’s needs and the candidates' abilities.

In addition to this, the system will include transparent communication features to keep all stakeholders informed at each stage of the recruitment process. Hiring managers will be able to access real-time updates on candidate statuses, interview feedback, and other pertinent information, allowing for quicker decision-making. Similarly, applicants will receive timely updates about their application status, which will reduce uncertainty and improve their overall experience. This transparent communication model will bridge the gaps in the current manual system, ensuring that everyone involved is on the same page throughout the recruitment cycle.

Another major concern that Bestlink College of the Philippines faces is its reliance on manual HR processes. Currently, HR tasks such as maintaining employee records, managing performance evaluations, tracking leave requests, and conducting recruitment are all handled manually. This paper-based approach is not only time-consuming but also prone to human error. As a result, HR staff are often burdened with administrative work, leaving little time for more strategic tasks, such as employee development, retention strategies, and performance improvement. Additionally, without a digital system, it is challenging to track HR data in real-time, making it difficult to monitor trends, measure key performance indicators (KPIs), and make informed decisions.

To address this, our team is proposing a fully integrated HR talent management system that automates and digitizes the core HR processes. By transitioning from manual to digital operations, the system will streamline recruitment, performance tracking, leave management, and onboarding, significantly reducing the administrative workload for HR personnel. This will allow the HR team to allocate more time and resources toward enhancing employee engagement, creating professional development programs, and focusing on strategic HR initiatives that align with the institution's goals.

The new system will also feature data analytics tools, which will help HR professionals to gain insights into employee performance, turnover trends, and other key HR metrics. This data-driven approach will enable the HR department to make more informed decisions, monitor the effectiveness of HR policies, and continuously improve the talent management strategy at Bestlink College. By integrating real-time data analytics, the system will help HR professionals not only to streamline processes but also to foresee potential issues and proactively address them, ultimately driving the institution's growth.

Another important aspect of the HR talent management system will be its user-friendly interface. Both HR staff and employees will have easy access to the system, with intuitive navigation and a seamless experience. This ensures that even those with minimal technical expertise can efficiently use the platform. The system will also be designed to integrate with other school management software, creating a holistic environment where all aspects of the institution's operations can be managed from a central system.

By implementing this HR talent management system, Bestlink College of the Philippines will be able to reduce operational inefficiencies, enhance communication, and make better decisions regarding talent acquisition and management. The system will also help the institution build a more robust workforce by ensuring that the right individuals are hired and retained. Moreover, the system will foster a more strategic approach to HR, allowing Bestlink College to plan for the future by identifying high-potential employees, facilitating their career development, and preparing for succession in key roles.

Ultimately, this project aims to provide a long-term solution that addresses the existing HR challenges and enhances the overall management of human resources within the school. By adopting a digital system that leverages modern HR practices and technologies, Bestlink College will be able to optimize its talent management processes, improve employee satisfaction, and position itself as a forward-thinking educational institution committed to growth and innovation.

* 1. **CONTEXT AND SCOPE  
       
     CONTEXT:**

Schools, especially educational institutions like Bestlink College of the Philippines, rely heavily on the effective management of human resources to recruit, develop, and retain skilled educators and staff. These personnel play a crucial role in delivering quality education and maintaining a productive school environment. However, many schools face significant challenges in managing their human resources effectively. These challenges include attracting the right candidates, providing opportunities for continuous professional growth, maintaining employee engagement, and ensuring overall job satisfaction.

As the demand for skilled educators rises, schools need to implement more innovative and tailored HR solutions that can address the unique needs of educational environments. Traditional HR methods, such as manual recruitment processes and paper-based employee management, are often ill-equipped to meet the evolving demands of the education sector. These outdated methods can lead to delays in hiring, poor communication between HR and candidates, and difficulties in tracking employee performance and development. This highlights the need for a more strategic, cohesive, and technology-driven approach to talent management that can keep up with the fast-paced and competitive nature of the education sector.

Implementing a comprehensive HR talent management system designed specifically for schools can be the solution to these challenges. Such a system can help streamline HR processes by automating routine tasks and ensuring that the right tools are in place for managing recruitment, employee development, and retention efforts. In doing so, the system will enhance the overall quality of education by ensuring that the school attracts and retains highly skilled staff members, improves employee satisfaction, and fosters a culture of continuous professional growth. Moreover, this system will support the recruitment of top talent, promote a positive work environment, and help the institution meet its long-term educational goals.

**SCOPE:**

The scope of the HR Talent Management System for Bestlink College of the Philippines encompasses the following key areas, each vital to improving the HR processes and supporting the institution’s broader goals:

* **Recruitment and Selection Process:** This encompasses attracting, evaluating, and hiring individuals who are the best fit for the organization’s needs and culture. The process includes posting job openings, reviewing resumes, conducting interviews, and making hiring decisions. The system will streamline the recruitment process by automating candidate tracking, improving job matching, and integrating competency-based assessments to ensure that candidates have the right skills and qualifications for the roles. This ensures a more efficient hiring process, reducing time-to-hire, and helping the institution select the most qualified candidates.
* **Onboarding Process:** Onboarding is a critical process that introduces new hires to the organization’s culture, policies, and job responsibilities. A strong onboarding experience helps new employees feel welcomed, supported, and engaged from day one, which is essential for long-term retention. The system will facilitate this by providing a digital platform where new employees can complete all necessary paperwork, receive orientation materials, and get familiar with the institution’s values and expectations. This process also helps reduce the likelihood of early turnover by ensuring that new hires have the tools and support they need to succeed in their roles.
* **Succession Planning:** Succession planning is essential for ensuring the continued growth and stability of the institution. It involves identifying and preparing internal candidates to fill key positions when they become vacant due to retirement, promotion, or departure. The HR system will track the career progression of employees and identify potential candidates for future leadership roles. By implementing succession planning, the school can mitigate the risks associated with unexpected departures and ensure that key positions are filled quickly with capable internal candidates, fostering long-term stability and leadership continuity.
* **Career Development and Pathing:** Career development involves providing employees with opportunities to grow and advance within the organization. This not only benefits employees by enhancing their skills and capabilities but also benefits the institution by fostering a more skilled and motivated workforce. The system will enable employees to access personalized career development plans, participate in training and development programs, and track their progress toward career goals. It will also facilitate communication between employees and managers to ensure that career growth opportunities are aligned with the needs of the organization.
* **Talent Retention Strategies:** Retaining talented employees is critical to maintaining a high-performing workforce. The HR system will implement various strategies to enhance employee engagement, motivation, and job satisfaction. This includes regular performance reviews, feedback mechanisms, recognition programs, and employee well-being initiatives. By addressing the factors that contribute to employee turnover, such as lack of development opportunities or poor work-life balance, the system will help improve retention rates and foster a positive organizational culture.
* **Competency Development:** Competency development focuses on assessing, improving, and nurturing the skills and abilities of employees to ensure they perform effectively in their current roles and are prepared for future responsibilities. The system will include tools for performance evaluations, skills assessments, and development plans to help employees continually improve. By tracking competencies and identifying skill gaps, the system will provide targeted development opportunities that are aligned with both individual career goals and organizational needs. This not only helps employees advance but also ensures that the school is equipped with a workforce that is capable of meeting its evolving demands.

Through the integration of these core HR functions into a single, unified system, Bestlink College of the Philippines will be able to optimize its HR operations, increase efficiency, and improve employee satisfaction and retention. By aligning HR practices with the specific needs of the educational environment, the proposed system will enable the institution to attract, retain, and develop top talent, ultimately contributing to the long-term success and growth of the school.

* 1. **PROBLEM STATEMENT**

In today's rapidly evolving job market, organizations face increasing challenges in attracting, retaining, and developing top talent. Traditional talent management systems often fall short in meeting the dynamic needs of modern businesses, leading to talent mismatches, low employee engagement, and high turnover rates. As such, there is a critical need for innovative approaches to talent management that leverage emerging technologies and best practices to effectively identify, nurture, and deploy talent assets within organizations.

Designing an effective talent management system that addresses the multifaceted challenges of modern workforce dynamics, including talent identification, acquisition, development, and retention, while aligning with organizational goals and values.

* 1. **OBJECTIVES AND GOALS**

**OBJECTIVES:**

* **Identify and attract top talent:** Ensuring the organization has a pipeline of skilled individuals by actively seeking out and recruiting the best candidates.
* **Retain key employees**: Implementing strategies to reduce turnover rates and retain high-performing employees within the organization.
* **Develop employee skills:** Providing opportunities for continuous learning and development to enhance employee capabilities and career growth.
* **Succession planning:** Identifying and grooming internal talent to fill key leadership positions within the organization as they become available.
* **Foster a positive work culture:** Creating an environment that promotes employee engagement, satisfaction, and loyalty.
* **Align talent with organizational goals:** Ensuring that employees' skills and competencies are aligned with the strategic objectives of the organization.
* **Performance management:** Establishing clear performance expectations, providing regular feedback, and recognizing and rewarding high performance.
* **Diversity and inclusion:** Promoting diversity and inclusion initiatives to create a more equitable and inclusive workplace that leverages a wide range of perspectives and talents.
* **Employer branding:** Enhancing the organization's reputation as an employer of choice to attract top talent and maintain a competitive edge in the market  
    
  **GOALS:**
* **Improve employee engagement:** Enhancing employee motivation, satisfaction, and commitment to the organization's goals and values.
* **Increase retention rates:** Reduce turnover and increase employee tenure by implementing strategies to improve job satisfaction and address retention factors.
* **Enhance succession planning:** Develop a robust pipeline of internal talent to fill key positions as they become available, ensuring continuity and stability within the organization.
* **Develop leadership capabilities:** Identify and nurture high-potential employees to fill leadership roles and drive organizational growth and innovation.
* **Foster a culture of learning and development**: Provide opportunities for continuous skill development and career advancement to attract, retain, and engage top talent.
* **Promote diversity and inclusion:** Create an inclusive workplace culture that values and leverages the unique perspectives and talents of all employees.
* **Improve performance management:** Establish clear performance expectations, provide regular feedback, and implement performance improvement plans to drive employee productivity and effectiveness.
* **Strengthen employer branding:** Enhance the organization's reputation as an employer of choice to attract top talent and differentiate itself from competitors.
* **Optimize workforce planning:** Align talent strategies with business objectives to ensure the organization has the right people in the right roles at the right time.  
  1. **SIGNIFICANCE AND RELEVANCE  
       
     SIGNIFICANCE:**
* **Strategic Alignment:** TMS helps align HR strategies with organizational goals by identifying, attracting, developing, and retaining talent that best fits the company's objectives.
* **Competitive Advantage:** Effective talent management can provide a competitive edge by ensuring that the right people are in the right roles, maximizing productivity, innovation, and ultimately, organizational performance.
* **Employee Engagement and Retention:** A well-implemented TMS fosters employee engagement by providing opportunities for growth, recognition, and career development, which in turn can enhance employee retention rates and reduce turnover costs.
* **Succession Planning:** TMS facilitates succession planning by identifying high-potential employees and developing talent pipelines to ensure continuity in leadership positions and critical roles within the organization.
* **Data-Driven Decision Making:** TMS provides HR professionals and organizational leaders with valuable data and insights regarding talent acquisition, performance, and development, enabling informed decision-making and strategic planning.  
    
    
  **RELEVANCE:**
* **Adapting to Market Dynamics:** In today's dynamic business environment, where talent shortages and skill gaps are common challenges, TMS helps organizations adapt by efficiently sourcing, developing, and retaining talent to meet changing market demands.
* **Remote Work and Distributed Teams:** With the rise of remote work and distributed teams, TMS becomes even more relevant in ensuring effective talent management practices regardless of geographical location, facilitating collaboration, communication, and performance evaluation.
* **Diversity, Equity, and Inclusion (DEI):** TMS plays a crucial role in promoting diversity, equity, and inclusion within the workforce by implementing policies, practices, and tools that foster a diverse talent pool, mitigate biases, and ensure fairness in hiring, promotion, and performance management processes.
* **Continuous Learning and Development:** TMS supports continuous learning and development initiatives by providing access to training resources, personalized learning pathways, and performance feedback, empowering employees to enhance their skills and capabilities in alignment with organizational goals.
* **Agility and Scalability:** As organizations grow and evolve, TMS allows for scalability and agility in managing talent-related processes, accommodating changing workforce needs, organizational structures, and business priorities.
  1. **STRUCTURE OF THE DOCUMENT**

|  |  |
| --- | --- |
| **METHOD** | **DESCRIPTION** |
| **INTRODUCTION:** | This section introduces the capstone project providing background information, defining its scope and context, stating the problem to be addressed, outlining objectives and goals, explaining its significance, and giving an overview of the documents structure |
| **LITERATURE REVIEW:** | Here, we review relevant literature, including an overview of agile scrum methodology, enterprise architecture concepts, previous studies and research, and how information systems are integrated in enterprise environments. |
| **METHODOLOGY:** | This section outlines the methodology used in the project, focusing on Agile Scrum principles, roles (such as Scrum Master, Product Owner, and Development Team), Sprint cycles, Scrum artifacts, and the integration approach for information systems, including an introduction to TOGAF and its architectural domains. |
| **REQUIREMENT ANALYSIS:** | Here, we identify stakeholders, gather requirements using various techniques, develop user stories and use cases, and define functional requirements for system integration. |
| **BUSINESS PROCESS ARCHITECTURE:** | This section involves identifying, diagramming, aligning, and improving business processes within the organization to ensure they are compatible with the integrated system. |
| **APPLICATION ARCHITECTURE:** | This part deals with the components, diagrams, integration, communication patterns, and interaction of the application architecture within the system. |
| **DATA ARCHITECTURE:** | This section focuses on data sources, types, flow diagrams, storage, management, and synchronization across systems. |
| **TECHNOLOGY ARCHITECTURE:** | Here, we discuss the technology stack, infrastructure, network topology, software technologies, scalability, and performance considerations. |
| **DEVELOPMENT PROCESS:** | This part covers Agile Scrum roles and responsibilities, sprint planning, backlog management, execution, deliverables, and challenges faced during the development process. |
| **IMPLEMENTATION:** | This section describes the technical implementation details, tools, technologies used, code integration, interoperability, testing, and debugging. |
| **TESTING QUALITY ASSURANCE:** | Here, we discuss testing strategies, methodologies, test cases, data, results, bug reports, and quality assurance measures. |
| **RESULT AND EVALUATION:** | This section presents project outcomes, alignment with objectives, stakeholder and user feedback, and lessons learned. |
| **CONCLUTION:** | Summarizes key takeaways, project achievements, future work, and closing remarks. |
| **REFERENCES:** | Lists cited sources and references. |
| **APPENDICES: TECHNICAL DOCUMENTATION:** | Includes various technical documentation on system architecture, integration, application design, database schema, network configuration, deployment, security measures, testing, monitoring, APIs, user documentation, known issues, version control, DevOps, licensing, and performance metrics. |

**CHAPTER 2: LITERATURE REVIEWS**

Talent management systems (TMS) have garnered significant attention in both academic research and practical application due to their pivotal role in attracting, developing, and retaining top talent within organizations. Scholars such as Cascio (2018) emphasize the strategic importance of TMS in aligning human capital with organizational objectives, highlighting its potential to drive competitive advantage and long-term success.

Research by Becker and Huselid (2006) underscores the link between effective talent management practices and enhanced organizational performance. Their work emphasizes the importance of comprehensive talent strategies that encompass recruitment, performance management, training, and career development to maximize the value of human capital.

Moreover, the advent of digital technologies has revolutionized traditional talent management approaches. Authors like Bersin (2014) advocate for the integration of analytics, social media, and mobile platforms into TMS to enhance decision-making, improve employee engagement, and facilitate continuous learning and development.

However, despite the growing recognition of TMS significance, challenges persist in its implementation and effectiveness. Scholars like Scullion and Collings (2011) highlight issues such as cultural barriers, resistance to change, and the need for strong leadership commitment as critical factors influencing TMS outcomes.

Additionally, there is increasing emphasis on the role of TMS in fostering diversity and inclusion within organizations. Researchers such as Jackson et al. (2019) emphasize the importance of leveraging TMS to create equitable opportunities for all employees, regardless of gender, ethnicity, or background, thereby enhancing organizational performance and innovation.

Overall, the literature underscores the critical role of talent management systems in driving organizational success and highlights the need for continuous innovation and adaptation to meet the evolving challenges of the modern workforce landscape.

* 1. **AGILE SCRUM METHODOLOGY OVERVIEW**

The Agile methodology, established by a group of software developers in 2001, is underpinned by a set of core values and principles encapsulated in the Agile Manifesto. These values prioritize individuals and interactions over tools and processes, emphasizing the importance of a skilled, cooperative team. The primary focus is on creating functional software, valuing it over comprehensive documentation. Agile promotes continuous collaboration with customers throughout the development process, as opposed to negotiating product details upfront and then working in isolation. Agile teams are renowned for their flexibility and readiness to adapt to change rather than rigidly adhering to a plan.

The principles of Agile include satisfying the customer through early and continuous delivery of valuable software, welcoming changing requirements even late in development, and frequently delivering working software. The methodology advocates for daily collaboration between businesspeople and developers, building projects around motivated individuals who are trusted to get the job done. Face-to-face conversation is considered the most efficient method of conveying information, and working software is seen as the primary indicator of progress.

Considering the implementation of Agile Scrum in Bestlink College of the Philippines' main campus in Novaliches, the benefits could encompass greater flexibility, improved productivity, enhanced product quality, and increased customer satisfaction. However, challenges may arise, such as resistance to change, difficulties transitioning from traditional methods, the requirement for continuous customer involvement, and potential complications in estimating project timelines.

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| **ROLE** | **TASK** | **DURATION** |
|  | CREATING QUESTIONS PROCESS |  |
|  | REQUESTING FOR INTERVIEW PROCESS |  |
|  | INTEVIEWING PROCESS |  |
|  | SYSTEM PLANNING PROCESS |  |
|  | CHAPTER 1: INTRODUCTION |  |
|  | BACKGROUND OF THE CAPSTONE PROJECT |  |
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|  | ENTERPRISE ARCHITECTURE CONCEPTS |  |
|  | INTEGRATION OF INFORMATION SYSTEM IN ENTERPRISE ENVIRONMENTS |  |

* 1. **ENTERPRISE ACHITECTURE CONCEPTS**

1. **BUSINESS ARCHITECTURE:**

* Establish the organization's talent management strategy, focusing on acquisition, development, retention, and succession planning.
* Ensure alignment of HR processes with strategic workforce objectives and goals.
* Define roles and responsibilities for HR functions and stakeholders involved in talent management.

1. **INFORMATION ARCHITECTURE:**

* Develop data models and pathways for managing employee information, performance metrics, training records, and other talent-related data.
* Implement data standards, governance protocols, and security measures to safeguard the confidentiality, integrity, and accessibility of HR data.
* Integrate HR systems with other enterprise platforms (such as ERP and CRM) to enable seamless data exchange and provide a unified employee information hub.

1. **APPLICATION ARCHITECTURE:**

* Select or create HR software applications and modules tailored to support recruitment, onboarding, performance management, learning and development, and career planning processes.
* Design user interfaces and workflows that optimize HR processes and enhance user experience for HR administrators, managers, and employees.
* Integrate the TMS with other HR systems (e.g., payroll, time tracking) and external tools (e.g., job boards, assessment platforms) to create a cohesive talent management ecosystem.

1. **TECHNOLOGY ARCHITECTURE:**

* Define the necessary hardware, software, and network infrastructure to sustain the TMS, encompassing servers, databases, operating systems, and middleware.
* Evaluate and deploy cloud-based or on-premises deployment models based on security, scalability, and cost-effectiveness considerations.
* Ensure adherence to data privacy regulations and industry standards (e.g., GDPR, HIPAA, ISO) through robust security mechanisms and data protection protocols.
  1. **RELEVANT STUDIES AND RESEARCH**

**ABSTRACT:**

Talent management is a set of activities in attracting, developing and maintaining high-potential employees at all levels to achieve the strategic objectives of the organization. Talent management has been the target of increasing interest in the world of work and has appeared more frequently in the academic literature nowadays. While firms tend to recognize the importance of talent management, they often fail to manage it effectively. Success of the company in managing talent will be the critical factor to create competitive advantages. The purposes of this study is to design conceptual model of integrated talent management system in order to manage talent effectively.

This study will be focus on discussing about process cycle in managing talent. Furthermore this study will develop conceptual model of integrated talent management system and also explain the important thing that company often to neglect and they didn’t realized that it can be root problem that make overall process will be failed in managing talent. Result from this study as consideration for every company to develop specific program in managing talent effectively

https://www.globalilluminators.org/wp-content/uploads/2014/09/GTAR%2014-285.pdf

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**ABSTRACT:**

Talent management is a complex procedure for organizations but organizations need talented employees to maximize their organizational performances. In this situation the real problem is not to search or manage the talents but to provide commitment for retention because from the strategic management view, it is important to make performance sustainable, permanent and high and it is only possible with employee commitment. Within the framework of performance system, our study focuses on how talent management affects to the employee commitment. The survey of this study is conducted on 123 middle and senior managers. The obtained data from the questionnaires are analyzed through the SPSS statistical packaged software. Analysis results revealed that talent management integrated human resources procedures and performance systems have positive impact on employee commitment.

<https://www.sciencedirect.com/science/article/pii/S1877042812044710>

* 1. **INTEGRATION OF INFORMATION SYSTEM IN ENTERPRISE ENVIRONMENTS**

In today's dynamic business landscape, enterprises face the challenge of integrating various systems to streamline operations, boost efficiency, and gain a competitive edge. This review delves into the integration of information systems within enterprise environments, focusing on the complexities, advantages, and strategic implications of such integration.

**Integration of Information Systems in Enterprises:** The integration of information systems involves linking and harmonizing diverse IT systems within an organization, including Enterprise Resource Planning (ERP), Customer Relationship Management (CRM), Supply Chain Management (SCM), and Human Resource Management (HRM) systems.

Scholarly research underscores the potential benefits of integrating information systems in enterprises, such as improved data accuracy, enhanced decision-making capabilities, and increased operational efficiency. By consolidating data from disparate systems into a unified platform, organizations can gain comprehensive insights into their operations and make informed strategic decisions.

However, the integration process poses challenges, including system complexity, data security issues, and interoperability hurdles. Effective governance, data standardization, and change management strategies are crucial to overcoming these challenges and ensuring the success of integration initiatives.

**CHAPTER 3: METHODOLOGY**

Methodology refers to the systematic and structured approach used to conduct research or solve a problem. It outlines the overall strategy and framework for collecting data, analyzing information, and drawing conclusions. It provides a clear and organized plan of action that researchers follow to ensure the validity, reliability, and rigor of their research process. The methodology section of a research study is crucial as it provides transparency and clarity on how the research was conducted. It allows other researchers to evaluate the rigor and validity of the study and replicate the research if desired. Methodology ensures that research is conducted in a systematic and rigorous manner, providing reliable and valid results

* 1. **AGILE SCRUM METHODOLOGY OVERVIEW**

The HR Talent Management System at Bestlink College of the Philippines aims to leverage data and technology to improve workforce management across key HR functions. The system’s objectives include optimizing recruitment and selection processes to efficiently identify top talent, implementing data-driven performance management strategies that support employee growth, and streamlining training and development initiatives to customize programs based on staff needs. Additionally, digitizing records management enhances data security and accessibility, while a data-driven approach to compensation and benefits ensures fairness and competitiveness. By equipping HR professionals with advanced tools, the college aims to increase efficiency and effectiveness in HR operations, allowing for informed decision-making that supports organizational goals.

Key features of the system include a user-friendly dashboard for quick data retrieval and filtering, editing capabilities for accurate employee record maintenance, and an intuitive interface that simplifies navigation, task performance, and progress tracking. Together, these features empower HR staff to efficiently manage data, perform tasks, and monitor progress accurately, improving the system's functionality and usability.

The mission of the development team is to revolutionize HR practices through innovative technology and analytics, enabling data-driven decisions that optimize employee performance, boost engagement, and support overall organizational success. The vision extends to a future where HR technology seamlessly integrates with institutional processes, providing real-time insights and predictive analytics that enhance employee experiences and enable strategic workforce planning, fostering a culture of continuous improvement and growth.

The system centralizes core HR functions such as recruitment, performance management, training, and benefits management into a unified platform. This integration enables HR professionals to make informed decisions, track employee progress, and ensure compliance with organizational policies and regulations. By connecting HR functions like payroll, attendance, recruitment, and performance management within one system, data consistency and operational efficiency are enhanced. Integration reduces redundancies, facilitates real-time data access, and improves analytics, reporting, and compliance.

To further optimize the HR technology and analytics system, implementing a continuous feedback loop with users is essential to identify enhancements in the system's interface and functionality. Advanced analytics, such as predictive modeling and trend forecasting, can be added to support strategic decision-making, while customization options can help tailor the system to meet specific departmental needs. Data security is prioritized with robust measures, including audits, access controls, and data encryption, to protect sensitive information. Ongoing user training and support, including tutorials, webinars, and help desks, encourage full utilization of the system’s features. Engagement initiatives like user forums can foster collaboration, promoting best practice sharing.

When fully integrated, the HR system at Bestlink College connects all major HR functions within a single platform, streamlining processes and improving operational efficiency. Regular updates and a culture of continuous improvement keep the system aligned with the institution's evolving HR needs. By following these strategies, Bestlink College can enhance its HR capabilities and better support its workforce.

* 1. **ROLES**

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| --- | --- | --- |
| **Role** | **Name and Contact Information** | **Responsibilities** |
| Scrum Master: | Justin Jay Nasis | Guide the research team to successfully accomplish projects within designated timeframes and financial constraints, ensuring efficient resource utilization and adherence to project objectives. Oversee the team's progress, provide support as needed, and foster collaboration to achieve optimal outcomes. |
| Programmer: | Jeremy Apundar | Executing tasks proficiently while maintaining readiness for troubleshooting and addressing issues as they arise, as well as writing code when necessary. Additionally, staying updated on industry best practices and emerging technologies enhances problem-solving capabilities. |
| System Analysis: | Darren Dela Fuente | Ensuring the maintenance and enhancement of computer systems for both the organization and its clients, while also identifying opportunities for optimization and implementing solutions to enhance system performance and efficiency. |
| Documents Specialist: | Steven Jann Altarejos | Responsible for organizing and securely storing documents to ensure their safety and confidentiality, while also implementing protocols for efficient document retrieval and maintaining compliance with relevant security standards. |
| Business Specialist: | Aljhon Tugdang | Gathering relevant data by interviewing the client and listing the expenses of the team. |

* 1. **SPRINT CYCLES**

**SPRINT PLANNING AND SCOPE/FEATURES:**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **FEATURE** | **SCOPE** | **USER STORIES** | **TASKS** | **ESTIMATED TIME** |
| Admin Login | Admin | - Allow admin to login securely | - Design and implement secure login form with password encryption. | 2 days |
| Employee Account Management | Admin, Employee | - Create new employee accounts. - Allow admins to view, edit, or delete employee profiles. | - Design account creation and deletion features. - Implement profile management (edit, update). | 4 days |
| Recruitment Management | HR Admin, Applicant | - Post job listings and manage applicant tracking. - View applicants’ progress through hiring stages. | - Implement job posting functionality. - Develop applicant tracking system. - Add job description and status fields. | 5 days |
| Onboarding System | HR Admin, Employee | - Track onboarding steps for new hires. - Assign onboarding tasks to HR staff and new hires. | - Create onboarding checklists and tracking system. - Integrate onboarding document upload functionality. | 4 days |
| Succession Planning | HR, Management | - Identify and track high-potential employees for future roles. - Create career path outlines. | - Develop modules for potential candidate tracking. - Add career pathing visualizations. | |  | | --- | | 5 days |  |  | | --- | |  | |
| Dashboard and Reporting System | Admin | - Provide insights into key metrics (e.g., hiring rate, employee retention). - Allow customizable report generation. | - Design dashboard with charts and data visualizations. - Create report generation options for various metrics. | 5 days |
| Search and Filtering System | Admin, HR | - Enable search and filter for employee records, applicants, and training programs. | - Implement search functionality across modules. - Add filters for status, department, and position. | |  | | --- | | 3 days |  |  | | --- | |  | |

1. **Admin Login**: This feature ensures secure access for administrators, providing them with the necessary authentication to manage sensitive data effectively.
2. **Employee Account Management**: This encompasses the creation, editing, and deletion of employee accounts, allowing for comprehensive profile management that is essential for maintaining up-to-date records.
3. **Recruitment Management**: This feature streamlines the hiring process by allowing HR administrators to post job listings, track applicants, and manage their progress through various hiring stages.
4. **Onboarding System**: A crucial aspect of employee integration, this feature tracks onboarding activities, ensuring new hires are effectively transitioned into the organization.
5. **Succession Planning**: By identifying and tracking high-potential employees, this feature aids in strategic workforce planning, helping to secure the organization's future leadership needs.
6. **Dashboard and Reporting System**: This provides admins with valuable insights through metrics and customizable reports, facilitating data-driven decision-making.
7. **Search and Filtering System**: This feature enhances user experience by allowing easy access to employee records and training programs, making data management more efficient.

**DAILY STANDUPS:**

|  |  |
| --- | --- |
| **Schedule** | **Description** |
| Every Tuesday | For Prof checking progress. |
| Wednesday | For doing the document |
| Friday | For weekly report |
| **Progress Update** | |
| Monday | Self-study to our topic |
| Thursday |

**SPRINT REVIEWS:**

During the Sprint 1, the team successfully implemented the Admin Login feature, allowing secure access to the system. The feedback was largely positive, with suggestions to enhance the login interface for improved usability. Sprint 2 focused on Employee Account Management, where the team demonstrated the functionality for creating, viewing, editing, and deleting employee profiles. Stakeholders appreciated the ease of managing accounts but noted the need for additional user guidance and error handling during the process.

In Sprint 3, the Recruitment Management feature was presented, showcasing job posting capabilities and an applicant tracking system. The HR team was pleased with the streamlined workflow, yet they requested enhancements to the job listing interface for clarity. Moving into Sprint 4, the team introduced the Onboarding System, which included tracking onboarding steps and assigning tasks to HR staff and new hires. Feedback emphasized the importance of integrating a document upload feature, which was acknowledged as a priority for future sprints.

Sprint 5 centered around Succession Planning and the Dashboard and Reporting System. The development team showcased modules that identified high-potential employees and visualized career paths. Stakeholders found these features valuable for strategic planning, but they highlighted the necessity for more robust analytics tools to support decision-making. Lastly, the Search and Filtering System was reviewed, with the team demonstrating its capabilities in navigating employee records and applicants. While stakeholders appreciated the functionality, they expressed interest in adding more advanced filtering options.

Overall, the Sprint Reviews provided a platform for continuous feedback, allowing the development team to refine features and prioritize enhancements based on stakeholder input. The collaborative nature of these reviews fosters a shared understanding of project goals, ensures alignment with user needs, and ultimately drives the successful implementation of the HR Talent Management System at Bestlink College of the Philippines

* 1. **SCRUM ARTIFACTS (PRODUCT BACKLOG AND SPRINT BACKLOG)**

|  |  |  |
| --- | --- | --- |
| **PRODUCT BACKLOG** | **SPRINT BACKLOG** | |
| **NAME AND ROLES** | **DURATION** |
| Admin Login | **JEREMY APUNDAR**  **PROGRAMMER** | **2 days** |
| Employee Account Management (add account) | **2 days** |
| Recruitment Management (job posting) | **5 days** |
| Onboarding System | **5 days** |
| Succession Planning | **10 days** |
| Dashboard and Reporting System | **10 days** |
| Search and Filtering System | **2 days** |
| Record Management | **2 days** |
| Task Tracker System | **10 days** |

* 1. **INTEGRATION APPROACH FOR INFORMATION SYSTEM**

The integration approach for the HR Talent Management System at Bestlink College of the Philippines focuses on unifying various HR functions into a cohesive platform that enhances data consistency, operational efficiency, and decision-making. The integration strategy will encompass the following components:

**1. Modular Architecture**

The system will adopt a modular architecture that allows different HR functions—such as recruitment, onboarding, performance management, and reporting—to operate independently while still being interconnected. This modular design facilitates easier updates and the addition of new features without disrupting existing functionality.

**2. Data Centralization**

All HR data, including employee records, job postings, performance metrics, and training history, will be stored in a centralized database. This centralization ensures that all HR personnel have access to real-time data, reducing discrepancies and enabling informed decision-making.

**3. API Integration**

To facilitate seamless communication between different modules and external systems (such as payroll and benefits administration), the HR Talent Management System will implement Application Programming Interfaces (APIs). This approach allows for the exchange of data between systems, making it easier to synchronize information and automate workflows.

**4. Single Sign-On (SSO)**

Implementing a Single Sign-On (SSO) feature will enhance user experience by allowing employees and administrators to access multiple system components with a single set of login credentials. This not only improves security but also simplifies user management and reduces the risk of password fatigue.

**5. User-Centric Interface**

The system will prioritize a user-friendly interface that promotes ease of use across all modules. By employing intuitive navigation and dashboard functionalities, users will be able to interact with the system efficiently, thereby improving productivity and adoption rates.

**6. Data Security and Compliance**

Integrating robust security measures is crucial to protect sensitive HR data. This includes implementing encryption for data at rest and in transit, access controls based on user roles, and regular security audits. Compliance with legal and regulatory standards (such as GDPR and local labor laws) will also be a key consideration during the integration process.

**7. Training and Support**

To ensure that all users can effectively utilize the integrated system, comprehensive training programs will be developed. Ongoing support, including help desks and user forums, will foster collaboration and allow users to share best practices.

**8. Continuous Improvement and Feedback Loop**

Establishing a continuous feedback loop with users will help identify areas for enhancement and allow the system to evolve based on user needs. Regular updates and feature enhancements will keep the system aligned with changing HR practices and institutional goals.

* 1. **INTRODUCTION TO TOGAF AND THE FOUR ARCHITECTURAL DOMAINS**

The Open Group Architecture Framework (TOGAF) is a comprehensive framework designed to assist organizations in the design, planning, implementation, and governance of enterprise information architecture. TOGAF provides a structured approach for organizations to align their business goals with IT strategy, ensuring that technology solutions effectively support overall business objectives. It promotes best practices and methodologies that enhance communication and collaboration among stakeholders throughout the architecture development process.

TOGAF is widely recognized for its Architecture Development Method (ADM), which serves as a step-by-step approach to developing and managing enterprise architecture. The framework emphasizes the importance of continuous improvement and adaptability to changing business needs, enabling organizations to evolve their architectures as necessary.

* + 1. **BUSINESS ARCHITECTURE:**The Business Architecture domain outlines the business strategy, governance, organization, and key business processes. It defines how the business operates and identifies the organizational structure, roles, responsibilities, and relationships that drive the organization's objectives. By understanding the business architecture, organizations can ensure that IT initiatives are aligned with business goals and effectively support the delivery of value to stakeholders.
    2. **DATA ARCHITECTURE:**The Data Architecture domain encompasses the structure of an organization's data assets and the relationships between different data entities. It includes data models, data management processes, and data governance frameworks that dictate how data is collected, stored, accessed, and utilized within the organization. A well-defined data architecture ensures that data is accurate, consistent, and secure, facilitating better decision-making and operational efficiency.
    3. **APPLICATION ARCHITECTURE:**The Application Architecture domain details the individual applications and systems that support the business processes and how they interact with one another. This domain defines the application landscape, including software solutions, interfaces, and integration points. Understanding the application architecture helps organizations identify opportunities for optimization, such as consolidating applications or improving integration between systems to enhance overall performance and user experience.
    4. **TECHNOLOGY ARCHITECTURE:**

The Technology Architecture domain focuses on the underlying technology infrastructure that supports the applications and data architecture. It includes hardware, software, networks, and other technology components necessary for the operation of applications and the management of data. A robust technology architecture ensures that the organization has the necessary tools and capabilities to support current and future business needs while maintaining scalability, security, and performance.