PROJECT TOPIC:

DESIGN AND IMPLEMENTATION OF ACCESS DATABASE FOR THE HUMAN RESOURCE MANAGEMENT OF THE UNIVERSITY OF ENERGY AND NATURAL RESOURCES.

Abstract

This research provides the most important foundations of human resource management that we can apply in both public and private sector organizations such as job design, control, teamwork, leadership, managerial roles, staffing practices and career management. It then moves on to review the process of HRM in private and public organizations, performance, functions in the public sector, in the addition to the operations of human resource management in the public sector, the main standards and its application, then we talk about the HR role in the public sector reform which is giving greater involvement in the public sector to improve the efficiency chapter **one**

**Introduction**

**Background of the study**

The efficiency of administration is directly dependent on human resources, therefore we need to develop our public institutions through modernizing and improving human resource management by building up the efficiency of individuals and improving their performance.

Human Resource Management (HRM) focuses on a par of managing people within the employer-employee relations and contains the creative aptitude of an organization’s members (Stone, 1995). He proposes the sphere of HRM covers up the achievement, reward, progress, and inspiration upholding and distinctive areas of concern consist of HR planning, instruction, career development, routine, planning employment condition and recompense and prize. In addition, according to Wright and Ferris, HRM is related to interpreting and understanding the legal construction and background flexible conditions of employment and employment associations.

Besides, nevertheless, successful HRM is disputed to convey spirited improvement to firms (Walker, 1992). The capability to attain this advantage in a swiftly shifting and forceful background has more unlimited the focal point of HRM to contain increasing organizational capacity to adjust to changing ecological possibility (Wright and Snell 1998). In this way, the effective operation and supervision of citizens within association is supposed to be a controlling tool to react to difficult and chaotic environments and reach better organizational products.

The applicability of HRM to public sector organizations is clearly recognized. Public sector organizations need to take into service, build up, and set up payment systems, widen logical employment policies. On the other hand, the individuality of the public sector with center on community interest outcomes more willingly than private interests may attach a layer of density that does not easily accord with HRM as a planned co-worker in completing organizational competitiveness.

According to Wikipedia 2012, Human resource is also known as human capital for utilization, harnesising, development and direction of a nation’s objective. It is also all about the formation of values and attitude. Therefore, human resources development is a universal attitude screwworm, not a view concept. There is no industry, firm, organization, business enterprises, nation etc. that can boost political, economic enterprise stability, quality product and profitability without adequate human resources in place. In recent years, it has been noted that a good number of business establishments are having poor performance as a result of a lack k of effective and efficient human resources. Business is full of uncertainty and the understanding of labour contribution or human resources development is vital for management especially in the areas of boosting organizational productivity and as well its profitability. Based on this background the researcher wants to investigate human resources management in the public sector

**1.2 Statement of the problem**

The issues in public organizations are even more dramatic, complicated and problematic in developing countries. As Boxall (1994) noted, although the nature of human resource management has been transmitted from the reactive, administrative state to the proactive and descriptive practices, such transition is hardly observed in the developing economies. In this sense, some researchers believed that despite considerable studies in the field of HRM across the world, most of them are focused on the industrialized and developed societies and the unique challenges and nuanced specificities of HRM in developing countries have received inadequate research attention (Budhwar & Debrah, 2013; Ghebregiorgis & Karsten, 2007). In this study, we want to find out human resources management in the public sector

**1.3 Objective of the study**

The key goal and objective of this research work are to design a database for the Human Resource department of the University of Energy and Natural Resources (UENR).

The specific objectives of the study are;

-To provide mass storage of relevant data to the University of Energy and Natural Resources

-To make easy accessibility of data for the Human Resource department

-To protect the data the Human Resources department from physical harm and unauthorized access.

**1.4 Research question**

* Is there efficiency of human resources management in the public sector?
* Is there any function of human resources management in the public sector?
* Are there challenges to human resources management in the public sector?

**1.5 Research hypotheses**

The following have to been put forward for testing

**H0:** there is no efficiency of human resources management in the public sector.

**H1:** human resources management is efficient in the public sector.

**H0:**  there is no function of human resources management in the public sector

**H2:**  there is a function of human resources management in the public sector

**H0:** there are no challenges of human resources management in the public sector

**H3:** there are challenges of human resources management in the public sector

**1.6 Significance of the study**

Human Resource Management is the backbone of any economic production of any organization. HRM plays a vital role in the productivity of Ghanaian organizations. It is therefore important to identify the significances of the research work which are subdivided as:

The findings of this research will serve as a guide in the productivity of other organizations through their human resource. The findings of this study will enable proper management of human resources which will lead to effective customer value and productivity in organization management.

**1.7 Scope of the study**

The scope of the study covers Human Resource Management in the public sector. The study will be limited to the University of Energy and Natural Resources, Sunyani.

**1.8 Limitation of the study**

**Financial constraint**– Insufficient fund tends to impede the efficiency of the researcher in sourcing for the relevant materials, literature or information and in the process of data collection (internet, questionnaire and interview).

**Time constraint**– The researcher will simultaneously engage in this study with other academic work. This consequently will cut down on the time devoted to the research work.

**Availability or research material-** The research materials such as laptops, books, pencils etc available for the research is insufficient, thereby limiting the study

**1.9 Definition of terms**

**Human Resource Management:** Human Resource Management is the strategic approach to the effective management of people in a company or organization such that they help their business gain a competitive advantage. It is designed to maximize employee performance in service of an employer’s strategic objectives

**Public sector:** Public sectors include public goods and governmental services such as the military, law enforcement, infrastructure (public roads, bridges, tunnels, water supply, sewers, electrical grids, telecommunications, etc.), public transit, public education, along with health care and those working for the government itself.

Disadvantages

MySQL database server has its disadvantages. Some of these disadvantages have been explained below.

MySQL lower version (5.0 or less) doesn't support ROLE, COMMIT and stored procedures.

MySQL does not support a very large database size as efficiently.

MySQL doesn't handle transactions very efficiently and it is prone to data corruption.

MySQL doesn't have a good developing and debugging tool compared to other databases.

MySQL doesn't support SQL check constraints.