|  |  |
| --- | --- |
| Project Specification | |
| CBE Human Resource | version 2.0 |

Commercial Bank of Ethiopia

.

Table of content

[Overview 3](#_Toc412402975)

[1. Use Cases 4](#_Toc412402976)

[1.1. Promote Employee 4](#_Toc412402977)

# Overview

This document cover project specification for *CBE Human Resource.* This document presents every requirement collected from Human Resource department of corresponding Commercial Bank of Ethiopia district. And it will serve as an agreement between the software development engineers and Human Resource department on the business requirement of the Project (from now on wards referred to us “CBE Human Resource”)

# Use Cases

## Promote Employee

An employee could be promoted from one job position to another for different reasons. Every time employee is promoted; it has to be registered in a system. This helps tract the status of the promotion, tract if the position from where the employee is promoted is vacant, and also record the history of promotion of an employee in CBE.

* + 1. Pre-condition

There is an employee who is promoted from the current district or other district

* + 1. Post-condition

Promotion will be registered for this employee.

* + 1. Description

Registering promotion could be done by HR Clerk or HR Officer When promotion is registered, the following mandatory information will be registered, from which branch an employee is promoted, to which branch the employee is going (if different), the new position and promotion minute number.

**To do list**

Think about redesigning everything at the feature.

* Vacancy Applicant must be online at the feature.
* Home page must be advertise events, vacancy and also vacancy result for completed vacancy (Vacancy result is see only by applicant for the respective vacancy).
* Think about linking the system with the existing system (i.e. the system that generate the profile employee) try to read employee profile if it’s possible.
* Think about changing asp.net to asp.net mvc (& also check devexpress)

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **For General only:**  **1st Round Rating =============**  a = Mark for Education(%) ==> directly entered  x = year required  y = Related work experience (We have this data in DB)  z = Percentage for Related work experience (%)  b = Mark for Related Work Experience  IF (y < x) {     b = (y/x) \* z  }  ELSE {     b = z  }  ==> 1st Round Rating = a + b;  2nd Round Rating =============  c = Examination (Directly entered)  d = Interview/Selection panel Recommendation (Directly entered)  *Final:* **2nd Round Rating = 1st Round Rating + c + d;** |  | |  |  | | --- | --- | |  |  | |  | |

|  |
| --- |
|  |

**For general & specific**

A = Mark for Education % (Directly Entered)

m = year required for general

 n = year required for specific

 o = percentage for general

 p = percentage for specific

q = related work experience for general (we have this data in DB)

r = related work experience for specific (we have this data in DB)

S = General Percentage(%)  
R = Specific Percentage(%)

Calculate General Percentage(%)  
=========================

if(q < m)  
{

  S = (q/m)\*o

}

else  
{

  S = o

}

Calculate Specific Percentage(%)  
=========================  
if(r < n)  
{  
  T = (r/n)\*p

}

else  
{

  T = p

}

B = Mark for related work Experience = S + T

u = Managerial  recommendation out of 35

v = Percentage for Recommendation of line manager

C = Recommendation of line manager = u\*(v/35)

*1st Round rating = A + B + C*

D = Interview/Selection panel Recommendation

**2nd Round rating = 1st Round rating + D**