***Wollo University Kombolicha Institute of Technology***

**Information system Department**

**Documentation For HRM dessie Moha**

**Soft drinks Industry**

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*Abstract*

In today’s growing market many businesses are turning towards machinery systems to perform their everyday tasks. Machinery hrm systems can replace the cost and time consuming processes that were once completed by hand while providing companies with more accurate data.

Initially the team attempts to focus on this area of problem by observing problems caused by due to the manual working of the system. Most explicitly occurred problems by the manual hrm system are data redundancy, data inconsistence, high manpower requirement, time wastage, unavailability of data, and tedious nature of the working system.

Typically, the project is aimed with the general objective of designing and developing HRM of dessie moha soft drink industry system with an assistance objective of designing HRM database.

The group follows different data gathering mechanisms like interview by preparing questions to the intended body, observation aims to solve the problem in action, and material analysis which is done by analyzing different related materials about the area of the study.

[1INTRODUCTION 9](#_Toc405105918)

[1.1 BACKGROUND 9](#_Toc405105919)

[1.2 ORGANIZATIONAL STRUCTURE 10](#_Toc405105920)

[1.3 STATEMENT OF PROBLEM 12](#_Toc405105921)

[1.4OBJECTIVE OF THE PROJECT 12](#_Toc405105922)

[. 1.4.1 General Objective:- 12](#_Toc405105923)

[1.4.2 Specific objective:- 12](#_Toc405105924)

[1.5 SCOPEOFTHEPROJECT 12](#_Toc405105925)

[1.5.1Scope 12](#_Toc405105926)

[1.6 .METHODOLOGY OF THE PROJECT 13](#_Toc405105927)

[1.6. 1 METHODOLOGY 13](#_Toc405105928)

[1.6.2 SYSTEM DEVELOPMENT METHODOLOGY 14](#_Toc405105929)

[1.7TOOLS USED IN THE PROJECT 14](#_Toc405105930)

[1.7.1HARDWARE TOOLS 14](#_Toc405105931)

[*1.7*.2 SOFTWARE TOOLS 15](#_Toc405105932)

[1.8 BENEFIT AND BENEFICIARY OF THE PROJECT 15](#_Toc405105933)

[1.8.1 BENEFITE 15](#_Toc405105934)

[1.8.2 BENEFICIARY 15](#_Toc405105935)

[1.9 FEASIBILITY ANALYSIS 16](#_Toc405105936)

[1.9.1 Operational feasibility 16](#_Toc405105937)

[1.9.2 Technical feasibility 16](#_Toc405105938)

[1.9.3. Economic feasibility 16](#_Toc405105939)

[1.9.4 Schedule feasibility 17](#_Toc405105940)

[1.1 Table Schedule Table 17](#_Toc405105941)

[1.10 Cost break down 17](#_Toc405105942)

[1.11Task break down and Deliverable 18](#_Toc405105943)

# 

# 1INTRODUCTION

## BACKGROUND

1. ***Background***

*MOHA soft drinks Industry S.C was established on May 15, 1944 acquiring Nifas Silk Plant, Tekle Haimanot Plant, Gondar Plant, and Dessie Plant from the Ethiopian Privatization Agency with paid capital of Birr 108,654,000. The Company currently has seven operating units including Summit Plant, Bure Plant, and the recently inaugurated Hawassa Plant in the Southern Nations & Nationalities People's Region.*

*The major products of MOHA Soft Drinks Industry S.C. are: Pepsi Cola, Mirinda Orange, 7-Up, Mirinda Tonic, Mirinda Apple (all Pepsi Brands), and Kool (Bure Kool and Tossa bottled water products.).*

***Standards achieved***

*MOHA Soft Drinks Industry S.C. has adhered to Pepsi Cola International Standards and Good Manufacturing Practices*

***Markets***

*MOHA holds 52% of the market share in soft drinks industry in the country. With an expansion and replacement of absolute machinery, production capacity of the plants has increased substantially.*

*MOHA. Also, a significant growth over the years of production, sales, and profitability due to reorganization of operations has been achieved. Productivity has improved tremendously with major cost savings and has insured a regular supply of high quality products. It has also succeeded in reaching new market areas across the country.*

***Corporate Citizenship and Social Responsibility***

*MOHA has been successfully implementing its social obligation by way of sponsoring different events and supporting initiatives. It has contributed Birr Two Million for victims of natural disaster. It has also backed initiatives and supports HIV/AIDS victims in the Company.*

*MOHA is well known for its multifaceted participation in community activities of which the 'Merkato Adarash' modern city bus terminal project under the motto of "Beautifying the City Together" is a recent paradigm.*

*In south Wollo there are two towns these are Dessie and Kombolicha but we are going to tell something about dessie moha softdrink industry .As we know dessie is the industry village beside kombolcha in Ethiopia. Because there are a lot of industry in the town such as brothers buskut factory, dessie hiland water, etc but now we are going to discuss about dessie moha soft drink industry. 1st dessie moha soft drink industy was established in the year 1944 E.c .*

*After established it plays a great role for the society who are living around the town among this role it produce the job, from this a lot of people* are benefited.

The fact is that there are many problems associated with the HRM . Due to those reasons we try to solve such kind of problem by developing a program that can replace the manual HRM system to Computerized. *dessie moha soft drink industy* has its own Mission and Vision so we are going to see its Mission to create transparent, educated, creative manpower (human resource development) and technology in order to distribute the production service to all customers in profitable and saving manner in the region.

Its vision also Give nice product at regional and national level to satisfy customer need.

This project is titled as HRM *dessie moha soft drink industy System.*The project is starting to be done by our three group members as a final project.

The main cause for our initiation is the problem associated with the manual HRM system in dessie moha soft drink industry. Till now the general manager uses a manual system. But this manual system has certain problems to work with. Thus, our aim is to minimize the problems and if possible totally eradicate the defects of the manual HRM system. The tasks are divided in sequence of the analysis and design of the project and finally the implementation, maintenance and testing phases will be completed at last stage.

## 1.2 ORGANIZATIONAL STRUCTURE

-when we try to show the structure of the organization of HRM first we have to know the types of the classes. The first one is the top manager and the other one is general manager and its departments.

diagrammatical representation is as follows

General Manager

Top Manager

departments

Figure 1.1 diagrammatical representation of organization structure

## 1.3 STATEMENT OF PROBLEM

The project particularly addresses problems related the manual HRM system By removing the manual HRM system which is very tedious and can raise overloaded work to the employer, then good relation between the manager and the employees .We illustrate the problems shortly as follows.

-Material fragmentation in the departments of HRM creates inconsistency and total loss data of material those finds in the workshop and garage class.

-it is difficult to count and identify the materials only by the stock man in the manual system.

-the time consumption when we use the manual HRM system is so vast and long.

## 1.4OBJECTIVE OF THE PROJECT

### . 1.4.1 General Objective:-

The general object is to develop HRM dessie moha soft drink industry System

### 1.4.2 Specific objective:-

* Analysis the current system
* Collect the requirements
* Design the system
* Implement the system
* Testing the system

## 1.5[SCOPE OF THE PROJECT](#_Toc286767550)

### 1.5.1Scope

Currently this origination is doing manually this means when the employee is entered into the industry and out the industry .

*Even though this takes a lot of time then we must use automated HRM system this is computer sized*

*In addition to this our system is doing in standalone computer not web based*

Automate appropriate HRM system.

* Create a secured database system by using different access levels.
* Our system is limited to desktop application because we haven’t applied any networking concepts as a result it can only serve as desktop application system..

When we had gone to develop our project there are constraints. Here in the concepts of proposal constraint is related to cost, educated man power, time, and area.

There are constraints below:

* Internet access
* Appropriate library reference books
* Capacity: to precede the project we have to scarcity of educated man power (such as data base designers, system administrators, and analyst)
* Dead line: in order to accomplish our project there is time shortage since in addition to the project we are taking courses and in standard manner one full project should be completed in couple of years but we permit to complete in less than half year.
* Cost: the transportation and material requirements needs to complete our project are expensive and we are being stressed to get all(money and other assets).

## 1.6 .METHODOLOGY OF THE PROJECT

### 1.6. 1 METHODOLOGY

DATA COLLECTION METHOD

When we gather information related to the inventory system of the organization we use both primary & secondary data collection method.

Questioner:

We distributed piece of question on the piece of paper To Whom It May Concern to get expected information and we got some relevant information (these methodology are conducted by the member of the group with organizational employee of dessie moha soft drink industry).

INTERVIEW:

These conducted by our group members with organizational employees of Mr Tariku Mengesha Mr Efram Endale and Mr Hussein Ibrahim byface bringing burning questions related to the system.

OBSERVATION:

These data gathering method is conducted by our group members by observing all information r

elated to the moha HRM system which couldn’t address by the above two method. In this time the researcher found all relevant information and we can identify all current problem of the organization.

DOCUMENT REVIEW:ourgroup members conduct information from written material of the organization as regulation, rule and convection in documentarily.

### 1.6.2 SYSTEM DEVELOPMENT METHODOLOGY

In real world there are two types of system development approaches these are structural system analysis and design/traditional/(SAD) and object oriented system analysis and design/modern/(OOSAD).But in the cause of our project we use OOSAD because it has the following functionality over SAD.

1. MAINTAINABILITY.

2. MODIFABILITY.

3. INCREASE EXTESIBILITY.

4. TECHNOLOGICAL DEPENDECY.

5. ADAPTABILITY

6. IMPROVED QUALITY.

7. FINANCIAL BENEFIT

## 1.7TOOLS USED IN THE PROJECT

We used the following hardware and software specifications for project development.

### 1.7.1HARDWARE TOOLS

NOTE BOOK COMPUTER (LAPTOP)

* CPU: Intel core i3 2.20GHZ
* RAM: 4 GB
* Hard disk: 500 GB

### *1.7*.2 SOFTWARE TOOLS

* Database tools:MS- Access 2007
* Programming language: Visual Baisc.net as Front End(GUI)
* Operating system: Windows 7
* Interface language: English language
* MS-Visio 2007

## 1.8 BENEFIT AND BENEFICIARY OF THE PROJECT

### 1.8.1 BENEFITE

- To reduce the cost of economic payment on the process.

* To reduce man power who are responsible in the HRM system
* Providing an organized and guaranteed record keeping system with minimum space and effort need.
* To create effective HRM system within proper environment.

### 1.8.2 BENEFICIARY

1. USER OF THE SYSTEM

- General manager

- Top manager

-The departments

2. THE DEVELOPER TEAM

* + - We apply our knowledge in practice.
    - We know how to develop the system.
    - When we identify the problem of the organization we got some concepts how to differentiate the problem.

## 1.9 FEASIBILITY ANALYSIS

This part tells us whether our project is proceeding or not what it expects to fit.

### 1.9.1 Operational feasibility

Measure how the solution will work in the organization. The system will solve each and every problem stated in the proposal. The proposed system is operationally feasible because:

* The new system fit the exerting system.
* satisfy user need.
* Provide adequate throughput and response time.

### 1.9.2 Technical feasibility

Measure of practically specific technical solution and availability of technical resource and expert. Based on this belief we have taken the following consideration.

Compatibility: The proposed system, which is expected to build, is based on an inventory system have smooth compatibility feature.

Familiarity with technology: the proposed believed to insure maximum user friendly nature

Modifiability: the system allow modifications; changing rule and data in the data base can easily be made

Availability of technology: the technology is available, affordable and very dependable to the project.

Technical expert: the project team has taken all the necessary courses that enable us to develop the system.

Practicality:the technology is mature enough to be easily applied to the stated problems.

### 1.9.3. Economic feasibility

Measure cost effectiveness of the project. Defined as cost benefit analysis.

Our system is economically feasible because:

* The information processing efficiency will increase.
* Increase organizational flexibility.
* Motivate workers.
* Fasten decision making
* Improve organizational planning
* Satisfaction of employee with the service.

### 1.9.4 Schedule feasibility

Measure of ‘’how responsible project time table”. It will be bound by strict timing so it must be delivered within the time bound given over the time schedule. Our intention is to finalize it hope fully plan it have it run in real environment before the end of submission date.

Table 1.1 shows the phases of the project and the associated estimated time and schedule

**NB**: The estimated time may subject to change base on the advisor query.

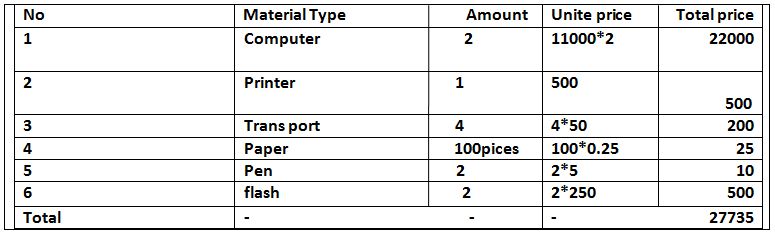


: The schedule is set in Ethiopian calendar.

## 1.1 TableSchedule Table

## 1.10 Cost break down

To perform the project we spent the following cost



1.2 Table Cost Break Down Table

## 1.11Task break down and Deliverable

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
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| |  |  |  | | --- | --- | --- | |  |  |  | |  |  |  | |  | |  |  |  |  |  | | --- | --- | --- | --- | --- | | ***No*** | **Activity** | **Deliverable** |  | | | ***1*** | * **Project planning and identification** | **Identify project** | |  | | ***2*** | * ***Feasibility Study***   ***Economic feasibility***  ***Technical feasibility*** | ***Feasibility project*** | |  | | ***3*** | * **Business area analysis and requirement definition** * **Analysis existing system**   **Identify major function and process**  **Identify major role player**   * **Analysis’ the proposed system**   **Functional**  **None functional** | **Analysis document** | |  | | ***4*** | * **Object oriented Analysis** * **Use case modeling** * **Class modeling using class diagram** * **User interface prototype** | **Analysis document** | |  | | ***5*** | * **Object oriented design** * **Class type architecture** * **Class modeling** * **Activity diagram** * **State chart modeling** * **Component modeling** * **Deployment modeling** * **User inter face modeling** | **Design Documentation** | |  | | ***6*** | * **System implementation** * **Coding** * **HW and SW acquisition** * **Data preparation and installation** * **Test strategy** | **Implementation and testing** | |  | |  | |  |  |  | |  |  |  | |  |  | |  |  | |