

## **HRM-Database Analytics System Project**

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**Web Application :** <https://hrsystemgiu.lovable.app/>

### **Home Page:**

Home Page contains a dashboard that shows an overview of the data we have. For example: number of employees, departments and active jobs etc. On the side there is a navigation bar that allows us to move between different pages in the web app.

The screenshot displays the HR Portal Dashboard. On the left, a dark sidebar menu lists categories like Organization, Human Resources, Jobs, Performance, and Training Programs. The main dashboard area features several cards with key statistics:

- Total Employees:** 5 (+12% Active employees)
- Departments:** 5 (+2 new Across organization)
- Active Jobs:** 5 (+3 new Open positions)
- Training Programs:** 4 (Ongoing programs)
- Performance Cycles:** 3
- Appraisals:** 3 (Pending reviews)
- Avg. Performance:** 4.2/5 (+0.3 improvement)
- Job Assignments:** 4 (Currently active)

Below these cards, two sections are visible:

- Recent Employees:** A list of four employees with their initials and email addresses:
  - OS: Omar Saleh (omar.saleh@uni.edu) - Active
  - SH: Sara Hassan (sara.hassan@uni.edu) - on Probation
  - YF: Youssef Fathy (youssef.fathy@uni.edu) - Active
  - MN: Mariam Nabil (mariam.nabil@uni.edu) - Leave
- Performance Cycles:** A list of three performance cycles with their names, dates, and frequencies:
  - Q4 2024 Performance Review (2024-10-01 - 2024-12-31) - Quarterly
  - Annual Review 2024 (2024-01-01 - 2024-12-31) - Annual
  - Q1 2025 Goals Setting (2025-01-01 - 2025-03-31) - Quarterly

At the bottom, a "Training Programs" section is partially visible. The footer shows the user is an "Admin User" with the email "admin@giu.edu".

The screenshot shows the HR Portal Dashboard with the following key sections:

- Top Metrics:**
  - Active employees: +12% (blue card)
  - Across organization: +2 new (light blue card)
  - Open positions: +3 new (light green card)
  - Ongoing programs: (light grey card)
- Performance Cycles:** 3 (blue card)
- Appraisals:** 3 Pending reviews (light blue card)
- Avg. Performance:** 4.2/5 +0.3 improvement (green card)
- Job Assignments:** 4 Currently active (light blue card)
- Recent Employees:** A list of four employees with their initials, names, and email addresses. Status indicators include "Active", "on Probation", and "Leave".
- Performance Cycles:** A list of three cycles with start and end dates and frequency (Quarterly, Annual, Quarterly).
- Training Programs:** A list of four programs with details like name, type, description, location, and status (Approved, Pending). One program has a note about activating Windows.

## Organization

Faculty:

Faculty page shows all the faculties available in the German International University with their location and contact email. They can be edited and deleted.

The screenshot shows the Faculty management page with the following structure:

- Left Sidebar:** Includes links for Dashboard, Organization (Universities, Faculties, Departments), Human Resources (Employees, Contracts, Jobs, Job Positions, Job Assignments, Performance, Appraisals, Appeals, Training Programs), and Admin User info.
- Header:** Faculty (highlighted in dark blue), Manage faculties, and a search bar.
- Action Bar:** + Add Faculty button.
- Table:** A list of faculties with columns for Faculty Name, Location, Contact Email, and Actions (edit and delete icons).
- Footer:** Activate Windows message: Go to Settings to activate Windows.

Faculty Name	Location	Contact Email	Actions
Faculty of Engineering	S Building	eng@giu.edu	
Faculty of Economics	Main Building	eco@auc.edu.eg	
Faculty of Medicine	Hospital	medi@ngu.edu.eg	
Faculty of Dentistry	Clinic	dentistry@miu-edu.eg	
Faculty of Business Informatics	A building	bi@guc-uni.de	

The screenshot shows the HR Portal interface. On the left is a dark sidebar with various menu items like Dashboard, Organization, Universities, Faculties (which is selected), Departments, Human Resources, Jobs, Performance, and Training Programs. At the bottom of the sidebar is a user profile for 'Admin User admin@giu.edu'. The main content area has a title 'Faculties' and a sub-section 'Manage faculties'. A search bar is present. A modal dialog titled 'Edit Faculty' is open, showing fields for Name (Faculty of Engineering), Location (S Building), and Email (engupdate@giu.edu). There are 'Cancel' and 'Save' buttons at the bottom of the modal. In the background, a table lists five faculties with their details: Faculty of Engineering (Location S Building, Email eng@giu.edu), Faculty of Economics (Location Main Building, Email eco@auc.edu.eg), Faculty of Medicine (Location Hospital, Email medi@ngu.edu.eg), Faculty of Dentistry (Location Clinic, Email dentistry@miu-edu.eg), and Faculty of Business Informatics (Location A building, Email bi@guc-uni.de). Each row in the table has edit and delete icons.

This screenshot shows the same HR Portal interface as the previous one, but the 'Edit Faculty' modal is closed. The main content area displays the 'Faculties' table with the following data:

Faculty Name	Location	Contact Email	Actions
Faculty of Engineering	S Building	engupdate@giu.edu	
Faculty of Economics	Main Building	eco@auc.edu.eg	
Faculty of Medicine	Hospital	medi@ngu.edu.eg	
Faculty of Dentistry	Clinic	dentistry@miu-edu.eg	
Faculty of Business Informatics	A building	bi@guc-uni.de	

At the bottom right of the main content area, there is a message: 'Activate Windows Go to Settings to activate Windows.'

## Departments:

Here all the departments could be found and information (type, location and email) about each department. New Departments can be deleted and created.

**HR Portal**  
Management System

**Departments**

Manage academic and administrative departments

**+ Add Department**

Search departments...

Department Name	Type	Location	Contact Email	Faculty	Actions
Human Resource Dept.	Administrative	Offices	hr@auc.edu.eg	-	
Artificial Intelligence Dept.	Academic	A Building	ai@giu-uni.de	Faculty of Engineering	
Software Engineering Dept.	Academic	Cairo Campus	softweng@guc-uni.de	Faculty of Engineering	
Admissions & Enrollment Dept	Administrative	Admissions Office	admissions@ngu.edu.eg	-	
IT Services Dept.	Administrative	Main Campus	it@miu-edu.eg	-	

Activate Windows  
Go to Settings to activate Windows.

**Admin User**  
admin@giu.edu

**HR Portal**  
Management System

**Faculties**

Manage faculties

**+ Add Faculty**

Search...

Faculty Name	Location	Contact Email	Actions
Faculty of Engineering		engupdate@giu.edu	
Faculty of Economics		eco@auc.edu.eg	
Faculty of Medicine		medi@ngu.edu.eg	
Faculty of Dentistry		dentistry@miu-edu.eg	
Faculty of Business Informatics		bi@guc-uni.de	

**Add Faculty**

Name:

Location:

Email:

**Cancel** **Save**

Activate Windows  
Go to Settings to activate Windows.

**Admin User**  
admin@giu.edu

HR Portal Management System

Dashboard Organization Universities Faculties Departments Human Resources Employees Contracts Jobs Job Positions Job Assignments Performance Performance Cycles Appraisals Appeals Training Programs

Admin User admin@giu.edu

## Faculties

Manage faculties

+ Add Faculty

Search...

Faculty Name	Location	Contact Email	Actions
Faculty of Engineering	S Building	engupdate@giu.edu	
Faculty of Economics	Main Building	eco@auc.edu.eg	
Faculty of Medicine	Hospital	medi@ngu.edu.eg	
Faculty of Dentistry	Clinic	dentistry@miu-edu.eg	
Faculty of Business Informatics	A building	bi@guc-uni.de	
test 12	testloc	tesy12@email.com	

Activate Windows  
Go to Settings to activate Windows.

**Success**  
Faculty saved successfully

HR Portal Management System

Dashboard Organization Universities Faculties Departments Human Resources Employees Contracts Jobs Job Positions Job Assignments Performance Performance Cycles Appraisals Appeals Training Programs

Admin User admin@giu.edu

## Faculties

Manage faculties

+ Add Faculty

Search...

Faculty Name	Location	Contact Email	Actions
Faculty of Engineering	S Building	engupdate@giu.edu	
Faculty of Economics	Main Building	eco@auc.edu.eg	
Faculty of Medicine	Hospital	medi@ngu.edu.eg	
Faculty of Dentistry	Clinic	dentistry@miu-edu.eg	
Faculty of Business Informatics	A building	bi@guc-uni.de	

Activate Windows  
Go to Settings to activate Windows.

**Deleted**

## University:

Here we see the university page where we can edit information

The screenshot shows the HR Portal Management System interface. On the left is a vertical sidebar with the following navigation items:

- Dashboard
- Organization
  - Universities
  - Faculties
  - Departments
- Human Resources
  - Employees
  - Contracts
- Jobs
  - Job Positions
  - Job Assignments
- Performance
  - Performance Cycles
  - Appraisals
  - Appeals
- Training Programs

The main content area is titled "Universities" and has a subtitle "Manage universities". It features a search bar labeled "Search..." and a table with the following data:

University Name	Acronym	Established	Address	Email	Actions
German International University	GIU	2019	New Capital	university@giu-uni.de	

A blue button in the top right corner says "+ Add University". In the bottom right corner, there is a message: "Activate Windows Go to Settings to activate Windows." At the bottom left, it shows the user information: "GIU Admin User admin@giuedu".

## Human Resources: We have access to employees and their contracts

### Employees:

The screenshot shows the 'Employees' section of the HR Portal. On the left is a dark sidebar with navigation links like Dashboard, Organization, Human Resources (selected), Contracts, Jobs, Performance, and Training Programs. The main area has a light blue header with the title 'Employees' and a search bar. Below is a table with columns: Name, Email, Phone, Nationality, Status, and Actions. The table contains five rows of employee data, each with a small profile icon and Arabic names. A blue button '+ Add Employee' is at the top right. At the bottom right, there's a message about activating Windows.

Name	Email	Phone	Nationality	Status	Actions
OS Omar Saleh	omar.saleh@uni.edu	01000990001	Egyptian	Active	
SH Sara Hassan	sara.hassan@uni.edu	01000986008	Egyptian	on Probation	
YF Youssef Fathy	youssef.fathy@uni.edu	01000000543	Egyptian	Active	
MN Mariam Nabil	mariam.nabil@uni.edu	01100008765	Egyptian	Leave	
KI Karim Ibrahim	karim.ibrahim@uni.edu	01007200015	Egyptian	Retired	

### Contracts

The screenshot shows the 'Contracts' section of the HR Portal. The sidebar is identical to the Employees section. The main area has a light blue header with the title 'Contracts' and a search bar. Below is a table with columns: Contract Name, Type, Duration (months), Work Modality, Start Date, End Date, and Actions. The table contains five rows of contract data. A blue button '+ Add Contract' is at the top right. At the bottom right, there's a message about activating Windows.

Contract Name	Type	Duration (months)	Work Modality	Start Date	End Date	Actions
Permanent Staff	Permanent	12	Full Time	2025-01-01	2026-01-01	
Probationary Staff	Probationary	3	Full Time	2025-02-01	2025-05-01	
Part-Time Admin	Temporary	6	Part Time	2025-03-01	2025-09-01	
Remote Developer	Permanent	12	Remote	2025-01-15	2026-01-15	
Flexible Consultant	Temporary	4	Flexible	2025-04-01	2025-08-01	

**Jobs:** Access to jobs and their assignments with all information needed available.

### Job Positions:

The screenshot shows the 'Jobs' section of the HR Portal. On the left, a dark sidebar menu includes 'Dashboard', 'Organization' (with 'Universities', 'Faculties', 'Departments'), 'Human Resources' (with 'Employees', 'Contracts', 'Jobs' - which is selected and highlighted in blue), 'Job Assignments', 'Performance' (with 'Performance Cycles', 'Appraisals', 'Appeals'), and 'Training Programs'. At the bottom of the sidebar is the user info 'GLU Admin User admin@glu.edu'. The main content area has a light background and features a search bar at the top with placeholder text 'Search jobs...'. Below it is a table with columns: Job Title, Level, Category, Grade, Salary Range, Department, Status, and Actions. The table contains five rows of data:

Job Title	Level	Category	Grade	Salary Range	Department	Status	Actions
HR Assistant	Entry	HR	G1	EGP 8,000 - 12,000	Human Resource Dept.	active	
Senior Software Engineer	Senior	IT	G4	EGP 25,000 - 35,000	Software Engineering Dept.	active	
AI Researcher	Mid	Research	G3	EGP 18,000 - 28,000	Artificial Intelligence Dept.	active	
IT Support Specialist	Entry	IT	G2	EGP 10,000 - 15,000	IT Services Dept.	active	
Admissions Officer	Mid	Admin	G2	EGP 12,000 - 18,000	Admissions & Enrollment Dept	active	

In the bottom right corner of the main area, there is a message: 'Activate Windows' and 'Go to Settings to activate Windows.'

### Job Assignment

The screenshot shows the 'Job Assignments' section of the HR Portal. The sidebar and user info are identical to the 'Jobs' page. The main content area has a light background and features a search bar at the top with placeholder text 'Search assignments...'. Below it is a table with columns: Employee, Job, Contract, Start Date, End Date, Salary, Status, and Actions. The table contains five rows of data:

Employee	Job	Contract	Start Date	End Date	Salary	Status	Actions
Omar Saleh	HR Assistant	Permanent Staff	2023-01-15	-	EGP 10,000	Active	
Sara Hassan	Senior Software Engineer	Probationary Staff	2024-06-01	-	EGP 28,000	Active	
Youssef Fathy	AI Researcher	Remote Developer	2024-03-10	-	EGP 22,000	Active	
Mariam Nabil	IT Support Specialist	Part-Time Admin	2024-01-20	-	EGP 12,000	Pending	
Karim Ibrahim	Admissions Officer	Permanent Staff	2020-05-01	2024-09-30	EGP 15,000	Completed	

In the bottom right corner of the main area, there is a message: 'Activate Windows' and 'Go to Settings to activate Windows.'

## Performance:

### Performance Cycle:

The screenshot shows the HR Portal interface with the sidebar expanded. Under the 'Performance' section, 'Performance Cycles' is selected. The main content area displays a table titled 'Performance Cycles' with the following data:

Cycle Name	Type	Start Date	End Date	Submission Deadline	Actions
Q4 2024 Performance Review	Quarterly	2024-10-01	2024-12-31	2025-01-15	
Annual Review 2024	Annual	2024-01-01	2024-12-31	2025-02-01	
Q1 2025 Goals Setting	Quarterly	2025-01-01	2025-03-31	2025-04-10	

A search bar at the top of the table says 'Search cycles...'. A blue button in the top right corner says '+ Add Cycle'. On the far right, there is a message: 'Activate Windows Go to Settings to activate Windows.'

### Appraisal

The screenshot shows the HR Portal interface with the sidebar expanded. Under the 'Performance' section, 'Appraisals' is selected. The main content area displays a table titled 'Appraisals' with the following data:

Employee	Performance Cycle	Date	Score	Manager Comments	Actions
Omar Saleh	Q4 2024 Performance Review	2024-12-15	★ 4.2/5	Excellent performance.	
Sara Hassan	Q4 2024 Performance Review	2024-12-16	★ 3.8/5	Good work; needs improvement.	
Youssef Fathy	Q4 2024 Performance Review	2024-12-17	★ 4.5/5	Outstanding research contribu...	

A search bar at the top of the table says 'Search appraisals...'. A blue button in the top right corner says '+ Add Appraisal'. On the far right, there is a message: 'Activate Windows Go to Settings to activate Windows.'

## Training Program

HR Portal Management System

Dashboard

Organization

- Universities
- Faculties
- Departments

Human Resources

- Employees
- Contracts

Jobs

- Job Positions
- Job Assignments

Performance

- Performance Cycles
- Appraisals
- Appeals

Training Programs

Admin User admin@giu.edu

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### Training Programs

Manage training and development programs

+ Add Program

Program Code	Type	Subtype	Objectives	Delivery Method	Status	Actions
TRN-001	Professional	Leadership	Improve leadership skills	In-person	Approved	
TRN-002	Technical	Software	Learn advanced Excel	Online	Approved	
TRN-003	Professional	Management	Project management fundamentals	Hybrid	Pending	
TRN-004	Technical	Security	Cybersecurity awareness	Online	Approved	

## Power BI:

### Training Dashboard

**Number of programs**  
5

**Number of training employees**  
15

**Total Program Completions**  
15

**Delivery Method**  
All

Approval\_Status: Approved

Title: Advanced Python

Type: Technical

Subtype: Programming

Count of Completions: 15

Approved: 12

Pending: 3

- Advanced Python: 3
- Technical: 3
- Programming: 3
- Communication Skills: 3
- Data Analytics: 3
- Leadership Essentials: 3

**Training Completion by Program**

Program	Completed_Count
Communication Skills	3
Data Analytics	3
Leadership Essentials	3
Project Management	1
Advanced Python	0

**Employee Distribution Across Training Programs**

Program	Count
Project Management	15
Advanced Python	15
Communication Skills	15
Data Analytics	15
Leadership Essentials	15

Activate Windows  
Go to Settings to activate Windows

Employee Snapshot | Job Overview | Performance | Training | +

### Performance Dashboard

**Average of weighted scores**  
5.53

**Average appraisal scores per cycle**  
4.57

**Average appeal scores per cycle**  
4.67

Type of contract  
All

Work\_Modality  
All

**Top Performing Jobs by Weighted KPI Score**

Job Title	Sum of Total_Weighted_Score
Software Engineer	18
Senior Software En...	17
Designer	13
Finance Analyst	9
HR Specialist	8

**Employees scores in every department**

Department	Score
Artificial Intelligence	41.6
Design	9.7
Admission	9.2
Finance ...	8.9

**Employee Name**

Employee Name	Total Score	Total Weighted Score
Omar Saleh	9.30	8.90
Sara Hassan	9.10	8.70
Youssef Fathy	9.00	8.60
Laila Hassan	4.90	4.70
Khaled Samir	4.80	4.60
Omar Ali	4.80	4.60
Noha Fawzy	4.70	4.50
Zeina	4.70	4.50
Amr Fathy	4.60	4.40
Mariam Nabil	4.60	4.40
Sara Mohamed	4.50	4.30
Karim Ibrahim	4.40	4.20

Activate Windows

## Job Overview

**Maximum salary** \$35K

**Minimum salary** \$9K

**Department\_N...** All

**Work\_Modalit...** All

**Salary** \$12,000 - \$20,000

**Salaries per Department**

Job_Category	Sum of Min_Salary	Sum of Max_Salary	Sum of Avg_Salary
Engineering	\$15K	\$35K	\$20K
Design	\$12K	\$25K	\$18K
Finance	\$12K	\$25K	\$15K
HR	\$12K	\$18K	\$15K

**Employee Distribution by Job Level**  
Highlights how many employees occupy each level.

Level	Number of jobs
Level 1	4
Level 2	1

**Current Active Job Assignments**

First_Name	Last_Name	Job_Title	Start_Date
Amr	Fathy	HR Specialist	Monday, September 01, 2025
Aya	Sami	HR Specialist	Tuesday, April 15, 2025
Hassan	Ragab	Designer	Saturday, March 15, 2025
Karim	Ibrahim	Finance Analyst	Thursday, May 01, 2025
Khaled	Samir	Software Engineer	Wednesday, January 15, 2025
Laila	Hassan	Finance Analyst	Wednesday, October 01, 2025
Mariam	Nabil	HR Specialist	Tuesday, April 01, 2025
Noha	Fawzy	Senior Software Engineer	Saturday, February 15, 2025
Omar	Ali	Senior Software Engineer	Tuesday, July 01, 2025
Omar	Saleh	Software Engineer	Wednesday, January 01, 2025
Sara	Hassan	Senior Software Engineer	Saturday, February 01, 2025
Sara	Mohamed	Designer	Friday, August 01, 2025
Tamer	Mostafa	Finance Analyst	Thursday, May 15, 2025

Employee Snapshot
Job Overview
Performance
Training
+

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## Employee Snapshot

**Total Employees** 15

**Active Employees** 12

**Average KPI score** 4.63

**Total achieved certificates** 10

**Number of employees in every resident area**

Resident Area	Number of employees
Nasr City	4
Dokki	3
Maadi	3
Heliopolis	2
Smouha	2
Haram	1

**Place\_of\_Birth** All

**Marital\_Status** All

**Employment Status Distribution**

Status	Count
Active	12
Leave	1
On Probation	1
Retired	1

**Employee Distribution by Department**

Department	Number of employees
Artificial Intelligence	6
Admission	3
Design	3
Finance Dept.	3
Admissions & Enroll.	0
Business Inform.	0
Engineering	0

**Gender Distribution**

Gender	Count
Male	8
Female	7

Employee Snapshot
Job Overview
Performance
Training
+

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