Group B: Employee Performance Management System - Deliverable 5

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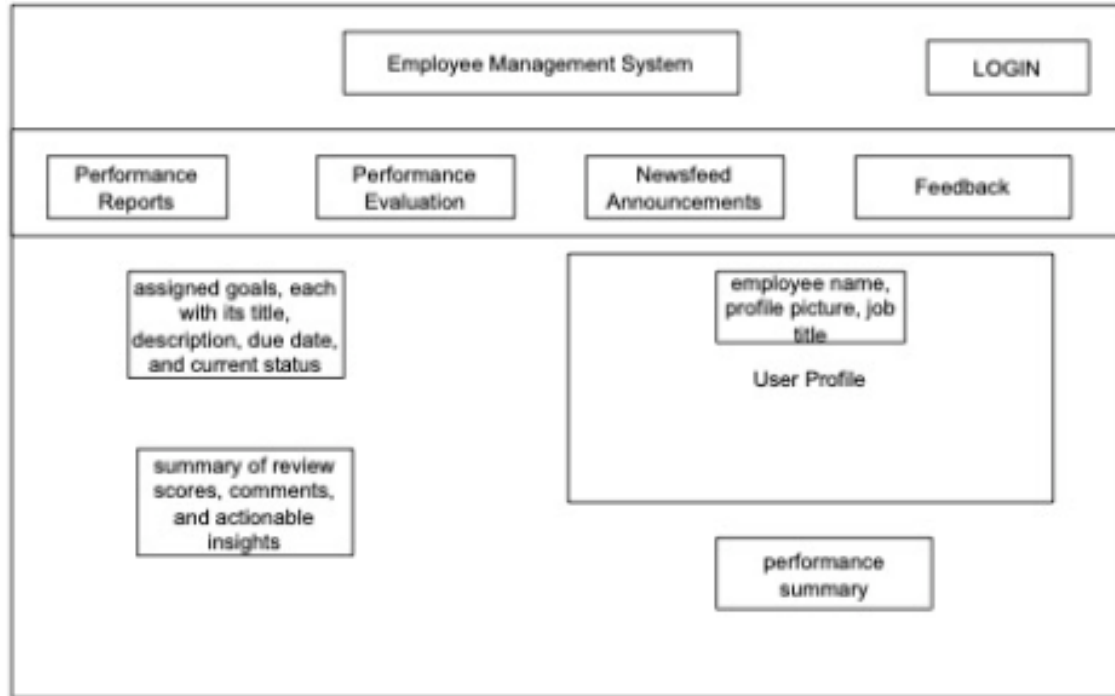Sunny Ravulapalli - Quality Assurance (QA) Engineer

GitHub: https://github.com/Programmermandan/IS436-GroupB.git

Project plan board: https://github.com/users/Programmermandan/projects/4

(Time set aside to meet outside of class is included in the GitHub board)

<u>Interface Design Prototypes</u>

EPMS Dashboard/Homepage

- Homepage allows access to the employee's dashboard with name, goals, scores, progress.

- Homepage displays the employee's dashboard and provides a brief summary of the user's data.

- All other buttons are displayed at the top to act as a menu.

Performance Report Page
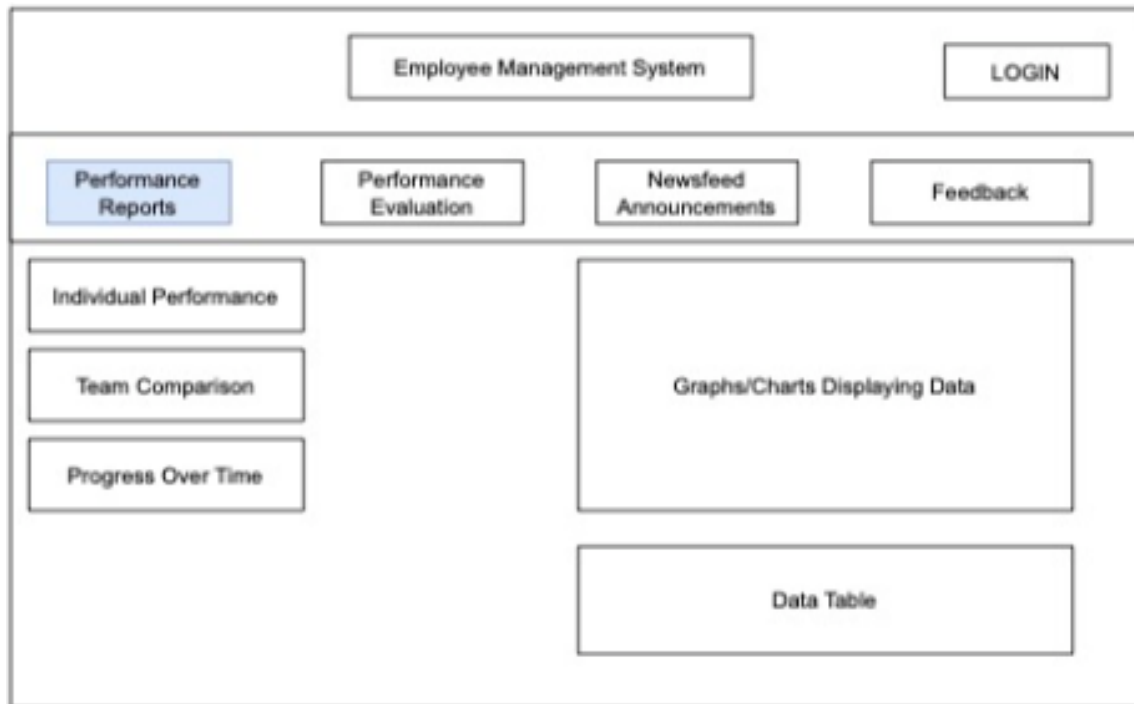
- The Performance Reports page displays the employee's performance through graphs and/or charts.

- Data table below displays all the information of the employee's data.

- Three buttons on the left hand side of the screen are to be clicked on and display more data of the user.

- Performance reports highlighted in blue because it is clicked on.

Performance Evaluation Page

The diagram shows a wireframe layout with the following boxes:

Top row: Performance Evaluation | Login

Second row: Performance Report | Performance Evaluation | Newsfeed Announcement | Feedback

Form section:
- Employee Name / Reviewer / Date
- Goal 1 — Rating: (Dropdown), Comments: (Text box)
- Goal 2 — Rating: (Dropdown), Comments: (Text box)
- Other Goals
- Overall Rating: Rating: (Dropdown), Comments: Text Box
- Submit Button

- The Performance Evaluation page displays a review form.

- Review form includes employee name, reviewer name, goal, score, and comments.

- This page is used to submit performance evaluations.

Five Phases of the System Design

The Employee Performance Management System (EPMS) is a comprehensive and integrated

data-driven solution aimed at enhancing employees' overall performance and productivity within

the organization. The project plan includes the planning phase, the analysis phase where we add use case analyses, the design phase where we designed the program, created ER Diagrams as well as prototypes, and lastly the implementation phase, where we transitioned into a new system such as coding. The EPMS streamlines the process of setting SMART (Specific, Measurable, Achievable, Relevant, and Time-bound) performance objectives, real-time progress monitoring, automated performance evaluation, continuous feedback management, and personalized development planning. By fostering a culture of continuous improvement, the EPMS addresses both functional and non-functional requirements to drive organizational success and accommodate input from various stakeholders. The EPMS ensures transparency, inclusivity, and data security while promoting fair and unbiased performance evaluations.