Group B: Employee Performance Management System - Deliverable 1

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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)

Overview

The Employee Performance Management System (EPMS) attempts to improve overall corporate efficiency and employee growth by streamlining the process of evaluating employee performance, defining goals, and providing timely feedback.

Objectives

The primary goal of the EPMS is to provide a formal framework for setting employee goals and tracking success. This includes:

- Allowing employees and management to provide constant feedback and communication.
- Making it easier to conduct fair and accurate performance reviews.
- Identifying areas for improvement and implementing appropriate training and development initiatives.

System Features

The EPMS will include the following features:

- Setting employee goals and ensuring alignment with organizational objectives.
- Ongoing performance evaluations and assessments.
- A 360 degree feedback mechanism.
- Planning for skill development and training.
- Analytics and reporting on performance.
- Integration with existing human resource systems.

Feasibility Analysis

To establish the practicality of the planned EPMS, the feasibility analysis examines technical, operational, economic, legal, and scheduling elements:

- Technological Feasibility: The organization has the necessary technological infrastructure and expertise to effectively construct and manage the EPMS.
- Operational Feasibility: Employees and managers have voiced a desire for a more simplified performance management system, indicating that it is highly operationally feasible.
- Economic Feasibility: The original investment and ongoing maintenance expenses are reasonable in comparison to the anticipated benefits, suggesting economic feasibility.
- Legal Compliance: The EPMS will adhere to all applicable data protection and privacy regulations.
- Scheduling Feasibility: The project timeframe is consistent with the organization's strategic goals and resources.

Cost Benefit Analysis

The Cost Benefit Analysis (CBA) for the proposed EPMS is presented below, covering a three-year period from 2023 to 2025:

Year	Factors	Cost (USD)	Benefit (USD)	Net Benefit (USD)
2023	Maintenance	$10,000	$20,000	$50,000
	Training	$50,000	$70,000	-
	Software	$70,000	-	-

	Hardware	$20,000	$60,000	-
	Performance	-	$100,000	$50,000
		Total: $150,000	Total: $250,000	Total: $100,000
2024	Maintenance	$15,000	$70,000	$125,000
	Training	$20,000	$50,000	-
	Software	$10,000	-	-
	Hardware	$5,000	-	-
	Performance	-	$180,000	$125,000
		Total: $50,000	Total: $300,000	Total: $250,000
2025	Maintenance	$15,000	$175,000	$150,000
	Training	$25,000	$100,000	-

	Software	$5,000	-	-
	Hardware	$5,000	-	-
	Performance	-	$75,000	$150,000
		Total: $50,000	Total: $350,000	Total: $300,000

Project Methodology

Agile methodology has been chosen as the project approach, considering the following factors:

- Agile's nature allows the development team to respond quickly and effectively to evolving project requirements.
- Agile allows for constant communication and collaboration, promoting a better understanding of stakeholder needs and enabling continuous improvements.
- With agile, the project can be broken down into smaller, more manageable increments, ensuring a more flexible and efficient development process.
- Agile puts a strong focus on delivering customer value and satisfaction through frequent product demonstrations and user involvement.
- Agile empowers the development team to make decisions and take ownership of their work, which allows for increased motivation and productivity.

Project Work Plan

1. Requirements Gathering (Duration: 4 weeks, Start Date: 01/02/2023)

2. System Design (Duration: 6 weeks, Start Date: 01/03/2023)
3. Development & Coding (Duration: 12 weeks, Start Date: 01/05/2023)
4. Testing & Quality Assurance (Duration: 6 weeks, Start Date: 01/08/2023)
5. Implementation & Deployment (Duration: 4 weeks, Start Date: 01/09/2023)
6. Training & User Documentation (Duration: 2 weeks, Start Date: 01/10/2023)
7. Post-Implementation Review & Maintenance (Duration: Ongoing)

Note The estimated completion date for the EPMS project is 03/30/2023.