Wilco Construction Company

SYSTEM PROPOSAL

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TABLE OF CONTENTS

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Introduction

Wilco Construction Company is a highway contractor headquartered in Ohio. With a focus on bridge projects and related construction services, they have been successfully operating for nearly two decades. The State of Ohio's Highway Division has been a source of business for Wilco Construction Company. However, as the company has expanded it has encountered issues. The complexity of payroll calculations has increased due to fluctuating wage scales and evolving employee roles. Meeting compliance requirements, for employment equity legislation, which includes reporting hours worked by women and visible minorities presents its set of challenges. Additionally, managing equipment and inventory has become increasingly cumbersome with the current paper-based processes lacking efficiency.

Current System Overview

Currently, Wilco Construction heavily relies on paper-based procedures. Mary, the office manager, bears a workload of tasks. One of the hurdles is handling payroll calculations due to fluctuating wage scales and frequent changes in employee roles. Ensuring compliance with use equity legislation has become a worry. The company faces difficulties in efficiently tracking equipment, maintenance, and inventory. Given the rising volume of paperwork and changing industry regulations, this manual system is no longer sustainable.

New System Proposed Improvements

The system being suggested has the objective of tackling the existing problems and enhancing the effectiveness and precision of Wilco's operations. The many enhancements encompass:

- **Automated Payroll Calculation:** The system aims to streamline payroll calculations ensuring that wages are accurately calculated based on wage scales and changes in employee roles.

- **Compliance Reporting:** The system will simplify the generation of reports crucial for monitoring the hours worked by women and visible minorities to meet employment equity legislation requirements.

- **Inventory Tracking:** By implementing a system, we can effectively monitor equipment maintenance schedules. Manage inventory reducing compliance risks.

- **Scalability:** Our goal is to design a system that can grow with your business and adapt to changing standards ensuring its long-term viability.

- **User-Friendly Interface:** We will develop an interface that minimizes the need for training. This event will encourage adoption among employees with varying levels of technical expertise.

- **Data Accuracy:** Ensuring data will be our priority, across all system functionalities. This event will help prevent errors in payroll calculations and compliance reporting.

System Request

The primary challenges faced by Wilco are the increasing complexity of the company's operations and the many difficulties it faces in managing payroll, adhering to regulations, and monitoring equipment. The current system, which heavily relies on paper-based processes has become more burdensome and prone to errors over time. This event poses risks, to both efficiency and compliance. Wilco Construction acknowledges the importance of modernizing its information management practices and remaining competitive and compliant. This request outlines the objectives of the proposed system, which include simplifying tasks, automating payroll calculations ensuring accurate compliance reporting, and improving equipment maintenance tracking. By addressing these issues, the company expects cost savings, enhanced regulatory adherence, and overall operational efficiency improvements.

Also, the System Request emphasizes the importance of adhering to employment equity laws. These laws need to maintain proportions of minorities and women, in different job skill categories creating complexities in tracking and reporting. The proposed system is viewed as a solution to address this matter, offering relief from administrative burdens while ensuring the company remains eligible for state contracts. By submitting the System Request Wilco Construction demonstrates its dedication to adopting information systems to overcome existing challenges enhance its advantage and establish a solid foundation, for long-term growth and success in the highly competitive highway construction industry.

Functional and Non-Functional Requirements

Functional Requirements:

- The system needs to create reports to ensure compliance with EEOC regulations. These reports should include tracking of the hours worked by women and visible minorities in each skill classification for every job.

- The system needs to keep a record of and monitor the movements of employees as they transition between job sites and skill classifications.
- The system needs to determine the wages of employees by considering their rates, job classifications, and the number of hours they worked.

Non-Functional Requirements:

- An interface that is easy to use and understand is crucial for the system as it reduces the need for training and ensures adoption.
- Ensuring the accuracy and integrity of data is vital across all aspects of the system's operations. This event helps prevent any errors in payroll calculations and compliance reporting.
- The system should be able to handle growing amounts of data and additional functionalities as the company expands and adjusts to changes. Keeps up with technological advancements.

Implementations

In the future, Wilco Construction might consider incorporating the following modules or features.

1. **Payment Integration (Tap and Pay):** We could introduce a feature that enables payments to make transactions between the company and employees more streamlined. It could also be beneficial for employee expense reimbursements.

2. **Predictive Maintenance:** It would be advantageous to implement maintenance tools that utilize sensors to monitor the condition of heavy equipment and vehicles. This way, we can schedule maintenance before any issues arise, ensuring operations.

3. **Mobile Application:** To enhance efficiency, we should develop an application specifically designed for field workers. This application would allow them to log hours, and expenses and access project details in time.

4. **Advanced Reporting:** For insights into project profitability, resource allocation, and compliance trends, it would be valuable to develop analytics and reporting features exclusively for management use.

These additions will undoubtedly contribute towards improving aspects of Wilco Constructions operations in the future.

Conclusion

The creation of an information system for Wilco Construction is a move in tackling the difficulties caused by manual and paper-based methods. The suggested system will automate payroll calculations simplify compliance reporting, enhance equipment and inventory tracking accommodate expansion have a to-use interface, and order accurate data. This multifaceted approach will boost efficiency, compliance, and the overall administration of construction projects resulting in increased productivity and profitability.

Sincerely,

Susan "Sue"

Wilco Construction Company