**Chapter 1**

**1.1 Background**

An HRMS, or human resources management system, is a collection of software tools for managing human resources and related procedures across the employee lifecycle. An HRMS allows a business to clearly understand its staff. Also, HRMS includes recording data of employees, departments, business processes, payrolls, recruitment, business processes, time and attendance,training details and tracks employees performance.HRMS deal with massive amounts of data; including employees personal and professional data. Also, it includes jobs and department data. These data must be stored in an organized and secured environment. Moreover, they should be easily accessible.

**1.2 Problem Statement**

Any organization deals with massive amounts of data; this data needs to be stored in an organized and secured environment. Otherwise, data may be exposed to loss, the possibility of making mistakes will be high, reaching information would take a lot of time and effort. Furthermore, the managers of the organization will find it difficult to keep up with what is happening in their firm which will lead them to make decisions based on assumptions rather than facts. Additionally, the business processes data must be acknowledged as employees could be working and making costly mistakes that are costing the company money. Moreover, editing and updating the employees data would be so difficult. The data will not be warranted and would easily be hacked .

**1.3 Objective**

Most organizations require HR data storage and reporting.The simplicity of the software makes many HR systems easy-to-use for employees.For example, an employee can keep track of their own data, such as what tasks they did each day and when they came and left. Team leaders may have access to information about the employees who report to them, but other sensitive information, such as compensation, can be kept secret.

Constructing a HR database by the end of may that includes 100% of managers and employees data, jobs information, and business process details ,holiday details. The system will be easily used as all data will be transformed into knowledge and it will make accessing data easier . In addtion, it will be well secured. Besides, the system will take in account the size of data needed to be stored and the database storage capacity to avoid resource and money waste.

When a database is created, it will be easy to track absenteeism, assessments, compensation, discipline/grievances, company-issued vehicles, working days/hours/minutes, and even passport/work permit/visa information for business travelers/employees from overseas countries.

The system will provide privacy and security of the data.It will be much easy to update and amend the data.

The system will increase accuracy as it will improve the clarity and there will be fewer errors in HR,no more searching through paperwork.