**12. SKILLSMANAGEMENT**

**1. ABSTRACT:**

A leading business conglomerate is experience challenge in managing skills of its large workforce. Currently they have spreadsheet driven manual system, where skills of thousands of employees are maintained manually.

This lacks well defined mechanisms to identify employees’ skill up gradation needs, determine suitable training program, update skill levels and search skills. In order to address the challenge, they needed a web based system to automate skills management across the enterprise.

Skill management is the practice of understanding, developing and deploying people and their skills. Well-implemented skills management should identify the skills that job roles require, skills of individual employees, and any gap between the two.

A manager’s level in the organization determines the relative importance of possessing technical, human, and conceptual skill. Top level managers need conceptual skills that let them view the organization as a whole.

**2. INTRODUCTION :**

Studies various operating systems and their structures along with different commands understood the properties of different commands. Collected a common set on which a virtual OS can be formed. Decided platform on which the project can better perform. Chosen java as platform, which provides a better choice.

The requirements of the task to be performed, the next step is to analyze the problem and understanding context .The first activity of the phase is studying the existing system and is to understand the requirements and domain of the new system.

**3. EXISTING SYSTEM:**

In the existing system, the company has an increasing attrition problem. These updates should occur at least as frequently as employee’s regular line manager reviews and certainly when their skills set change.

**3.1. DISADVANTAGES OF SYSTEM:**

The problem is mainly due to the following reasons

* Lack of teamwork skills.
* There is no proper communication between the employees and HR.

**4. PROPOSED SYSTEM:**

It aims to build a system to capture the skills and work of resources. With involvement of everybody starting from team member, team leader, manager, administrator.

Here the company aims to build a system that would capture the skills and work of resources more accurately.

It also helps the appraiser have an overview of this while evaluating the performance of a resource.

It also improves the team work, skills and communication between the Employees.

1. **CONCLUSION:**

This Project named “Skill Management” acts as a tool that displays the performance. It also acts as an interface to view the project details, resources and as a result the development for the organization done by the employees in between a particular period. So, we are able to achieve all these requirements and also during the process of development we have learnt the technologies like Java, JavaScript, Html, CSS etc., we also learnt how to work with Servers such as Tomcat.