



**WOLLO UNIVERSITY**

**KOMBOLCHA INSTITUTE OF TECHNOLOGY**

**COLLEGE OF INFORMATICS**

**DEPARTMENT OF SOFTWARE ENGINEERING**

**INTERNSHIP REPORT AND PROJECT**

**HOSTING COMPANY - AMHARA SCIENCE AND TECHNOLOGY  
COMMUNICATION COMMISSION**

**Duration of Internship: July 15, 2016 to September 2017**

**NAME**

**ID**

**ABEBE MINALE**

**WOUR/3970/13**

**Date of Submission: 24/01/2017**

**Academic mentor-Mr.bihonegh**

**Company mentor -Mr,Leul**

**Kombolcha, Wollo, Ethiopia**

# CHAPTER ONE

## INTRODUCTION

### 1.1: Definition of the internship report and project

An internship report is a document that students complete at the end of their internship to summarize their experiences, learning's, and achievements during their time in the workplace. It typically includes a description of the organization, tasks performed, skills acquired, challenges faced, and recommendations for improvement. The report allows students to reflect on their internship experience, abilities to potential employers, and gain valuable feedback from supervisors.

### 1.2: Background of Organization

The Amhara Science and Technology Communication Commission was established in 2002 as an independent agency under Rule No. 72/2002 by the regional government. However, its origins can be traced back to 1995 when efforts were made to coordinate and lead the sector through the collaboration of experts and regional offices in the region. Initially, the sector was managed by a committee tasked with organizing the work process and implementing trial studies to improve efficiency.

### 1.3: Vision

In the year 2024, the life of the region's society will be supported by science, technology and information communication.

### 1.4: Mission

- \_ Finding, selecting, introducing, adapting and creating effective technologies.
- \_ Ensuring the growth of the region by using and developing and transferring technology.

### 1.5: Values

- \_ increased Efficiency and Productivity
- \_ Group Work
- \_ Enhanced Compliance
- \_ Improved Decision Making

\_Improved Employee Experience

\_cost saving

\_Willing know new things

\_Deep observation

### **1.6: Geographical location**

The Amhara Science and Technology Communication Commission plays a crucial role in promoting scientific research and innovation in the Amhara region of Ethiopia. Located in the city of Bahir Dar, the commission is strategically positioned to support the development of science and technology in the region.

The Amhara Science and Technology Communication Commission is committed to promoting research and innovation in various fields, including agriculture, health, engineering, and information technology.

### **1.7: Service quality of a company**

#### **1.7.1: Data center service**

The Amhara Science and Technology Communication Commission is an important organization that focuses on promoting innovation and technological advancements in the Amhara region of Ethiopia. One of the key services provided by the Commission is assisting companies in establishing data centers. Data centers are essential for storing and managing large amounts of data, but building and maintaining them can be costly and time-consuming.

#### **1.7.2: Web Based System**

The Amhara Science and Technology communication Commission has developed a web-site and software that assists companies in building data centers without the need to construct them on their own private premises. This innovative technology allows businesses to utilize data centers without the high costs and technical requirements of constructing and maintaining their own facilities.

## 1.8: Organizational contacts

Bahir Dar, Ethiopia

Telephone No. : 0582263759

Gmail: [example@email.com](mailto:example@email.com)

Postal : 2276

Fax> :058-220-93-64

For More Info. :[Sticc.gov.et](http://Sticc.gov.et)

## 1.9: Infrastructure of organization

Research and Development Facilities

Collaboration with Universities and Research Institutions

Networking and Capacity Building

Innovation and Entrepreneurship Support

Infrastructure Development Projects

### 1.9:1 Services of organization

Here are below points outlining some of the key services provided by the Amhara Science and Technology communication Commission:

\_ Research and Development

\_ Technology Transfer

\_ Capacity Building

\_ Science Education

\_ Innovation Grants

- \_ Science Fairs
- \_ Industry Partnerships
- \_ Science Communication
- \_ Scientific Networking

#### 1.10: Objectives of organization

The Amhara Science and Technology Communication Commission is an organization in Ethiopia that aims to promote and advance science and technology in the region. Here are some objectives of the organization:

development in various fields of science and technology within the Amhara region.

Support and fund innovative projects that have the potential to improve the lives of the people in the region

Collaborate with universities, research institutions, and industry partners to promote the exchange of knowledge and expertise.

Encourage young students to pursue careers in science and technology by providing scholarships and mentorship programs.

Establish partnerships with international organizations to access cutting-edge technology and expertise.

## CHAPTER TWO

### INTERNSHIP EXPERIENCE

## 2.3: Organization network class

As a Default-level student, I have been learning about the organization network class and devices used by the Amhara Science and Technology Communication Commission.

\_ Routers devices

\_ Fiber optic cable

\_ Switches devices

\_ Server's devices

### 2.4.1: Configuration type

Configuration is the process which is giving IP address for all network computers used in the system of organization.

**1. Static configuration** \_A device with static IP addressing retains its IP address no matter how often it's rebooted or how long it's offline

**2. Dynamic configuration (DHCP) is not typically used directly in employee management systems.** DHCP is primarily a networking protocol that automatically assigns IP addresses to devices on a network. Its purpose is to simplify network administration and reduce manual configuration.

**2.5 Operating System (OS)** in an employee management system (EMS) refers to the underlying software platform that provides the foundation for the EMS to run. It manages hardware resources, provides a user interface, and handles communication between different software components.

#### Key roles of the OS in an EMS:

- **Hardware management:** Controls the allocation and use of system resources like CPU, memory, storage, and peripherals.
- **Process management:** Manages the execution of different processes or tasks within the EMS.
- **Memory management:** Allocates memory to processes and prevents conflicts.
- **File system management:** Organizes and stores data on storage devices.
- **Input/output (I/O) management:** Handles communication between the EMS and hardware devices.
- **Networking:** Facilitates communication between the EMS and other computers or networks.

- **Security:** Implements security measures to protect the system and data.

## CHAPTER THREE

### INTERNSHIP PROJECT

#### Statement of the problem

- \_ performance Evaluation Challenges
- \_ Manual Processes and Inefficiencies
- \_ Poor Communication and Collaboration
- \_ Limited Data Insights and Analytics
- \_ leave and Attendance Management
- \_ Regulatory Compliance Risks
- \_ limited Communication Channels

### 3.3: Objective of the project

The objective of this project is to develop online employee management system (OEMS) for ASTCC and the project has the following general and specific objectives.

#### 3.3.1: General objective

The general objective of the project is to develop online project employee management system for ASTCC.

#### 3.3.2: Specific objectives

The following are the specific objective of online project employee management system:

To identify problem of the current existing system.

To gather different information that will help us in building our system.

To develop user friendly interface.

To build database that will record different em

### 3.4: Beneficiary of employee management system

**\_Employees**

**\_HR Department**

**\_Management e.t.c**

### 3.5: Significant of the project

**\_Improved Employee Experience:**

**\_Improved Efficiency**

**Improved Employee Experience**

## CHAPTER FOUR

### BENEFITS GAINED FROM INTERNSHIP



#### 4.1: Introduction

In the period of internship program, I gain many benefits. Some of these are listed below:

Theoretical and practical knowledge

Helps to develop and update knowledge

Helps to think out of box

Helps to get communication and

leadership skill for future

#### 4.2: Theoretical knowledge

System Design

Document writing

#### 4.3: Practical knowledge

Practical system design

Responsibility

Time management

Reading skill

Motivation skill

#### 4.4: Leadership skill

Creativity

Employee management

Time management

Open communication

## 4.5 Internship Challenges

While internships in employee management systems (EMS) can be rewarding, they may also present certain challenges. Here are some common challenges that interns may encounter:

### 1. **Complex Systems and Software:**

- **Learning curve:** EMS software can be complex, requiring time and effort to learn and master.
- **Technical difficulties:** Interns may face technical challenges or errors when using the EMS.

### 2. **Data Privacy and Security:**

- **Sensitive information:** Handling sensitive employee data requires strict adherence to privacy and security regulations.
- **Data breaches:** Interns must be mindful of the potential risks of data breaches and take appropriate measures to protect information.

### 3. **Limited Access to Certain Functions:**

- **Restricted permissions:** Interns may have limited access to certain functions or data within the EMS, which can hinder their ability to complete tasks.
- **Supervised tasks:** Tasks may require supervision or approval from more experienced HR professionals.

### 4. **Cultural Differences:**

- **Global companies:** In global companies, interns may encounter cultural differences that can impact communication and collaboration.
- **Adaptability:** The ability to adapt to different cultural norms and work styles is essential.

### 5. **Balancing Academic and Internship Commitments:**

- **Time management:** Managing the demands of both academic coursework and the internship can be challenging.
- **Prioritization:** Interns must effectively prioritize their tasks and manage their time to meet deadlines.

## CHAPTER FIVE

### CONCLUSION AND RECOMMENDATION

#### 5.1 Conclusion

During my internship period, I had a short but very interesting experience. Despite facing some challenges that cut my time short, I still found the program to be incredibly valuable.

**Employee Management Systems (EMS) have become indispensable tools for modern organizations, offering a wide range of benefits that contribute to improved efficiency, productivity, and overall business success.**

By automating manual tasks, streamlining processes, and providing valuable data insights, EMSs empower HR departments to focus on strategic initiatives and create a more positive employee experience.

**Key takeaways from this discussion include:**

- **Increased efficiency and productivity:** EMSs automate time-consuming tasks, reduce errors, and improve overall efficiency.
- **Improved decision-making:** Data-driven insights from EMSs enable HR professionals to make informed decisions and optimize resource allocation.
- **Enhanced compliance:** EMSs help organizations stay compliant with labor laws and regulations, reducing the risk of penalties.
- **Improved employee experience:** EMSs can streamline HR processes, provide self-service options, and facilitate effective communication with employees.
- **Cost savings:** By automating tasks and reducing manual labor, EMSs can help organizations save costs.

## **5.2 Recommendation**

### **5.2.1 Recommendation for the organization**

- .Integration with Other Systems
- .Employee Engagement
- .Leverage Analytics and Reporting
- .Continuous Improvement
- .Leverage Analytics and Reporting

### **5.2.2 Recommendation for the university**

- .Faculty and Staff Management:
- .Student Worker Management
- .Compliance and Accreditation
- .Faculty Evaluation and Development
- .Integration with Student Information Systems (SIS)

### **5.2.3 Recommendation for the student**

- .Learn the Basics of HR Management
- .Develop Technical Skills
- .Develop Soft Skills

**THANK YOU**

