Human Resource Management System (HRMS)

Information

The Human Resource Management System (HRMS) is a collaboration between Human Resources, Information Technology Solutions (ITS) and It is designed to centralize and streamline core human resources functions for more efficient and effective management. This translates to simplified training; synchronized, real-time data transfer; faster processing times; manageable maintenance; and the ability to scale up to meet future needs. HRMS’s development, human resources personnel were required to navigate through five different systems to manage HR processes, forcing users to learn and log in to multiple software to perform tasks. HRMS is designed to keep all information about an employee in an organization. It keeps track about attendance, documents, payroll, leave, payslip generation and other documents related to the employee needs. We have design a system from where everything related to manage employee inside the organization.

Solution

HRMS was developed to handle all the same job-related functions (job descriptions, recruitments, reviews and job code information) in a single application with a unified look and feel. Some of the key aspects of the system are:

* Responsive design using Angular so that the application can be used on (nearly) any device including mobile
* The same Job Description editing system is used through all steps of the system, from initial proposal, through recruitment, reclassifications and equity/salary reviews.
* Designed to work with Path Reporting Instance data from the ground up accessed via web services/Application Programming Interfaces (APIs)
* Handle migration of existing Job Descriptions seamlessly from the old system as they are finalized.
* A single landing pad for all HR/Job related inquiries/updates
* Application Admin screen that empowers HR to make immediate changes to key system and have the changes available immediately: o Disable job codes that were extended to UCR in error o Override the grades established in Path o Specify grades for “By Agreement” job codes o Control routing actions and rules as well as email notifications
* Site Admin screen for ITS o Setting system to maintenance mode o Control HR Admin access o Set tokens for accessing secured APIs o Allows ITS to upload key complex Affirmative Action statistics
* Multi-tenant capable