

Consider a web-enabled Human Resource Management Application for Company X. Some of the “valid types” of users for this HRM application could be:

“Head of Area” should be able to:

- Keep an account of the performance of employees within his/her department (or area)
- Edit all the information of employees under his supervision, except information classified as sensitive, such as Tax File Number, Date of Birth, Salary information, Illness records etc ...;
- Should not be able to add a new employee, or delete a new employee from the system;
- The manager should have access to the employment records of only the employees in his area/supervision;
- Should be able to update the field “Employment Performance Record” of each employee under his supervision

“Human Resource Staff” to supervise multiple Heads of Areas or Managers

- They can change the salary of staff under their supervision;
- They can add new staff or delete existing staff for areas under their supervision only;
- Have complete access and view of the entire employment records of all staff under their supervision including the Head of Area.

“Human Resource Manager” to supervise multiple Human Resource Staff

- Can change the current assignment of Human Resource Staff to areas/units with Company X;
- They can additionally delete existing Human Resource Staff, or add new Human Resource Staff;
- Have complete access and view over the employment records of all staff under their supervision including that of Human Resource Staff

Chief Executive Officer

- Should have complete access and view of the employment records of all staff under his/her supervision including that of Human Resource Manager.

“Any other user”: This category of users includes employees of Company X, and people outside Company X who will access the information from the HRM system. This type of users can:

- Can view the name, qualification, email address, extension number etc., of a given employee (say Employee A);
- Cannot view any other information of the employee (Employee A).