**Capstone Project 1 Title Proposal**

Thesis Title:

**“Proposed Human Resources Information System for Avon”**

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Proponents:

1. **Arevalo, Kesie P.**
2. **Cabisan, Maricel M.**
3. **Marquez, Clarissa Marie S.**
4. **Obligar, RangemRenz U.**
5. **Pacia, Raquel F.**
6. **Panizares, Lester D.**
7. **Tan, Bob Bryan S.**

Project Context:

**In HRIS or Human Resources Information System, is a customized software solution design for helping the organization to automate and manage their HR, Payroll, Management Accounting activities. HRIS affects the performance of the people, processes and key organizational strategies by automating key HR processes like recruitment, training, manpower planning performance appraisal and job analysis and design.**

**Designing of an effective Information System is vital for the efficient working of an organization. HRIS is designed to supply information required for effective management of Human Resources in an organization. A computerized HRIS is designed to monitor, control and influence the movement of people from the time they joined the organization till secrecy for important and/or confidential information and to keep the information up-to-date.**

Conceptual Framework

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| **PROCESS** |
| **System Development Life Cycle**  **Iterative Model**   * Planning of process * Defining * Designing * Implementation of System * Verification * Evaluation of System * Deployment of System |

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| **OUTPUT** |
| Human Resource Information System is using to find the details of Avon employee. |

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| **INPUT** |
| **Hard ware Requirements**   * System unit   **Software Requirements**   * XAMMP * Operating System * Web browser   **Knowledge Requirement**   * Data base Management System |

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| **EVALUATION** |

The above figure shows the IPO of the Human Resources Information System. It only Requires a System unit to run this Application this system is build for the client to speed up finding the details of their employees.

Scope and limitation of Study

**The proposed Human Resource Information System (HRIS) has a discipline and particular in its basic HR activities and processes with the information technology field. It provides information for designing course material, training schedule, training module, training methods, and appraisal of training programme.**

**It can be used to maintain details such as employee profiles, absence reports, salary administration and various kinds of reports. Can be briefly defined as integrated systems used to gather, store and analyze information regarding an organization’s human resources. HRIS respondents are mainly HR managers and HRIS officers, software developers of different local and multinational organizations. No structured questionnaire was used in the interview. The concerned people were asked tell about their experience with HRIS in terms of benefits, challenges, application and need.**

**The proposed Human Resource Information System has limitation although the system is highly supportive, but there is also a requirement. This system it can be expensive in terms of finance and manpower. It can be threatening and inconvenient, thorough understanding of what constitutes quality information for the user. Computer cannot substitute human being. Its effective application needs large-scale computer literacy among the employees responsible for maintaining HRIS.**

**sApproved By:**

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| **\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**  **Panel Chairman** | |
| **\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**  **Panel Member** | **\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**  **Panel Member** |
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**Noted By:**

**Prof. Ezekiel R. Borja**

Capstone Project Professor