Payroll Management System For Information Technology Company

Target-Organization Assessment

Version 1.0

Revision History

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Target-Organization Assessment

# Introduction

## Purpose

The purpose of this Target-Organization Assessment is used by the Business-Process Analyst as a basis for configuring the business modeling discipline for the Payroll Management System for Information Technology company. The Target-Organization Assessment is also used to explain to the stakeholders why there is a need to change the business process, to create motivation and a common understanding among the people in shop that are directly or indirectly affected.

## Scope

The scope of this Target-Organization Assessment is associated with the Payroll Management System to be deployed. The Target-Organization Assessment describes the current status of the Company. The description is in terms of current processes, tools, performance of each employee. The Development Case and Iteration Plans are directly influenced by this document.

## Definitions, Acronyms, and Abbreviations

* TOA: target organization Assessment
* Business Context: The Business Context sets the scope for requirements gathering and agreement. Clarification of what is the shared purpose is fundamental to achieving working interoperability.

## Overview

The rest of the Target-Organization Assessment including business context, business ideas and strategies in the given context, internal, external factors of Starbucks organization, benchmarking, performance classifying and assessment conclusion. Business context is a brief description of the business domain in which the IT Company operated. The external factors and internal factors of the shop are also inspected and evaluated. The business process of the organization is then benchmarked precisely base on the analyzed factors, which lead to conclusion for various criteria of computer shop current business model.

# Business Context

Business Context in this system is Paying salary for user in Information Technology Company.

# Business Ideas and Strategies in the Project Context

With the rising of the start-up company and with the huge number of staff in each company may lead to some unhandled problem and the biggest problem may be how to manage salary for employee effectively.

Base on the discussed above, it can be seen that Payroll Management System For Information Technology Company strategies is to have a system that can manage the process of calculate the salary of employees effectively and correctly. The strategy is approaching some medium companies first and then develops further for larger companies. The specified strategies rely mostly on creating a convenient payroll system.

# External Factors

## Customers

-Companies

-Organization

## Other Stakeholders

* Suppliers
* Investors

# Internal Factors

## Business Processes

-There are 2 main business process:

+, Calculate salary

+, view total salary

## Supporting Tools:

TBD

## Internal Organization:

* With our system, there are three main users who are accountant, administrator and employee (can be any position in the company). Admin has all the power to manage users in our system, users are who have id (auto generate, name, address, phone number, date of birth…). Moreover, admin can also create a project and assign who will be the one participated in that project or contract. Furthermore, administrator can change the password if user forgot their password. Admin can manage report so that he can make any impact to a report or even create a new report. In addition, administrator can also change the password of the user incase user forgot their password. Administrator is who will receive feedback or resignation application from user and he will have the rights to agree or not. With Accountant, they are allowed to calculate salary of a specific person, Accountant can also send a feedback to admin and they can edit it if they want after feedback sent. Moreover, Accountant can change their information if they want. To update, accountant can view all the summary report in a table and to see a full report, they have to search base on report’s Id. Employee has almost the same function as accountant accept calculate salary, they can only view the total salary.

## Competencies, Skills, and Attitudes

TBD

## Capacity for change

TBD

# Benchmarking Results

-Impact of Technical Factors to the system

# Performance of Target Organization

TBD

# Assessment Conclusion

## Problem areas

* Large number of employees
* Security should be concerned
* Extension is quite complicated

## Applicable Technologies

With the rise of start-up, especially in Technology fields, payroll management system is necessary. Calculated salary by human is so backward now because it can cause some serious mistake and it could make a company become unorganized. However, with this system, we can reduce the mistakes and errors to minimum. Moreover, the architecture of the company may form better and can work fluently. Payroll Management System can bring the effectiveness and the correctness to any company which using it.