

stage 3

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Submission date: 03-Dec-2022 02:19PM (UTC-0800)

Submission ID: 1970363633

File name: Stage_3.docx (24.6K)

Word count: 839

Character count: 4462

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Stage 3: Requirements

A. Stakeholder interest

The table below is an identification of the specific problem for each stakeholder with regard to using the current hiring process and how a technology-based solution would help them to address the problem.

Role	Specific problem related to the current hiring process	How a technology solution to support the hiring process could address the problem
1. CEO	The CEO has not been in soliciting new businesses because he feels they are unable to deliver what they sell due to limitations associated with the current hiring process.	A technology solution will enable his HR staff to quickly hire the right and talented people who will fulfill the current contracts.
2. CFO	For the CFO, the current hiring process is not cost-effective and inefficient.	A technology solution will significantly lower the hiring cost and enable better payroll management.
3. CIO	For the CIO, the current hiring process does not allow the distributed workforce to work effectively on mobile computing	A technology solution will present a portable, maintainable and responsive solution that can present well on mobile devices and can be used by the MTC' distributed workforce.
4. Director of Human Resources	The current hiring process does not meet the staffing and hiring demands for MTC.	A technology solution will enable HR to meet the ever-expanding demand for recruiting more staff. The solution will never be overwhelmed by increasing workload.

5. Manager of Recruiting	The fixed recruiting staff have been very busy keeping up with increased hiring at MTC.	A technology solution will enable the limited recruitment staff to cope with the increased hiring demand at MTC.
6. Recruiters	Their roles are very time sensitive, and the current hiring process is not efficient for them to meet this.	A technology solution will automate most of the tasks for the recruiters and enable the rest to be done in a time-sensitive manner.
7. Administrative Assistant	In times of high hiring volume, the AA is buried in paperwork trying to keep the applicant's documents straight.	A technology solution will eliminate all the paperwork and allow the AA to handle everything easily and electronically.
8. Hiring Manager (Functional supervisor the new employee would be working for.)	For the Hiring Manager, the current process application screening, interview scheduling, identification of qualified applicants, and job offering is not working.	A technology solution will allow the Hiring Manager to screen applications, schedule interviews, and offer jobs more easily through a dashboard that automates all this.

1 B. Defining Requirements

The table below outlines the user and system requirements together with the stakeholder who need them.

Requirement ID# only	Requirement Statement	Stakeholder (Position and Name from Case Study that identified this requirement)
	User Requirements – (What the user needs the system to do)	
EXAMPLE	The system must store all information from the candidate's application/resume in a central applicant database. EXAMPLE PROVIDED –	Recruiter – Peter O'Neil

	<i>(Retain text but remove this label and gray shading in your report)</i>	
1.	The system must be capable of facilitating the hiring of the right and talented staff who are in a position to address the future contracts that MTC anticipates to win.	¹ CEO – Samuel Johnson
2.	The system must integrate with the current timekeeping payroll system.	¹ CFO – Evelyn Liu
3.	The system must be easy to use and accommodate the future growth of MTC requirements	¹ Director of HR – Joseph Cummings
4.	The system must allow automating most of the work to support a fixed number of recruiting staff to manage the increasing workload	Manager of Recruiting – Sofia Perez ¹
5.	(Reporting- <i>The system must be able to give the job applicant the status for the advertised position either through SMS or email notifications</i>)	Recruiters – O'Neil
	System Performance Requirements – (How the system will perform)	
EXAMPLE	The system must be implemented as a Software as a Service solution. EXAMPLE PROVIDED – (Retain text but remove this label and gray shading in your report)	CIO – Raj Patel
6.	The system must be responsive ¹ ensure it scales well on all devices, even on mobile devices	CIO – Raj Patel
7.	The system must be portable and easily maintainable so that new features can be added easily	CIO – Raj Patel
8.	The system must conform to MTC's architecture of systems. It should follow a good design pattern, such as the MVC programming model.	CIO – Raj Patel
9.	(Security- The system must use control access to prevent unauthorized access. This is to be achieved through two-factor authentication (Zhang et al., 2018))	CIO – Raj Patel
10.	(Security- <i>The system must protect the user's data. This will be achieved through data encryption (Yazdeen et al., 2021)</i>)	CIO – Raj Patel

References

- Yazdeen, A. A., Zeebaree, S. R., Sadeeq, M. M., Kak, S. F., Ahmed, O. M., & Zebari, R. R. (2021). FPGA implementations for data encryption and decryption via concurrent and parallel computation: A review. *Qubahan Academic Journal*, 1(2), 8-16.
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