

Employee Appraisal	Software Requirement Specification
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Revision History

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1. Introduction

Employee appraisal module is a component of Open HRMS suit. It helps to utilize the best human resource pool. Adequate performance in an organization depends on the nature and size of the organization, the level of employee skill and motivation, whether the consequences of inadequate performance are critical, time and financial resources, management philosophy, and other factors. Appraisal module allows you to create Top Down or Bottom-up evaluation plans and give timely feedbacks and complements for accomplishments. Appraisals give employees recognition for the efforts of their labors. This precondition can be powerful at helping people realize their skills and put them on a path to progression within the company. The very fact that a business offers its employees this reviewing appraisal opportunity reinforces the idea that the business values its people, and has their progression in mind.

1.1 Purpose

The purpose of Software Requirements Specification is to show a detailed description of the requirements for the appraisal module in Odoo. This document will demonstrate the purpose and complete development phases of the module. This document also explains the User Interface, functional and non-functional requirements, module features and security features.

1.2 Scope

Appraisal is an Odoo module which is mainly an ERP based application and employees can be evaluated and can get feedback and set their goals. The application should be made by Odoo 14 community version. The code is developed in vs code. All employees are under user, admin, manager has permission to do some extra control. Data will be saved in the database and I am using PostgreSQL for database. Python is used for backend, xml for view part. All codes are saved in my GitHub repository.

1.3 Intended Stakeholder

BJIT, BJIT clients

1.4 References

Reference	Location
Requirement Specification	Odoo 14 documentation, cybrosis

1.5 Definitions, Acronyms, and Abbreviations

Term/Acronym	Definition
User	All will interact directly with app
Admin	System administrator who is given specific permission for managing and controlling the system
Manager	Also, system administrator who is given specific permission for managing and controlling the system by admin

2. Overall Description

2.1 Overview

This is an application for employees, manager where they can be evaluated and set their goals. There will be module where employees will be able to create their profile. There will be another module appraisal where they can select their name and able to create their appraisal. Then manager will be able to comment and give feedback on the appraisal. Employee also can set a goal in the other module called goals.

2.2 Technical platform

Component	Tools
Front-end	XML, HTML, CSS, JS
Backend	Python Module
ORM	ODOO ORM
Database	PostgreSQL
Build tool	ODOO Server

3. Functional Requirements

3.1 Overview

Serial No	Main Features	Description
1	Employees	Create, edit employee
2	Appraisal	Create, edit appraisal, create meeting
3	Goals	Set goal employee
4	Reporting	Employee can write report
5	Configuration	Different view

3.1.1. Function 1: Employees

Requirements

REQUIREMNT ID	Requirement Description	Acceptability/ Completion Criteria	Limitations/ Constraints	Test case Identifier
Employees_001	Every user can create			
Employees_002	Every user can edit			
Employees_003	Every user can delete			
Employees_004	List, form, search, Kanban view			

3.1.2. Function 2: Appraisal

Requirements

REQUIREMNT ID	Requirement Description	Acceptability/ Completion Criteria	Limitations/ Constraints	Test case Identifier
Appraisal_001	Manager can create appraisal			
Appraisal_002	Employee can see his/her own appraisal			
Appraisal_003	Employee cannot delete his/her own appraisal			
Appraisal_004	Manager can add comment			
Appraisal_005	List, form, Kanban			
Meeting_001	Everyone can create meeting			

3.1.3. Function 3: Goals

Requirements

REQUIREMNT ID	Requirement Description	Acceptability/ Completion Criteria	Limitations/ Constraints	Test case Identifier
GoalsI_001	Employee can create goals			
Goals_002	Employee can edit goals			
Goals_003	Employee can delete goals			
Goals_004	List, form			

3.1.4. Function 4: Reporting

Requirements

REQUIREMNT ID	Requirement Description	Acceptability/ Completion Criteria	Limitations/ Constraints	Test case Identifier
Report_001	Employee can create report			
Report_002	Employee can edit report			
Report_003	Employee can delete			
Report_004	List, form, kanban			

3.1.5. Function 5: Configuration Requirements

REQUIREMNT ID	Requirement Description	Acceptability/ Completion Criteria	Limitations/ Constraints	Test case Identifier
Configuration_001	User, Admin, Manager view			

4. User Interface

UI No.	UI Name	Related Function Req ID	Description	Test case Identifier
Employees_001	Employee		Create employee	
Appraisal_001	Appraisal		Create appraisal, meeting, stage	
GoalsI_001	Goals		Create Goals	
Report_001	Report		Create report	

5. Non-Functional Requirements

REQUIREMNT ID	Requirement Description	Acceptability/ Completion Criteria	Limitations/ Constraints	Test case Identifier
Employees_001	Email validation, age validity, total working hour calculation, name uniqueness, actions, filters			
Appraisal_001	Actions, filters, group, search			
Goals_001	Actions, filters, group, search			
Report_001	Actions, filters, group, search, working hour calculation			

5.1 Performance Requirements

The Odoo v.14 offers a basic and user-friendly interface. The overall system is fast. It is built in error checking. The system can handle large amount of data comfortably

5.2 Safety Requirements

REQUIREMNT ID	Requirement Description	Acceptability/ Completion Criteria	Limitations/ Constraints	Test case Identifier
S_01	Backup			

5.3 Security Requirements

- Keep specific log or history data.
- Assign certain functions to different modules
- Restrict communications between some areas of the program, permission differs from user to user

6. Design Constraints

A Model-view-controller (MVC) is an architectural pattern used in this Employee Appraisal System development. This is also following ORM. The module is developed in vs code and Odoo 14 version.

7. Software Quality Attributes: N/A

REQUIREMNT ID	Requirement Description	Acceptability/ Completion Criteria	Limitations/ Constraints	Test case Identifier
<Application name _001>	Not applicable			

8. Other Requirements

REQUIREMNT ID	Requirement Description	Acceptability/ Completion Criteria	Limitations/ Constraints	Test case Identifier
Website_001	View employees' details in frontend			
Report_001	Generate appraisal report			

9. User Interface

UI No.	UI Name	Related Function Req ID	Description	Test case Identifier
Employees_001	Employee		Create employee	
Appraisal_001	Appraisal		Create appraisal, meeting, stage	
GoalsI_001	Goals		Create Goals	
Report_001	Report		Create report	