**Introduction**

**About us**

The Project is a Human Recourse information management system which is a system that is developed for the human resource managers to provide them with information and at the same time make the task of human resource managers easier and more effective in the business. This HRIM system is not specified to a business but can be used by any business to manage their employees and to do their HR tasks and make their human resource department efficient.

**introduction**

The management of the human factor of an organization has been one of the main goals of a business and to do so human resource managers are hired and they have the task of training employees, performance management, organization development, safety, wellness, benefits, employee motivation and more. These tasks can be time consuming and hard to manage so the Human Recourse Information management systems or also known as HRIM systems were introduced to the human resource managers. A research done by Zahid Hussain, James Wallace and Nelarine E.Cornelius (2007) states that the HRIM systems are used by human resource professionals to make strategic decisions no matter the size of the business and says that this has added value to the company and increased the status of the human resource profession. These HRIM systems are used to make the task of human resource managers easier and manageable. In addition, some HRIM systems have automated some of the tasks done by the human resource managers so that they could be more effective and focus on decision making for the betterment of the business.

**Business case**

**2.1 Business needs**

There are several factors that affect the business it may be in a positive way or else a negative way but what decides this outcome depends on how the business manages these factors. The employees are one of the factors that can have a huge impact on the organization, so the business needs to manage it in a proper manner. There are many HRIM systems out in the market but the issue with most of these systems is that they do not provide enough functionalities for human resource managers to mages the employees effectively or the system is too complicated to use so in this case human resource managers needs to be trained and this will be an additional cost for the organization. So, what the business needs is a user friendly HRIM system that has the functionalities required for management. A good HRIM does not just help the business it also helps the employees working in the organization making them more motivated and provide them a good working environment and this will have a positive impact on the business and may result in grow and become more successful.

**2.1.1 Identification of the problem**

The problem this project is attempting to solve is the management of employees in a business and to make tasks easier for human resource managers by automating them by developing a HRIM system. so that they can be more efficient in the decision-making process. There are multiple HRIM systems in the market but the problem with those systems are either too complicated for user or there are less functionalities.

**2.1.2 Analysis of the problem**

In order to identify what are the main issues that a HR manager, the task that could be automated and to determine what information would help the human resource managers a questionnaire was done. The target people of the questionnaire was the HR managers, students or anyone who has seen or used HRIM systems and I received fifty plus response from all these categories providing me with information on how happy they are with current HRIM systems, what functionalities it should have, the problems they face as HR managers and more. These responses were not one sided but one main thing that all recipients agreed was that Human resources information management systems will improve the effectiveness of Human resource managers and benefit employees in addition provide a good performance culture in the business.

**2.2 Business objectives**

The main goal of the business would be to have an effective human resource management department that manages employees to provide a good performance culture within the business. And To achieve this project goal the following project objectives should be accomplished.

* The system should provide self-service capabilities for employees
* The system should be more automated to reduce the tasks
* It should provide human resource managers with analytic data to make decisions
* The system should help manage staff more efficiently and in an easy way
* The system should provide a way for employees to receive information and notices
* It should manage finance and other factors of the organization

**3 Project Objectives**

1. Identify what are functionalities that the human managers need in order to manage task easily
2. Identify the tasks human resource managers that could be automated
3. To improve the communication between the employees and the management
4. Create a good working environment for the employees without and arguments and fights within the organization
5. To make the decision making of human resource managers easier
6. To keep the employees up to date on what is happening in the business and when it is happening
7. To manage employees effectively

**4 Initial scope**

1. Identify what are the human recourses information systems in the current market and find what are the positives and negatives of these systems
2. Identify the human resource process what the human resource managers need to make decisions using questioners
3. The proposed system will allow:
   1. HR managers to get the attendance of each employee and find out the days the employee didn’t come
   2. HR managers to make decisions effectively by providing analytic and statistic data
   3. HR managers to manage and change details about the current employees
   4. HR managers to add and remove the employees that are currently in the business
   5. HR managers to send notifications to the employee in the organization
   6. HR managers and employees to talk to each other using the chat facilities
   7. Employees to request for a holidays and other requests
   8. Employees to see how many holidays they have left for the year
   9. Employees to change some of their personal details
   10. HR managers to manage the hiring process
   11. Employees to rate other employees in the same department
   12. HR managers should be able to events to the calendar and employees can see them
   13. HR managers to add bonuses and increase salary
4. A mobile application will also be developed for the employees and the human resource managers
5. The system will use machine learning and provide a suggestion to human resource managers which employee should receive the raise and when they should receive it.

**5 Method of approach**

The development process of system will take use of the incremental approach, The reason the incremental approach was chosen over the other approaches was because with incremental approach I will be able to make changes throughout the development process after getting a respond to the each iteration and also the errors are easy to find. The incremental approach will have 3 increments. The first increment is the development Human resource manager functionalities for the web and mobile application. The second increment is the development of employee functionality for the web and mobile application. And finally, the third increment is the integration of machine learning and some of the other functionalities.

The web and mobile application will be developed using the above approach but what the technologies that will be used is not yet confirmed but these are some of the possible technologies that will be used and they are Angular, Ionic, Node js and firebase which is a real time database.

**6 Project plans**

**7 Initial risk list**

During the development of a project there are risks that are taken or problems that might occur and these risks should be managed during the planning process of the project so that when the particular risk occurs then we know what is to be done. And having a risk analysis can sometimes determine the success and failure of a project. During the risk analysis of the project these were the risk that was identified for this project.

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|  | | Initial risk List | |
| **Risk** | **Probability of Occurrence** | | **Management Strategy** |
| Schedule overrun | High | | To avoid running into this issue a clear plan is made when each stage of the incremental approach should be completed, and I plan to discuss with my supervisor to let him know my progress and get his option whether I could manage the work. |
| Acts of God | Low | | In the case of an event as such then the system would not be affected because it will be backed up and so the development could continue from where I left off. |
| Technical difficulties | Moderate | | To avoid the entire project been lost due to technical failures a GitHub repository will be created and maintained so that each time a change is made to the project it can be updated to the GitHub. |
| Trouble learning required development technologies | Low | | To avoid this A proper research was done during the planning phase and determined whether it was capable doing the project with the suggested technologies and checked whether there is enough documentation and tutorial if I run into any issue during the project. |
| Scope creep | High | | To avoid the project scope from growing after the project plan a strict project scope will be followed to avoid getting sidetracked from the initial project scope. |
| User acceptance | Low | | User acceptance is one of the most important things and to make sure that human resource managers will like the product a questioner will be made to check what they need, and the system will be user friendly application. |

**8 Initial quality plans**

During the development of a project quality is one of the essentials things that should be considered because it is one of the main things that a customer looks for in a product and due to poor quality, the customer may even reject the entire system. So, to ensure that this project provides a good quality HRIM system the following quality checks will be done and the strategies that will be used to do these checks and if these quality checks are done in a proper way then the quality of the system can be ensured.

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| Initial quality plan | |
| Quality check | Strategy |
| Major deliverables | To ensure that the major deliverables are met a plan is made on the work process so it isn’t rushed this will also ensure that the system has the functionalities mentioned and nothing will be missed. |
| Quality control activities throughout the project | To ensure the quality I will get a review from my supervisor after each increment of the project and during the texting period of the system |
| Sub system usability and validation | This will be done after each increment to ensure quality is maintained in the project |
| Quality assurance activities | To ensure that the quality of the system is maintained I will get the review of the quality from my supervisor after each stage. |
| Feasibility study | A feasibility text will be done on the system to ensure that this system is worth the time and effort and also to review the project scope and check whether it needs to expand to provide a quality system |
| System validation and user acceptance | To ensure that the human resource managers accept the product and is also helpful to them a questioner was conducted of what they need and what they want from a current human resource system |

**8 References**

* Zahid Hussain, James Wallace and Nelarine E.Cornelius (2007) ‘Information & Management’ *The use and impact of human resource information systems on human resource management professionals* 44(1) pp.74-89 *ScienceDirect* [Online] Available at: <https://www-sciencedirect-com.plymouth.idm.oclc.org/science/article/pii/S0378720606001157>

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