**Introduction**

**About us**

**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 and to the employees of the organization. These systems are used to make the task of human resource managers easier, manageable and to automate 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 a 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.

**2.2 Business objectives**

To reduce the tasks and at the same time provide better management of employees

* To make the system more self-service for employees
* To make the system more automated
* To provide human resource managers with analytic data to make decisions
* To help manage staff more efficiently and in an easy way
* To 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 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.