Interim Report

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# 1. Introduction

The Project is to develop a HRIS system or also known as the Human resource information system, the system will be available in as web and as an app for mobile phones, this is to improve the user experience and making it convenient to access some functions whether they are in the office or not. This system will be mainly used by Human resource managers to manage the employees in the business in an effectively and efficient manner. The HRIS systems main goal is to make the tasks of human resource manager easier and faster so that they can spend more time making strategic decisions to improve the business. Another main objective of this system is to improve the communication within the business so to do so this system has an employee’s section of software added which allows employees to submit request forms, chat with others and much more. To develop this project the incremental approach is used because its ability to allow me to make changes to the development within the entire increment and the errors are easy to fine when compared with the other types of approaches.

# 2. Research Results

## 2.1 Research area

### 2.1.1 Brief

Research part of a project is crucial to a project success because in this stage we identify the factors affecting our project solution and we also determine what the user needs and wants from a system they are going to use in the future. For this project, an extent research was done for over a course of 3 weeks to 4 weeks to find each and important factor that may influence the project, to learn about the Human resource management, to identify the functionalities and to find the perfect technologies to be used for this project. Some of the research methods are mention below along with what I learned with each research type and how they affected the project.

### 2.1.2 Questioner

One way the research was done was through questioners to identify whether the people know what a HRIS system is and to know whether they think its useful to the organization. The Questions were aimed for HR mangers or undergraduates who are doing Human resource management, but the questioners were also distributed to the public to understand what they think about HRIS systems. The questioner was a success and received around 52 response and from those response 43 people had past working experience, 6 people were working and 3 had no working experience and due to this a large amount of valuable information was identified. Some of those results were that almost 31 of those responses said that having a good HRIM system can affect the working environment for employees and when asked what are things that is wrong with current HRIM systems the majority answers stated that the functionalities were not enough and there is no proper communication between employees and Human resource managers

### 2.1.3 Interviews

The other method used to gather information on Human resource management and the HRIS systems was using the interviews. Even though substantial amount of information was gathered from questioner’s I could not ask questions which may need detailed answers so during the interviews this was possible. But an issue I ran into was because of the pandemic and universities been closed I was not able to get interviews from industry professionals so the candidates I interviewed was mainly undergraduates who are in the final year, I was able to get 6 interviews done and gained a valuable information that will be useful for the development of the application. Some of the main questions that were asked was what were the main documents that are submitted by human resource managers, what are the tasks that Human resource managers find boring or tiering. These questions and other questions asked during the interview was greatly beneficial for the research.

### 2.1.4 Conclusion

Questioners and interviews were not the only methods used to do research on Human resource management and HRIS systems in addition to those methods articles were also used to do the research for the project. Articles were mainly used to identify the tasks and responsibilities that the human resource managers have this was done so that I can understand and determine whether the functionalities specified in the interviews is a need to have functionality or want to have functionality and I then can assess on them. These different techniques of collecting information help me to get to know more about HR managers responsibilities and the functionalities they need in a HRIS system.

## 2.2 Existing Systems

There are numerous existing human resource management systems and during my research I came to know their different types of human resources management systems and they are HCM which means Human Capital management system, HRMS which means Human Resources management systems and finally the system type developed in this project which is HRIS Systems. HRMS systems only cover the payroll, time and labor and there are numerous systems available for this time and is the most common type of human resource management system used in low level business. Next is the HCM covers everything in HRMS and some additional functionalities like analytics and so on. Finally, HRIS systems cover everything and has additional functionalities. There are numerous HRIS systems but during the questioner an after doing some research I found out that they do not have enough functionalities to help Human resource managers. Furthermore, during the interviews, a common thing that was mentioned was that some more functionalities could be added in addition in Sri Lanka only the high level companies use HRIS systems but the employees believe use of HRIS systems can improve the working environment for them.

## 2.3 Technologies Used

### 2.3.1 Currently used technologies

### 2.3.2 Technologies that will be used in the future

# 3. Learning Undertaken

# 4. Diagrams

## 4.1 Activity Diagram

Diagram, engineering drawing

Description automatically generated

## 4.2 Use Case Diagram

## 4.3 Context Diagram

# 5. Designs

# 6. Project status

# 7. Risks Encountered

# 8. Plan Changes

# 9. Conclusion

# 10. Appendix