

**Graduation Project business analysis steps**

Employee from hiring to firing (life Cycle)

### **1. Define the Problem**

* Identify challenges in managing the employee life cycle within Oracle, such as inefficient onboarding, poor performance tracking, or lack of integration with other HR systems.

### **2. Identify Stakeholders**

* HR managers, recruiters, employees, IT teams, and Oracle system administrators who interact with the system throughout the employee life cycle.

### **3. Gather Data**

* Collect data on employee hiring, performance, promotions, training, and exit processes.
* Analyze Oracle reports, employee feedback, and HR efficiency metrics.

### **4. Analyze Data**

* Identify gaps, inefficiencies, and potential improvements in Oracle's employee life cycle management.
* Compare best practices and industry benchmarks.

### **5. Develop Solutions**

* Propose solutions like automation for onboarding, AI-driven performance tracking, or better integration with payroll systems.

### **6. Evaluate Solutions**

* Conduct testing, get feedback from stakeholders, and compare potential ROI of different solutions.
* Consider security, compliance, and ease of implementation.

### **7. Implement Solutions**

* Deploy selected improvements in Oracle, train HR teams, and monitor system performance post-implementation.
* Continuously refine the process based on feedback.