

**Graduation Project Proposal Form**

**1. Project Information**

* **Project Title:** Employee from hiring to firing (life Cycle)
* **Course/Track:** Oracle HCM
* **Team Members:**

1. Omar Ashraf Roshdy
2. Rita Ragaie Rizkallah
3. Walaa Ashour Mahmoud
4. Ahmed Hassan Abdelhady
5. Marina Samir Wagih

**2. Project Overview**

* **Objective:**

implement a comprehensive employee management process within the Oracle System that streamlines the entire employee lifecycle—from recruitment and onboarding to performance management and termination. This project aims to enhance efficiency, ensure compliance with labor regulations, improve tracking and reporting capabilities, and ultimately foster a better employee experience while providing management with actionable insights for informed decision-making.

* **Scope of Work:**

outlines the specific tasks, deliverables, timelines, and responsibilities required to successfully implement the system. This scope will guide the development, deployment, and maintenance of the HR management system that automates key processes in human resources, from recruitment to termination.

* **Expected Outcomes:**

measurable and qualitative benefits that the organization will experience as a result of the project. These outcomes will enhance HR efficiency, improve employee management, and ensure compliance across all stages of the employee's tenure. Below are the key expected outcomes

**3. Problem Statement**

* **Employee Resistance**: HR staff and other users may resist using a new system due to a lack of familiarity with Oracle-based solutions or fear of change. This can delay the adoption and create friction.
* **Management Buy-In:** leadership may not fully understand the benefits of the system or may be skeptical about the return on investment (ROI), which could lead to a lack of support for the project.

**4. Proposed Solution**

* **Stakeholder Engagement**: involve key stakeholders (HR leaders, IT staff, and managers) early in the project to gather feedback and build support for the system.
* **Data Audit and Cleansing:** before migration, conduct a thorough audit of existing data to identify errors, duplicates, and outdated information. Cleanse the data to ensure only accurate and necessary records are transferred**.**
* **Technologies Used:**

Oracle HCM E -Business (Human Capital Management)

**System Architecture:**

1-user interface layer

2-application layer

3-data layer

4-integration layer

**5. Resources Needed**

* **Hardware/Software:**
  1. oracle
  2. Power point

**6. Approval**

* **Instructor/Advisor:** Amr Ali
* **Signature:**