

Chapter 6

Summary of System Analysis and Design on Directorate General of Family Planning

In this paper, we have made an analysis on the prevailing system Directorate General of Family Planning, Rajshahi branch.

This is a government agency responsible for family planning in Bangladesh. Family Planning Board and Family Planning Council was established in 1972. Since then this agency is working to ensure quality and equitable health care for all citizens in Bangladesh.

In achieving their goals, they are quite rigid. They are eager to improve the calibre of their offerings. They constantly give maternity and child health special attention. The files and documents are appropriately kept confidential by this organization. Actually, what we learned from examining their system was how meticulous and accountable they are with regard to every little detail.

They also have their own missions and visions. The goal is to establish circumstances that will allow Bangladeshis to achieve and retain the highest possible level of health. The Organization wants to see a country where everyone has access to comprehensive, high-quality family planning and healthcare services.

In our analysis previously we have identified ten problems apparently. We have found that the logistics allotments are delayed. So, day to day activity is hampered a lot. The whole system is not fully digitized. As a result, the organization is unable to effectively provide quality service. There is no adequate infrastructure at the district and upazila levels.

We also found that that the senior officials are not agile. So, first paced and short-termed training session proves to ineffective. E-nothi (e-filing) system lacks proper monitoring and also the senior officials find it difficult to use as their slow to adapt with modern technology.

There is no personal datasheet or database. As a result, useful information about Recruitment, promotion and transfer cannot be processed effectively.

We also found out that although there is a provision for promotion of officers and employees, the promotion is not visible or inadequate. Due to vacancy of post, maternal and child health services and family planning services are being disrupted. Due to negligence of duty while recruitment properly skilled manpower cannot be hired. Also causes imperfect persons to be recruited which later causes legal problems.

We have used a variety of ways to acquire data from the board. We gathered all of their paperwork, documents, and forms. We have seen how they operate on onsite. Then, we scheduled an interview with the upper quality assistant. These details facilitated our work and improved our understanding of the organization's internal workings.

We have created a data flow diagram for the current system so that anyone can quickly comprehend how the entire business operates. We created another data flow diagram with a few tweaks after considering the viability of resolving the difficulties at hand. Actually, this suggested data flow diagram serves our aim to the fullest extent. Anyone may understand what we wanted to change by looking at the proposed system's data flow diagram for the organization that was being studied.

We have also proposed optimised database concept for the proposed system.

1. HUMAN RESOURCE MANAGEMENT SYSTEM (HRMS):

Human resource management system is one of the most efficient way of handling and accessing all important information of employees in a disciplined and organized way. A large organization need to handle different human resource functions on a day to day basis for example, employee payroll, benefits, promotions, training etc. The Directorate General of Family Planning is a government agency which has similar functions. There by we are proposing a personal database that would have access to all necessary information of each person working in that organization. To elaborate how it is going to help this organization, let's assume the authority needs to know the following information i.e, employee's name, educational qualification, and joining designation, join date, job status, pay scale etc. for promotion purpose. We have provided all these attributes under different entities (personal information, posting info, educational qualification, professional information, salary structure etc.). By querying these entities using primary and foreign keys, would easily provide us a list of qualified employees for promotion. Our proposed HRMS database contained about 15 entities within which some are weak entities that does not contain any primary key (i.e. person trained). Each entity contained relevant attributes and corresponding primary key (i.e. NID). All this information provides a sustainable information regarding how many employees are getting training services? Who are qualified for reward or promotions? Weather any employee is freedom fighter or relative of any freedom fighter? Etc.

We can conclude that our HRMS system undoubtedly increase the performance and remove any kind of uncertainties to perform any human resource functions.

2. RECRUITMENT MANAGEMENT SYSTEM (RMS):

We have proposed a second database system to create fully automated system for recruitment management. This system is very useful to collaborate between candidates and hiring committee. Then recruiters can post vacancies, add candidates and schedule and conduct interviews for candidates. Candidates can add a number of skills to their profiles, check for available vacancies and communicate with recruiters, etc. The first phase of the interviews are conducted through the system and the post first phase are announced via the system which is a special feature of RMS system. This system has an attractive and user-friendly interface, so that it is easy for the users to use for the first time. We are able to demonstrate that our proposed RMS system significantly improves the efficiency and effectiveness of recruitment of candidates in the organization. So that it will provide a good service by contributing a tremendous number of features to the recruitment management section of this organization.

In our whole analysis we discovered that the staff members and employees were quite friendly and helpful during the entire investigation and design phase. They have been completely cooperative with us. We sought to alter those systems so that the organization would profit more from them than it did from the previous one while incurring no additional costs as a result of the change. We offered seven modifications they may make to their system. Other issues can be resolved as well, but most of them are not economically viable. In order to keep up with the current world, we expect that this organization will implement further modifications and digitize the entire system in the future.