1. **HUMAN RESOURSE 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 these 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.

1. **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.