Discussion

This proposal should be used to explore design decisions, consider the context of use and identify the process by which the software project is developed. As such, your proposal should include a reasoned justification that explores the following topics:

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| 1. A clearly defined set of deliverable components of the software and the job of work required to bring these components to completion. | Rhonda | Done |
| 2) The defined timescale of work,including any dependencies,milestones or contingencies. | maeve |  |
| * 3) A Formal Specification Of The Desired System(e.g.UML,technical and functional specification .) | all(we discuss) |  |
| * 4) A clearly defined scope for the project. | Rizqi |  |
| * 5) Some Evidence Of Requirements Elicitation Involving Some/all your project stakeholders. | all(we discuss) |  |
| * 6) A research summary that highlights the challenges of working within your chosen domain | maeve/rhonda | done |
| * 7) Evidence that compares your project to similar software tools(e.g.market analysis. | daniel |  |
| 8) A description of your approach that discusses the motivations and reasoning for working in a particular manner (e.g. Agile, User-Centred Design, Test- Driven Development.) | Rhonda  Rizqi |  |
| * 9) Some early prototypes showing how the project will work and highlighting the strengths and weaknesses of your proposition. | Leonard |  |
| * 10) Some early evidence of assumption testing and validation of your designs to date (e.g. user tests or automated feedback such as W3C, validation/accessibility testing, heuristic tests etc.) | Leonard  Rizqi |  |
| * 11) A critical evaluation of your concept, your project in its current state and the proposed software project. | all(we discuss) |  |

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| Employee Management System  **What do employee management systems do?**  Employee management systems are useful for running a smooth organization, especially organizations of scale. It assists HR personnel to keep track of employee information such as salary details, medical information, attendance/leave records, overall performance and more.  Without this system in place, maybe HR will face a high workload in order to settle the 100s of employees in terms of payroll and management of different departments.  Let's say there are new employees joining the company and have to go through lets say 3 courses first to join the company, the system can record whether the person finished the 3 courses or not yet.  Maybe have monthly input of employee work experience(anonymous) to prevent any discrimination or bullying. HR can then resolve issues.  Reward system maybe?  CrimsonLogic is encouraging the use of its "Rewardz" tool, through which employees get **appreciation points** from their colleagues that can be exchanged for vouchers or discounts.  (GOOD)  Dedicated employee communication channel with targeted updates,   * team engagement features, * Surveys, * Polls, * suggestion box to collect employee feedback, * searchable company directory, * organizational charts, * training and onboarding capabilities, * company library, * time management, * digital forms and checklists, * quick tasks,   **Potential problems that can be associated with the system:**  Problem: I think that certain data, like address and salary should be accessed by HR only. Not all data can be accessed by normal employees. So employees can only access data such as working schedule(WFH or office), department info( who is department head and colleagues).  Solutions: Maybe have different login pages or options. Like the one in SIMconnect ykyk. (LIT)  Problem 1: Some companies still manage data of all employees manually.  These ‘old-fashioned’ companies can turn into a complete HR and employee management app solution. Mobile and web-based app will help companies to automate the entire process of employees’ payroll, productivity management, attendance and time data through performance management and attendance and time management modules. For example, currently, HR managers maintain an excel sheet or document of all employees’ leave data, including paid leave, sick leave, casual leave and earned leave, and update it manually in order to keep the record of pending and taken leaves of each employee. And so the customised HR management app automates this process, maintaining the records of all the employees with their pending and taken leaves. The app also allows HR managers to check the total number of employees, who are on leave, at one glance. So, companies can change the way the HR department manages data and information with automatic tracking and approval of employee leave requests.  Problem 2: Employees’ Productivity Management  The software alters how the human resources department manages employee productivity. Companies that have a productive staff and environment save time, enhance communication, increase engagement, and enhance happiness levels throughout the business, resulting in better revenues and lower total expenses. The software, which includes a time management tool, allows HR managers to obtain real-time tracking of projects that workers are working on and avoid wasting time. The app-based solution also allows the HR department and management team to track the remote staff's tasks and overall productivity. In addition, the app's constant feedback mechanism assesses and analyzes each employee's development.  Problem 3: Recruitment Management  Companies modify the HR management software with a recruiting module to assist the HR staff in preparing a vacancy notice and distributing it on several job boards with a single click. Furthermore, the software may be connected with Google Job Board, so that anytime HR managers submit a new job opportunity, it would display on Google Job Board as well. The HR department receives more responses with a single click. As a result, businesses can consolidate and automate the whole recruiting process, bringing only the most qualified candidates on board.  Problem 4: Unable to Track Employees’ Attendance & Time  Companies and businesses choose to develop their own HR and employee monitoring software with real-time GPS tracking to assist the HR staff in managing employees' attendance and time who operate from several places. Integrating capabilities such as GPS attendance monitoring will assist businesses in keeping track of employees' attendance and location-related activities both onsite and from distant working sites. Furthermore, HR managers utilise the web-based solution to track all workers at a glance and view data for the overall number of present/absent personnel. Instead of keeping an untrustworthy record of employees' attendance, HR managers may create precise and tangible data by employing an HR and employee attendance monitoring software.  Problem 5: Lack of Proper Communication Tool  This problem is solved by a mobile and web-based HR and Employee Time Management software solution that provides a good communication tool. It will make it easier for HR managers and corporate employees to interact. Furthermore, the application will alert all workers of any important corporate meetings, conferences, seminars, or events. All of your workers will be kept up to date on the most recent information you have for them. In summary, the HR and Staff Management software is critical for automating the whole process of attendance monitoring, record-keeping, managing calendars and shifts, and other employee-related data. |

Prototype

# Deliverable components

1. Database (Employees)
   1. Name
   2. Date of Birth
   3. Address
   4. Year joined
   5. \*Reward points
   6. FT/PT employment
2. GUI

* Login for HR/BOSS
* Login for employees/staff
* After log in, display

1. Work schedule
2. Reward tab
3. Employee list
4. payroll(only HR)
5. Admin root access

* Can access employee information

OR

HR components where HR can view and edit information on employees

Employee components

# [10 Best Employee Management Systems In 2021 - People](https://peoplemanagingpeople.com/tools/employee-management-system/)

(Comparing to similar employee management tools in the market right now)

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# Timescale

Gantt chart with critical path

Might wanna do a survey and explain what we can conclude from the data gathered.

# Specification of system

Need to explain which approach to take (e.g user-centred design, agile, TDD)

# Scope

Initial concept

Current stage

Finalised concept (for end of sem)

# Stakeholders involved in project

We can identify the limitations or flaws of current softwares in the market and work to improve on it.

HR management is getting increasingly difficult as today's workforce becomes more diverse, dynamic and varied. Traditional human resource techniques are no longer as successful as they once were. Because the unemployment rate is low, firms must improve their human resource operations to attract and retain skilled personnel. Using HRMS software assists your company in overcoming these obstacles and providing a safe working environment for your staff.

Challenge 1: Developing an efficient onboarding experience

According to a Gallup poll, just 12% of new recruits believe their business has a good onboarding procedure. Most onboarding programs last only a day or two, leaving them confused and unhappy. An inefficient onboarding process might cost your company money owing to increased employee turnover. Candidates who are dissatisfied with their onboarding experience are likely to leave the firm within a year.

Solution 1: The entire onboarding process may be entirely automated with HRMS software. An onboarding component may handle everything from issuing offer letters to designating desk places. This function also facilitates communication between new recruits and professors, which is critical in assisting your new employees in adjusting to the company. It allows you to embed videos about the firm, offer a brief description of the firm's aims or principles, and offer warm welcome greetings for new employees. Furthermore, because all essential documentation are kept in one place, handling onboarding paperwork is a breeze.This helps your HR department avoid misunderstanding and speeds up the paperwork process. The onboarding function also ensures easy access to the employee handbook, organisational rules, procedure manuals, and anything else you may require.

Challenge 2: Providing proper training and development opportunities

As an HR manager, you're probably aware of the challenges that come with establishing staff training and development programs. Choosing the appropriate training subjects to meet the various requirements and interests of today's multigenerational workforce may be difficult. Any courses you invest in must be perceived as beneficial by learners. Employees will not find the program fascinating or engaging if it is not created with them in mind. This lack of interest in your organization's training options will result in a low ROI. You must also devote sufficient time and resources to training programs. Employees may not pay attention to or prioritise training programs if you don't due of their hectic schedule.

Solution 2: Training and development programs may be simplified across departments by combining HR software and a Learning Management System (LMS). An LMS may be used to adopt several learning methods that cater to the various preferences of employees. Courses may be tailored to meet the needs of individual students, and employee development and course efficacy can be easily tracked. Multiple staff can also be trained at the same time, saving time and money on these programs. With an HR system that includes a dedicated LMS, you can streamline the whole learning process.

UCD: putting users at the centre of design and dev

Users will be involved throughout the design process

* Design
* Test
* Re-design

So it will be an iterative design where a prototype will be designed, tested and modified. There will be a good balance of allocation of function between user and system. Active involvement of users

Requirements gathering:

Our project stakeholders include our team members, our client.

Functional requirements: how it should function from the end user’s perspective - features and functions with which the end user will interact directly.

Operational requirements: define operations that must be carried out in the background to keep the product or process functioning over a period of time

Technical requirements: define the technical issues that must be considered to successfully implement the process or create the product

Transitional requirements: define the steps to implement the new product or process smoothly

Client// Functional requirements:

* Easy to use interface, full of graphics - e.g. information panels
* Different levels of access to information (HR vs Employee)
* Customizable widgets and layouts - drag and drop
* Update database (e.g. employees can submit information)
* Print reports
* Notifications, permissions and user management
* Searchable structure
* Internal links
* Personal management
* Scheduling
* Different views (e.g. thumbnail, list)

Connecteam: [Connecteam](https://docs.google.com/presentation/d/1Pa2XnGqvjrMjehT84qYe_WBju62SshaZlaNdb_nQj_8/edit?usp=sharing)

Kissflow: [Kissflow](https://docs.google.com/presentation/d/1kbDbUGmeAWcEvlU6-VsWzey1qAscdkQG9BJ2pAn9-90/edit?usp=sharing)

Monday: [Monday](https://docs.google.com/presentation/d/1JaxQj69PZEpf2yHEYCrJ03GHUxSVlVKGv7-kNiLXO9Y/edit?usp=sharing)