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| **CHANGE HISTORY** |

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| **DATE** | **SECTIONS CHANGED** | **CHANGE DESCRIPTION** |
| 9-4-23 | All | Initial Creation of SRS |
| 18-4-23 | Problem Statement, Functional Requirement | Added more points with descriptions |
| 25-4-23 | Non-functional Requirements, Conclusion | Added another necessary requirements |
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| **INTRODUCTION** |

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| **Problem Statement**  **(Broad scope of the System)** | Create a SMART Goal Setting & Tracking system For Corporate Employees to set, track & measure their corporate & individual goals   * Corporate employees often struggle with achieving their goals without proper setting, tracking, measuring by their supervisors/HR using a suitable system * The traditional method of setting goals is often vague and not specific, making it difficult to measure progress and track results. * Employees may lack the necessary support and resources to achieve their goals, leading to frustration and demotivation. * Without an efficient goal setting and tracking system, employees may not have a clear understanding of their objectives, making it challenging to measure their progress towards achieving them. * Managers may find it difficult to monitor employee performance and provide the necessary support and guidance to help them achieve their goals. * There is a need for a smart goal setting and tracking system that enables employees to set specific, measurable, achievable, relevant, and time-bound goals and track their progress towards achieving them. * Such a system would help employees clarify their objectives, measure their progress, and receive timely feedback and support to achieve their goals. * It would also enable managers to monitor employee performance and provide the necessary support and guidance to help them achieve their goals. |
| **Goals of Implementation**  **(Benefits of the system)** | * Improving employee as well as corporate performance * Increasing employee engagement and motivation * Enhancing communication between employees and managers/HR * Supporting career development & individual goals of employees * Enabling goal-driven decision making |
| **Environmental Requirements** |  |
| **Hardware** | Intel(R) Core(TM) i3-6006U CPU @ 2.00GHz 2.00 GHz, |
| **Software** | HTML, CSS,JAVASCRIPT,PHP,MY SQL |
| **OS/Platforms** | MS-Windows |
| **Constraints**  **(Duration, Cost ... )** | 4 months, 4 member team, 100,000 Rupees |

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| **FUNCTIONAL REQUIREMENTS** |

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| **MODULE / MAJOR FEATURES #1**  **<LOGIN /REGISTRATION & Home page>** | * Display LOGIN/REGISTRATION screen with below details   + Ask if New **User** or Existing User   + If New User ask him/her to Register in Registration screen     - Collect Name, Address, Contact No., User Id & Password & Save in the system   + If Existing User ask him/her to Login through Login screen     - Collect User Id and Password & authenticate * After password validation,   + Allow user to enter the system & display the Main screen containing below info     - Menu options for all modules/major features     - Logo of the system |
| **MODULE / MAJOR FEATURES #2**  **<GOAL SETTING>**   1. **By employee (self goal setting)** 2. **By Supervisor/HR**   **(corporate goal setting)** | Goal setting by a manager is the process of defining and establishing goals that are aligned with the overall organizational objectives, and assigning them to employees to achieve them.  The Process of goal setting by a manager typically involves the following steps:   * Defining Organizational Objectives * Developing Departmental Goals * Communicating Goals * Assigning Responsibility * Monitoring Progress * Rewarding Success |
| **MODULE / MAJOR FEATURES #3**  **<PERIODIC PROGREESS TRACKING>**   1. **By employee (self appraisal)** 2. **By Supervisor/HR(corporate appraisal)** | The system should provide employees with a way to track their progress towards their goals, either manually or through automated data tracking (such as integrating with other corporate systems like CRM or time-tracking tools). |
| **MODULE / MAJOR FEATURES #4**  **Overall Appraisal (Grade allocation)** | The system should provide automated notifications to remind employees of upcoming milestones or deadlines, as well as any updates to their goals or progress. |
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| **NON-FUNCTIONAL REQUIREMENTS** |

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| **USER INTERFACE RELATED** | Web-based Interface, Standalone GUI ... |
| **PERFORMANCE RELATED** | The system should be fast and responsive, with minimal lag time between input and output. It should be able to handle a large number of users and data inputs without slowing down or crashing. |
| **USABILITY RELATED** | The system should be easy to use and navigate, with a user-friendly interface that allows users to quickly and easily set and track their goals. It should also provide clear instructions and guidance to help users understand how to use the system. |
| **RELIABILITY RELATED** | The system should be highly reliable and available, with minimal downtime or system failures. It should be able to recover quickly from any errors or issues that may arise. |
| **MAINTAINABILITY**  **RELATED** | System should be highly maintainable: Good technical documents, Proper commenting inside programs, Coding standards & guidelines must be followed |
| **DATA PRIVACY**  **RELATED** | The system should comply with data protection regulations, including data privacy and confidentiality requirements. It should also provide clear guidelines on how user data is collected, processed, and stored. |
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| **CONCLUSION** |

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| **CONCLUSION** | The smart goal setting and tracking system will provide a user-friendly, intuitive, and efficient way for corporate employees to set and track their goals. The system will also enable managers to monitor their employees' goals and progress towards achieving them. The system will be scalable, secure, and easy to use, making it an effective application. |