**Group Project FAQs**

1. We were wondering if there was any information about the current system that we are trying to replace.

* The IS Managers currently use an application that assists them in tracking salary (e.g., salary, compa ratios, projected increase amounts, etc.) for their direct and indirect reports.  This application is written in language which is no longer supported therefore needs to be converted to a new application.
* The current application does not include performance management – only salary management which caused more time for the managers and risk of errors.  The currently application does not include promotions.  Again, this can cause an increase in errors.
* The current application is only used by IS.  The new system will be used by entire company (at least those with staff).

1. What are the weaknesses the current system?

* See above.
* Here are some of the benefits (the opposite is considered weaknesses of the current system):
  + Managers and supervisors will have a supported tool that they can use to assist them with the salary planning process.
  + Managers and supervisors will have a supported tool that they can use to assist them with the performance management planning process.
  + Reduce manual calculation for salary management
  + Allow managers and supervisors the ability to track projected and actuals for salary and performance management.
  + Ability to better track and report on projection and actuals compared to annual budgets.
  + Allow managers to view and report on direct reports and their aligned staff.
  + The system will automatically move employees to the appropriate manager and supervisor for employee transfers and promotions.