**Abstract**

*The current and future wellbeing of an organization depends mostly on the activities and management of its human resources element. All activities towards improved productivity such as profit; organizational efficiency and effectiveness can only be made possible by the manner and method in which the human resources are managed. Human resources management therefore occupies a critical position in wellbeing of an organization more especially in the area of facilitating positive changes towards effective performance. Because of this, there is need to improve some areas of operations of human resources department which require improvement or replace areas that may require replacement this initiated. This project focus in computerization of the human resources department that leads or aims at reducing time constraints job involves in the organization including improving inadequate records maintenance in the system that leads to the system problem inadequate production of the product that will satisfy the customers. A computer model will be developed to take care of the problem areas that require computerization and improvement strategies proffered in areas of require appraisal. This will go along way to help the human resources management to meet up with the challenges posed by the development of information technology and go a long way to help around the globe.*

**Introduction**

The human resources management (HRM) function includes a variety of activities, and key among them is deciding what staffing needs you have and whether to use independent contractors or hire employees to fill these needs, recruiting and training the best employees, ensuring they are high performers, dealing with performance issues and ensuring your personnel and management practices conform to various regulations. Activities also include managing your approach to employee benefits and compensation, employee records and personnel policies. Usually small businesses (for profit or men profit) have carry out these activities themselves because they cannot yet afford part- or full-time help. However, they should always ensure that employees have and also aware of personnel policies which conform to current regulations. These policies are often in the form of employee manuals which all employees have. (Alan et al. 2017)

**Background of study**

Human resource management (HRM), in the sense of getting things done through people. It is an essential part of every manager’s responsibility, but many organizations find it advantageous to establish a specialist division to provide an expert service dedicated to ensuring that the human resource function is performed efficiently.

“People are our most valuable asset” is a Cliche which no member of any senior management team would disagree with. Yet reality for many organizations is that their people remain:

The rate of change facing organization has never been greater and organizations must absorb and manage change at a much faster rate than in the past. In other to implement a successful business strategy to face this challenge, organizations, large or small, must ensure that they have the right people capable of delivering the strategy. The market place for talented, skilled people is competitive and expensive. Taking on new staff can be disruptive to existing employees. Also it takes time to develop cultural awareness product/process/organization knowledge and experience for new staff members. (Carz et, al 2020)

As organization varies in size, aims, function, complexity, construction, the physical nature of their product and appeal as employers, so do the contributions of human resource management. But, in most, the ultimate aim of the function is to “ensure that all times the business is correctly staffed by the right number of people with the skills relevant to the business needs”, that is neither over staffed nor understaffed in hatal or in respect of any one discipline or work grade

**Problem statement**

It is pertinent to note that adequate emphasis have not been laid by parastatals in terms of promoting a favorable ground for human resources managers and this has greatly affected their performances. The dynamic nature of the environment in which business operates constitutes an important factor that affects management decision and actions.  The environment here mans both internal and external factors such as economic social political government technological top management employee task forces among others.   For an organization to remain in business it has to help to shape its environment due to the rapid change that the organizations operating environment undergoes.

**Motivation**

The type of image which an organization projects determines its areas of procurement, recruitment and selection training and development.  This is one of the problems which rules human resource management. What a human resource (manpower) is articulated towards the attainment of the organizational goal and aspiration is one of the outstanding problems of resource. Managers in Nigeria organization.

**Aim and objectives of the Study**

The aim of this project is to design, develop and implement a Human Resource Management system. The objectives of this project are:

1. To design fast processing system for human resources management system which stores information about all employees of an organization
2. To design and develop a central database for managing employee records in an organization
3. To Evaluate the system in order to ascertain whether the system achieve its primary purpose

**Scope of the study**

The study will be focused basically on staff information management, staff training, annual leave processing and staff postings

**Significance of the Study**

The use of human resource management system gives a long way to solve the problems of manual processing. However, the computerization of manual operations will provide advantages such as proper management of staff information, both existing and new recruits. It will also help in the fast generation of report of all staff present in the company and also their payroll. It will provide security for staff information.

**Methodology**

This section explains and elaborates on the research methodology to be used in this project. Methodology is used to ensure a consistent approach that is applied to all phases of a project (Awal, et al, 2019). Methodology also facilitates project accomplishment by structuring the related processes according to the phase defined. In this project, a number of design tools such as class diagrams, use case diagram and activity diagrams will be used, for the software development, PHP/MySQL technology will be used.

**Literature review**

The development of e-HRM began many years ago when [Lepak et, al.2019)](https://www.scirp.org/journal/paperinformation.aspx?paperid=120084#ref22) discussed three significant e-HRM classifications: 1) operational e-HRM (which deals with basic activities functions related to administration of HR processes like payroll and personal information records of employees), 2) relational e-HRM (which covers more fundamental activities associated with training, performance appraisal, and organizational development), and 3) Transformational e-HRM (strategic consideration based on knowledge management, change management and competency following skills and abilities [(Mojeed-Sanni & Ajonbadi, 2019;](https://www.scirp.org/journal/paperinformation.aspx?paperid=120084#ref24) [Diaz-Carrion et al., 2021)](https://www.scirp.org/journal/paperinformation.aspx?paperid=120084#ref12). A transformative e-HRM, strategic e-HRM systems change the organization’s overall operational activities [(Gardas et al., 2019)](https://www.scirp.org/journal/paperinformation.aspx?paperid=120084#ref13). Similarly, [Ulrich & Dulebohn (2015)](https://www.scirp.org/journal/paperinformation.aspx?paperid=120084#ref34) identified three categories of e-HRM roles: transactional, traditional, and transformational. The body of research to date supports several organizational benefits of e-HRM. E-HRM allows digitizing analog or manual organizational records and data to be processed digitally in the future [(Gelbard et al., 2018)](https://www.scirp.org/journal/paperinformation.aspx?paperid=120084#ref14).

Additionally, e-HRM enables enterprises to investigate the possibilities of information transformation through electronic means to realize strategic objectives like long-term e-HRM systems [(Golden-Biddle, 2020)](https://www.scirp.org/journal/paperinformation.aspx?paperid=120084#ref16). According to eminent academics [(Guerci et al., 2019)](https://www.scirp.org/journal/paperinformation.aspx?paperid=120084#ref17), automating human resource operations improves the organization’s long-term sustainability and provides cost control. Additionally, it supports effective and accurate decision-making about activities related to human resources [(Muisyo & Qin, 2021)](https://www.scirp.org/journal/paperinformation.aspx?paperid=120084#ref25). [Kupper et al. (2021)](https://www.scirp.org/journal/paperinformation.aspx?paperid=120084#ref20) discussed the tactical and overarching e-HRM viewpoints. Strategic e-HRM guides toward higher organizational performances, whereas operational e-HRM assists organizations in increasing return on investment. However, different organizations or businesses have various challenges in adopting e-HRM and its related operations.

Acceptability of e-HRM solutions is the main issue that enterprises are facing. According to [Necula & Strmbei (2019)](https://www.scirp.org/journal/paperinformation.aspx?paperid=120084#ref27), the idea of sustainable e-HRM is linked to environmentally friendly operations. At present, e-HRM practices and long-term e-HRM systems must be coordinated, which is a major problem for human resource professionals [(Pham & Paille, 2019)](https://www.scirp.org/journal/paperinformation.aspx?paperid=120084#ref30). It requires a lot of time and effort to comprehend and adapt e-HRM practices, then connects them to long-term e-HRM systems. The former covers measures that can improve employee capacities through electronic, human resource management (e-HRM). It will involve developing ethical brochures, emphasizing moral principles, teaching digital skills to selected employees, and engaging in ethical leadership; practices that improve opportunities for e-HRM (unethical activities are brought to light through whistle-blowing, workplace collective bargaining involvement, morally acceptable knowledge building for employees, and comprehension of the electronic climate); and practices that improve motivation for e-HRM (involve incentive plans for ethical behavior, award programs) through employee training to utilize digitally furnished e-HRM systems, progress monitoring of e-HRM systems, and ethically built sustainable e-HRM systems all improve employee and organizational performance.

Modern information technology-based management has emerged due to communication and information technology systems improvements. Because these are readily available, HRM decision support systems function is under intense pressure to improve more effective, successful, creative, and competent in promoting strategic goals and developing a new e-HRM strategy. Most recent developments in HR have been significantly impacted by technology. Most recent developments in HR have been significantly impacted by technology which focuses on information-based relevant data, self-service, and interactive workplace [(Iqbal et al., 2019)](https://www.scirp.org/journal/paperinformation.aspx?paperid=120084#ref19).

Because of advancements in technology, strategic human resource management had to adapt in order to deal with shifting attitudes among employees, become more adaptable, and improve its efficiency in terms of costs. As a result, it is essential to assess both positive and bad consequences when implementing and developing E-HRM. For example, it is essential to monitor changes in the impact of evidence-based E-HRM.

One of the most significant advancements in HRM is electronic human resource management (e-HRM) [(Bondarouk et al., 2017)](https://www.scirp.org/journal/paperinformation.aspx?paperid=120084#ref4). Every facet of human life has been impacted by information technology [(Boukis & Kabadayi, 2020)](https://www.scirp.org/journal/paperinformation.aspx?paperid=120084#ref5); HRM is one such area and an essential component [(Calvard & Jeske, 2018)](https://www.scirp.org/journal/paperinformation.aspx?paperid=120084#ref7). Essentially, e-HRM refers to the utilization of technology used in every firm to carry out various human resources or personnel tasks, including recruitment, hiring, training, performance reviews, and career advancement and progression [(Obeidat, 2016)](https://www.scirp.org/journal/paperinformation.aspx?paperid=120084#ref28). Recognizing the distinction between e-HRM and human resource information systems [(Cascio & Montealegre, 2016)](https://www.scirp.org/journal/paperinformation.aspx?paperid=120084#ref8). The former deals with activities involving employees and internal and external parties [(Cheng & Hackett, 2019)](https://www.scirp.org/journal/paperinformation.aspx?paperid=120084#ref9); the latter interacts with the organization’s human resource department [(Connelly et al., 2020)](https://www.scirp.org/journal/paperinformation.aspx?paperid=120084#ref10). An additional significant sustainability challenge has been brought to light by rising technology consumption and resource depletion. Every sort of resource, including intellectual property, capital, and technology, can benefit from the sustainability concept.

Regarding the definition of e-HRM, there is neither consistency nor consensus. So, a variety of definitions have been put forth. According to [Ruël, Bondarouk, and Looise (2004)](https://www.scirp.org/journal/paperinformation.aspx?paperid=120084" \l "ref31" \t "_self), the term “e-HRM” refers to any combination of HRM and IT to benefit specific managers and employees. The design, implementation, and use of information technology for networking and supporting at least two individual or collective actors in the joint performance of human resource activities are called electronic human resource management (e-HRM). It is utilized for transactional tasks, hiring, choosing, training, paying, and managing performance [(Winarto, 2018)](https://www.scirp.org/journal/paperinformation.aspx?paperid=120084#ref36).

[Wege, Ngige, and Dieli (2019)](https://www.scirp.org/journal/paperinformation.aspx?paperid=120084#ref35) highlighted that electronic, human resources management is the administrative assistance provided to the human resources (HR) unit to facilitate business transactions and implement HR plans, policies, and practices in businesses. According to [Zafar (2013)](https://www.scirp.org/journal/paperinformation.aspx?paperid=120084#ref37),

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