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PROPOSAL

Title: Employment Management System

STUDENT

Matrix No. : 269979
Name : Gan Wei Cai
Email : gan_wei_cai@soc.uum.edu.my
Mobile : 018-3944253
Address : 117, Taman Sakeh, Jalan Sakeh, 84000 Muar, Johor.

ORGANIZATION

Name : TraitQuest Innovation Sdn. Bhd.
Address : 11-05 & 11-06, Tower A, Avenue 3 Vertical Business Suite, Jalan Kerinchi,
Bangsar South, 59200, Kuala Lumpur, Wilayah Persekutuan

SUPERVISOR (ORGANIZATION)

Name : Mr Wasim Alajram
Designation : Project Manager
Telephone : 014-6516088

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1.0 INTRODUCTION

TraitQuest Innovation Sdn. Bhd. is a human resources solution company which using gamification in human capital management. It creates business-specific gamification for employee skill journey planning and design tools. It includes a management and incentive system that enables employers and workers to find methods to enhance the quality of the work life, regardless of whether users run a small, medium-sized, or large firm. The employment management is a component of management that aims on enhancing worker happiness and output to support a company's overall objectives. Thus, as the human resources solution company, we have decided to design and develop an Employment Management System (EMS).

1.1 Project Background

For high-tech businesses to preserve their competitive benefits in the information economy, human resources is one of their fundamental competencies. The hiring and selection processes have a direct impact on staff quality. To assist businesses in making better hiring choices, several research on cover letters, interviews, assessment centres, job knowledge assessments, work sample assessments, cognitive assessments, and personality assessments have been carried out in the field of human resource management. (Chien & Chen, 2008)

Employment Management System (EMS) is a system that allows the organization to manage their employees and track their attendance in calculating their monthly salary and generating their payslip. It can record the employee's information such as their name, identity card number, bank account, joining date, contact number and related information. This system would be used by the Human Resources Department of the organization in calculating the monthly salary of the employees based on their attendance records.

Employment Management System (EMS) enables the users to record and view the employee's information easily. They can always track their employees' attendance and calculate their monthly salary easily. The users can always update and modify the data when the data was recording wrongly. In the system, they can add the new employee, update the employee's information, and delete the data. Since all the information are saved in the database, it can help the staffs of human

resources management department increase the productivity while the information can be recorded in a systematic procedure.

Thus, the Employment Management System (EMS) can help the organization in managing their employees and it will provide a simple and efficient interface to the users to use the system. The ease of use for the Employment Management System can be designed and it will provide a complete and comprehensive description of the requirements for this system.

1.2 Problem Statement

TraitQuest Innovation Sdn Bhd, a human resource solution company in deploying powerful learning and gamification solution to the teams. In deploying the Employment Management System, the system can help the organization to improve the human resource management and help the human resource department to reduce the problems which they are facing.

In traditional employment management system, which the staffs of human resources department using the paper to record the data of the employees. The traditional employment system will occur a few of the problems such as human carelessness. Management of the company are not efficiency, probability of data lost are high and higher expenditure cost in long term.

In the traditional employment management system, the information may be missing of the recorded data due to the human carelessness. The Human Resource admin need more time to figure out the failure and wrong data occurred. It will waste the time and become not efficiency in recorded the data manually. Besides that, most of the traditional employment management might result in data loss due to the confusing handwriting and filing. By using the traditional employment management system, the cost of management in long term will be higher due to the company need more staffs to manage the human resource department.

To overcome the issues with the traditional manual approach, the Employment Management System (EMS) is developed. Employees of Employment Management System (EMS) may access and complete their profiles there with all the detail they need, including their name, office, residence, profession, education,

family, loans, and service history. The profile of every employee is kept in the Employment Management System (EMS). Through this directory, finding employee information is made simple. The profile preview provides rapid access to crucial details such contact information, email addresses, appointments dates, etc. as needed by management. (Kamatkar et al., 2018)

1.3 Project Objective

The objectives for us to conduct this research can be viewed into two dimensions are as below:

a. Proposal Objectives

This proposal objectives are as below:

- i. To identify the system requirements for Employment Management System (EMS).
- ii. To develop the prototype of Employment Management System (EMS).
- iii. To evaluate the usability of Employment Management System (EMS).

b. Project Objectives

The objective of this project is to achieve the following features: -

- i. To avoid the data losing.
- ii. To manage each transaction with systematic.
- iii. To reduce the management cost in long term.
- iv. To improve the productivity for the organization.

1.4 Project Scope

This project is developing a Employment Management System based on the requirements and it able to mange the employees in the organization. In this system the main user for the system is the human resources department.

An overview on this Employment Management System as below:

- a. Login – User can login the account to manage the employee information.
- b. Register Employee – User can add the information of new employee.

- c. Edit Employee Information – User can edit the information of the employees.
- d. Calculating Monthly Salary – User can track the attendance of the employees and calculate the monthly salary of the employees.

The system will be designed and developed in a web-based system and it can help the user to use the system easily and the user can use the download without download the system.

1.5 Project Significance

This project is important to develop a system for the Human Resource Department. This project provides a platform to the community for increasing the productivity of the human resource. At the same time, the human resource can be more easily to manage the employee information and always tracking the employees' performance based on their attendance. Therefore, this project provides a system to the human resources department to work in a more systematic environment and prevent the data losing problem. Moreover, the management cost will be reduced which the staff of human resource department can be easily to monitor the employees.

2.0 PROJECT PLANNING

Project planning is a process that deals with how to finish a project in a specific amount of time, typically with specified stages and resources.

2.1 METHODOLOGY

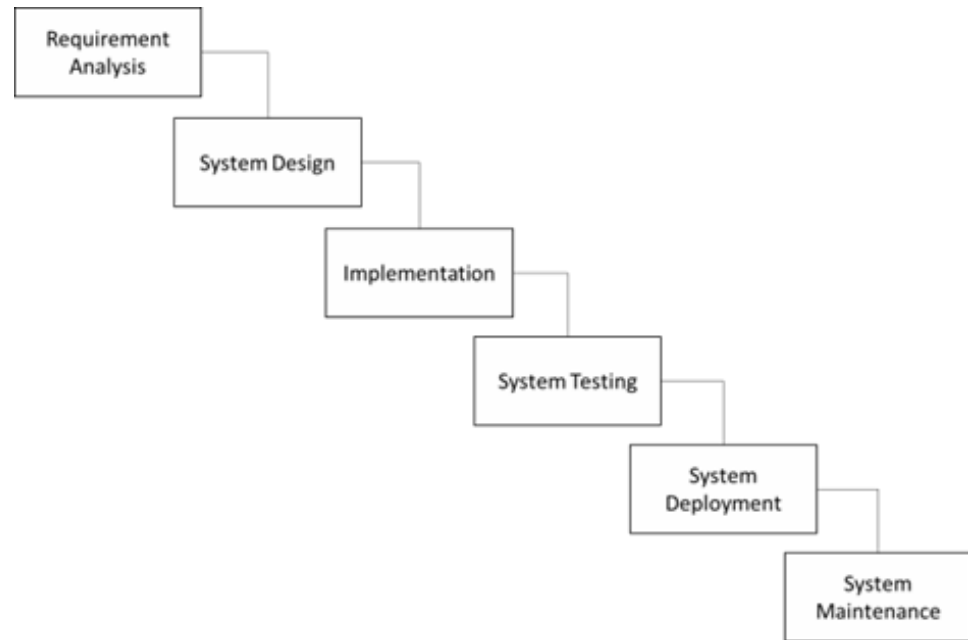


Figure 2.1: Waterfall Model in Employment Management System (EMS)

Phase 1 is requirement analysis. In this process, this project will analysis the user requirement and online searching as reference to do this project.

Phase 2 is system design. User Interface (UI) for this project will design by using suitable design tools such as Figma.

Phase 3 is implementation. This project will use HTML, CSS and JavaScript as frontend of the website and PHP programming languages will become backend of the website.

Phase 4 is system testing. This project will do the testing usability after finishing the developing process. It because testing can test this project can run or not. It also will give organization to test.

Phase 5 is system deployment. After testing functional and non-functional is not problem, this project will be published it on server, it becomes a website link allow organization or user to access the system.

Phase 6 is system maintenance. Users get some issues about this project; this project needs to fix issues(bug) or improve it by maintenance. After maintenance, this project will submit again to users until the problem is solving, or they are satisfying about this project. If they are not satisfying, this project will maintenance until the project is not problem or users satisfying.

2.2 Feasibility Study

Feasibility study is done in order to make sure the project is doable or not. This section covered the study of tools, cost estimation and Gantt chart.

2.2.1 Tools

The tools of the technology used in developing the Employment Management System (EMS) are a laptop which installed Visual Studio Code and Xampp software. The supportive software that will be used are Adobe Photoshop and Adobe Illustrator. To ensure the system can be accessed by the users, we will use the hosting system, the database and the domain from the JomHosting Website.

2.2.2 Cost Estimation

This project is estimated by using object point that covers almost six months of project development. The table below showed the cost estimation of the Employment Management System.

Table 2.1: Cost Estimation of Employment Management System (EMS)

Materials	Price Per Unit	Unit	Total Price
Allowance	RM1000.00/month	6	RM6000.00
Web Domain Name	RM 50.00/year	1	RM50.00
Protect Website with HTTPS	RM 120.00/year	1	RM120.00
Web Hosting	RM 50.00/year	1	RM 50.00
Anti-Spam Protection	RM 100.00/year	1	RM 100.00
Adobe Photoshop	RM 60.00/month	6	RM 360.00
MySQL Database	RM 100.00/year	1	RM 100.00
Rough Estimation:			RM 6780.00

2.2.3 Gantt Chart

Employment Management System (EMS) is scheduled for 6 months starting from 17th October 2022 until 13rd April 2023. Timeline of the phases and milestone of Employment Management System (EMS) are shown below.

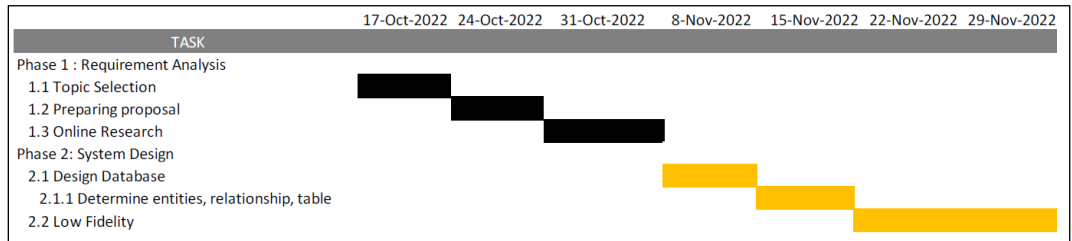


Figure 2.1: Gantt Chart of Employment Management System Part 1

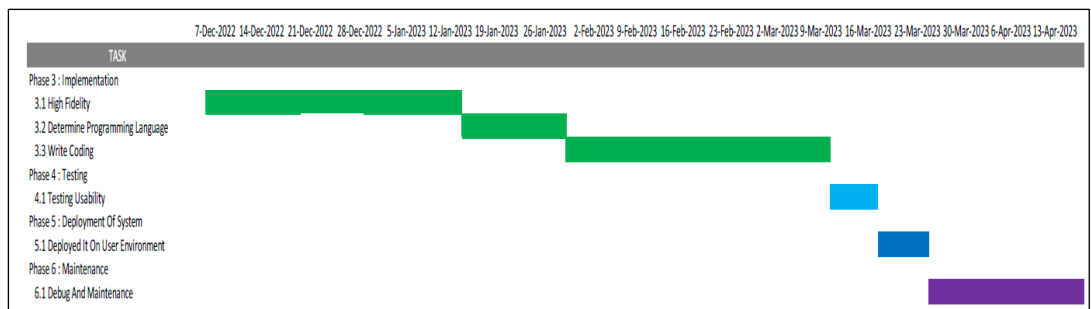


Figure 2.2: Gantt Chart of Employment Management System Part 2

3.0 SUMMARY

The aim of the project is to develop Employment Management System (EMS) for organization to manage information of the employees. This system allow the users to add the data of the employees, edit the information of the employees, delete the employees, generate month payslip and record the monthly salary and track their attendance. The process of the system will develop based on waterfall model. This proposal will use as a guideline to develop the system. The project estimates will finish in 6 months, start from 17 October 2022 until 13 April 2023.

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Prepared by:

Student's Signature:

Date: 27 October 2022

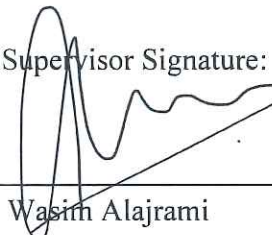


(GAN WEI CAI)

Endorsed by:

Organization's Supervisor Signature:

Date: 31 November 2022



(Wasim Alajrami)

Company's Stamp:

