Create an IT System to Handle Issues in the Digital Age

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**BACKGROUND**  
 In today’s world where technology is rapidly transforming industries into some form of random things, how do you think a digital HR management system can reshape the way organizations manage their most valuable asset—people?

Of course now, businesses have many challenges when it comes to managing their human resources effectively. As we can see, traditional HR processes often lead to inefficiencies. That’s why HR unemployment is very high, because of the delays in recruitment and lacking of clear companies requirement for hiring.

As organizations grow and evolve, the need for a proper HR management system that uses technology to improve HR functions becomes ***very very very*** essential. So, we, our group, aims to develop a Human Resource Management System that addresses these challenges by automating processes. We will provide a clear and concise job marketing and functioning employee management system we got and hopefully, enhance employee engagement.

**OBJECTIVES**

**A.GENERAL OBJECTIVES**To develop and implement an HR Management System that will focus on recruitment system

**B.SPECIFIC OBJECTIVES**

***Less work, less stress!***To create a user-friendly job posting system that simplifies the process of creating, managing and displaying job listing for both HR personnel and potential applicants.

To implement a feature within the HR Management System that empower employees efficiently access and update their personal information.

To develop a system that maintains and present simple but accurate employees and job list records.

**SIGNIFICANCE OF THE STUDY** **Job Seekers**. The system lets job seekers view job listings with key details like the job field, age limits, required skills, and experience. Job seekers are required to provide their personal information, educational background, work experience, and relevant skills, making sure that their profile are matched with the companies requirements.

**Employees.** The system promotes a companies main desire of honesty and confidence by providing visibility and immediate availability to important information like salary breakdowns, perks packages, and performance appraisals.

**The HR.** Can nowsimplifies managing job postings and employee records. HR staff can easily create, update, and delete job listings. They can also manage job seekers records and track successful applicants, keeping the hiring process efficient.

**Companies.** This HRMS will lessen administrative work by organizing tasks like managing job listings and employee records. As companies grow, the system helps keep recruitment and employee management organized and accurate.

**SCOPE AND LIMITATIONS**

**Employee Side**

**Employee Management Module:** This module is designed to allow employees to manage their personal profile within the HR system, with limited, read-only access to specific features. Employees can update their contact details and make requests for time off, keeping their information accurate and accessible.

**Scopes**

**Employee Profile Access:** Employees can register within the system using the account created by the HR, viewing their profile, including basic details like name, job title, department and start date.   
  
 **Contact Information Update:** Allows employees to also update their contact information such as phone number, email, and emergency contact, to keep records current.  
  
 **Time-Off Requests:** Employees can request time off specifying dates and reasons.

**Limitations:   
   
 Access Restrictions:** Employees have access only to their own data and cannot view or edit information about other employees. Employee’s access is mostly read only, with the ability to submit specific request but no control over system or HR managed data.

**Human Resources (HR)**

**HR Management Module:** This module empowers HR personnel with advanced permissions to manage essential HR tasks, including recruitment, employee record management, and job listing maintenance.

**Scopes** **Account Management:** HR are allowed to create accounts with elevated permissions, enabling them to manage job listings, employee records, and recruitment processes.  
  
 **Job Listings Management**: HR personnel’s are empowered to create, update or delete job listing, with details such as job title, department, skills required, and experience needed.  
  
 **Employee Record Maintenance:** HR personnel’s can maintain basic employee information such as, Employee ID, Name, Job Title, Department, etc.  
  
 **Applicant Tracking:** HR facilitates tracking job applicants and managing their status from application to hiring  
  
**Limitations:  
  
 Scope Restrictions:** The HR can only managed specifics such as employee accounts, employee information, job post and hiring status. The HR can also view limited amount of numbers and metrics about employee numbers and data

**Administrations**

**Administration Dashboard Module:** The Administration Dashboard serves as an overview hub for HR staff, enabling visibility into HR metrics and activity with limited real-time updates and straightforward statistics.

**Scopes**  
   
 **HR Staff Directory:** Display a list of registered HR staff members with basic information such as names and contact details  
  
 **Job Listings Overview:** Show an overview of job listings, including, total number of job post and basic details about job listing, including title, department and status.  
  
 **Applicant Summary:** Provide a summary of applicants for each job listing, including, total applicants for jobs, status of the applications under review, hired,, rejected.

**Notification Center:** Display notifications related to new applications, updates to job listing, or important reminders for HR staff.  
  
 **Statistics Dashboard:** The Dashboard generates simple statistics such as, total registered employees, number of active job listings and total number of applicants  
  
**Limitations**  
  
 **System Limitations:** The dashboard my not refresh all the time, meaning HR staff must manually refresh to see new data or updates. Also, the analytics may only cover a few straight forward metrics without deeper insights or advanced data visualizations.