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| **College of Natural and Computational Sciences**  **School of Information Science**  **Introduction to Computer Programming(INSY1021)**  **Human Resource Management**  **Documentation** |
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Section **II**

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**1. Executive Summary:** The provided source code represents a Human Resource Management (HRM) software application designed for Fikru MiniMart. This software allows users to manage employee information, perform various HR tasks, and generate reports. It offers features such as adding, deleting, and updating employee records, as well as searching for employees based on criteria like first name or salary. The program's main objective is to streamline HR operations and maintain a database of employee information.

**2. Background:** The HRM software was developed to address the need for efficient management of employee data at Fikru MiniMart. The software aims to simplify the HR processes by providing a user-friendly interface for HR staff. Here's some background information on key aspects of the project:

**Motivation:**

* The motivation behind this project is to improve HR operations and increase overall efficiency.
* Automation of routine HR tasks, such as adding, updating, and deleting employee records, reduces the chances of errors and saves time.
* Generating reports, especially sorting employees by criteria like first name or salary, is crucial for decision-making and performance evaluation.

**Functionality:**

* The software allows HR staff to add new employee information, including first name, last name, working hours, and payment per hour.
* A unique Personal ID is generated for each employee.
* The program calculates the annual salary based on working hours and payment per hour.
* Users can delete employee records by entering the employee's ID.
* The system provides an option to update employee information, including first name, last name, working hours, and payment per hour.
* Reports can be generated to sort employees by first name or salary.
* Users can search for employees based on first name or salary range.
* The software offers a user-friendly menu-driven interface.

**3. Problem Statement:**

* Fikru MiniMart is a growing business with an increasing number of employees.
* Managing employee data manually or with spreadsheets has become time-consuming and error-prone.
* There is a need for a centralized system to store and manage employee information efficiently.

**Difference Between Current System and Desired System:**

**Current System:**

1. **Manual Data Management:** In the current system, employee data is managed manually, often using spreadsheets or paper-based records.
2. **Time-Consuming:** Managing a growing number of employees manually is time-consuming and prone to errors.
3. **Limited Reporting:** Generating reports, especially sorting employees by criteria like first name or salary, is challenging and may require manual data manipulation.
4. **Lack of Automation:** Routine HR tasks such as adding, updating, and deleting employee records are not automated, leading to inefficiencies.

**Desired System (Proposed Solution):**

1. **Efficiency and Accuracy:** The desired system significantly reduces the time required for HR tasks, improving overall efficiency and reducing the risk of errors.
2. **Advanced Reporting:** The system offers advanced reporting capabilities, allowing HR staff to generate reports with ease, such as sorting employees by first name or salary.

**4. Benefits of the Proposed Solution:**

1. **Enhanced Reporting:** Advanced reporting capabilities provide valuable insights into employee data, aiding in decision-making and performance evaluation.
2. **User-Friendly Interface:** The system's menu-driven interface is user-friendly, making it accessible to HR staff with varying levels of technical expertise.
3. **Scalability:** The system can easily accommodate the organization's growth as it can handle an increasing number of employee records.
4. **Cost Savings:** Reduced manual data management leads to cost savings in terms of time and resources.
5. **Better Decision-Making:** Access to accurate and up-to-date employee data enables better decision-making regarding staffing, compensation, and performance management.

In conclusion, the desired system represents a significant improvement over the current manual HR management processes. It offers automation, efficiency, accuracy, and advanced reporting capabilities, resulting in a more effective HR management system for Fikru MiniMart.

**5. Requirement  
Functional requirement:** The software fulfill the functionality as stated above under functionality.

**Non-functional requirement:**

**Performance:**

* + The software should perform efficiently, with responsive user interfaces and minimal processing delays.
  + It must be able to handle a growing number of employee records without significant performance degradation.

**Scalability:**

* + The system should be scalable to accommodate an increasing number of employee records as the organization grows.

**Data Integrity:**

* + The software must maintain data integrity by preventing duplicate records and ensuring the accuracy of stored employee information.

**Usability:**

* + The user interface should be designed with usability in mind, making it easy for HR staff with varying levels of technical expertise to use the software effectively.
  + Training requirements should be minimal.

**Cost-Efficiency:**

* + The software project should be developed and maintained within a defined budget.

In conclusion, the proposed Human Resource Management (HRM) software solution for Fikru MiniMart represents a significant leap forward from the current manual HR management processes. It addresses the critical need for efficiency and accuracy in managing employee data, offering advanced reporting capabilities, user-friendliness, scalability, and cost savings. With its potential to streamline HR operations, enhance decision-making, and adapt to the organization's growth, this system holds the promise of revolutionizing HR management at Fikru MiniMart. Furthermore, the specified non-functional requirements, encompassing performance, scalability, data integrity, usability, and cost-efficiency, underscore the commitment to delivering a robust and dependable software solution that aligns perfectly with the organization's evolving needs.

We are preparing our self for further improvement for HRM software. This include adding some features for improved performance like: enhanced reporting, mobile accessibility, security updates and other improvements.