

Project Proposal

1. Names:

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2. Group Name: InnovaSoft

3. Project Title: Siemens EC Corporate Human Resources Management Systems

4. Sponsor: Siemens

5. Clear description of which problem you intend to solve:

Current Siemens HR management system developed by a private framework and it lacks documentation, hence new employees have difficulties adapting to the current system. Our goal is to develop a new web-based HR Management system with a commonly used java framework (FOSS) and with its proper documentation so that new employees can easily use, learn, and manage the HR Management system.[1]

New system should satisfy all the needs of the company and be able to carry out the data migration through systems.

6. Clear definition of what kind of system you will develop to solve this problem (your approach):

The HR Management project consists of four main modules. The four main modules interrelated to each other through a single user-friendly interface which can be accessed by a single authentication mechanism. These four modules are:

- Master data
- Annual leaves
- Training
- Performance evaluation

As a group we will develop two modules of the project which are master data and performance evaluation. We will also develop the interface, the authentication & authorization mechanism, modules report management and notification by email and/or purchased sms gateway.

a. Master data module: this module basically consists of a database which would keeps personal master data of all employees such as education, work experience, personal data, certification,

competencies, debits, income etc. The master data module would be able to record new data, edit existing data, and show the required personal data when asked.

b. Performance evaluation: this module would evaluate employees' performance by given the specific records of each employee.

c. User interface: the user interface will be developed in such a manner that it can be accessed through any internet browser by any operating systems. The user Interface will be developed with java(FOSS) technology and it would satisfy the users by its usability and safety. Moreover, users can easily access all four modules through this interface.

d. Authentication & Authorization mechanism: this mechanism provides authentication for every employee in the company but will authorize them under 4 different user types by validation of username and password. User Types are:

- Application Manager
- HR
- Employee
- Manager

e. Report: reports the specific data of master data and performance evaluation modules.

f. Notification: this system will notify the specific users about important activities via email and/or sms gateway.

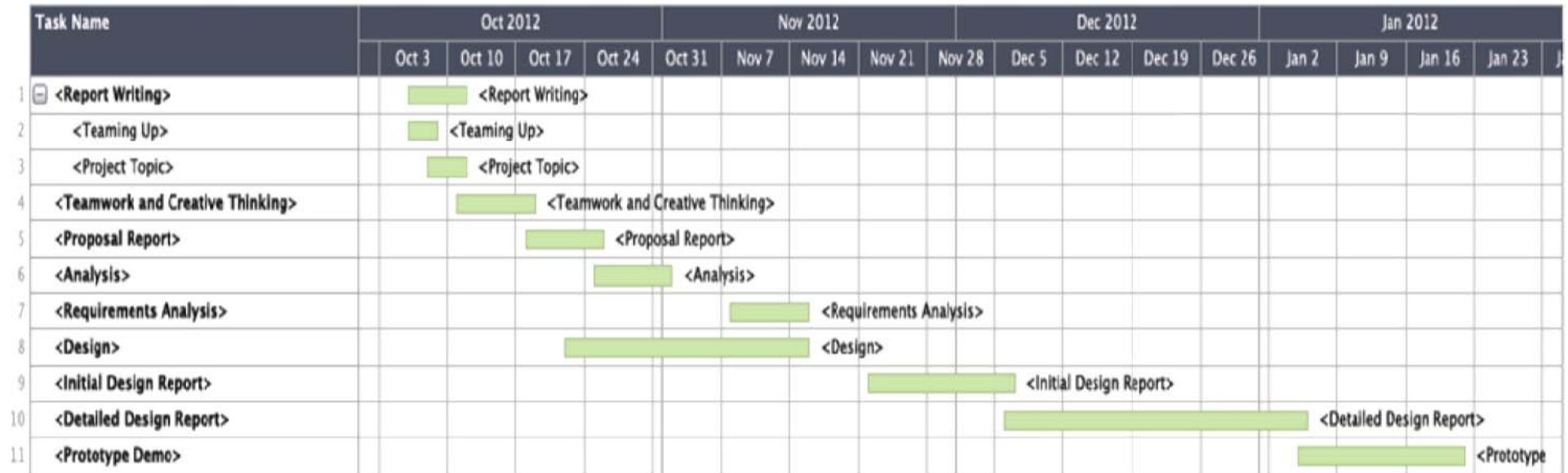
7. A market research on already available solutions. How does your system differ from those?

In market there exists lots of HR management system and also the Siemens company is currently using a HR management system. However, our HR management system will differ from other solutions by satisfying the exact requirements of the company and will be developed by commonly used java framework, hence; anyone could easily adopt her/himself to manage the system.

8. Detailed characteristics of your project (What will be the coverage? What will be the limitations? What will your system do and what won't do? Who will be using your product? What will you demonstrate at the end?)

Our HRM project will be stored in the company's server and it can be accessed via any internet browser from any operating system. It will manage personal master data and performance evaluation as mentioned above. The product will be used specifically by company's employees. At the end of our project, there will be a HRM user interface working via a server.

9. Work plan of the whole project (as a Gantt Chart) [2]:



10. References:

[1] http://en.wikipedia.org/wiki/HR_management

[2] <https://www.smartsheet.com>