

ABSTRACT

The human resources department in any organization is responsible for keeping personal records of each employee. All information about personnel, beginning with application for employment is contained in their records. The information includes the personnel data, special skills and experiences of the employee, the promotion data and performance evaluation over time. In addition, the personal records include the employee's preferences for relocation and for changing their job descriptions. When the personnel data are computerized, it is easy to identify qualified employees within the organization for promotion, transfer, give scholarship, special training and layoff.

A computer-based Human Resource System (HRS) can help human resources department to become more effective in keeping employee information, enquiry and producing reports. HRIS can also help organizations predict manpower to support the organization's strategic initiatives and tactical plans.

This project includes system specification, system design, hardware and software requirement, security control, and cost/benefit analysis of the proposed system in order to support the decision making of the stakeholders. The new system can support better decision-making, information management, time management and smooth operations. The main idea of this proposed system is its flexibility for future expansion of the system.