

Employee Transfer Management in ERP

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ABSTRACT – The ERP has brought revolutionary changes in technical world whether it is business, education field, governance, medical system Enterprise Resource Planning (ERP) system which are coming into built with the vision to provide business with an integrated information system. These system implement business integrated information system. These system implement business process within the organization to achieve synergy in operation across various business unit. ERP provides support for all variation of business practices, enables implementation for these practices with a view towards enhancing productivity, foster the image of the enterprise products and services. In every organization top management is handled by ERP system, and human resource plays main role in it. Generally in tenant management human resource and ERP system plays key role of development of project.

Key Words: Enterprise resource Plannig(ERP); SDLS(Software Development life cycle); Human resource Management(HRSM),Employee Management System(EMS).

1. INTRODUCTION

Much of today's technology trends in fact are getting driven by the internet. It was 1997-98, when Indian business first come to recognize the respect to internet as a strategic commercial opportunity. Presently, the Internet is widely

seen as a tool for customers to manage their sales cycles, and an effective medium for intra-company communication. Almost all corporate application like ERP, CAP solution etc. have become Net enabled. Certainly, the impact of internet in today's market is going to be felt for years. ERP system that are currently available belong to client server era. These system are built with a clear separation of functional components.

Generally in old module of application is based on standalone system. It's quite difficult to move one data from other place and make it in a unique form. In today's environment nothing is constant or definitely predictable. We cannot depend on a predictable market growth, customer demand, the nature of compilation and even business cycle.

Operation in business class domain is operated by HR and employee hierarchy.

Operations performed by Employee:

1. Search the employee record
2. Send Transfer Request
3. Process Transfer Request
4. Create new or updated transfer records
5. Generate Transfer Letter and reports.

Operations performed by HR:

1. Create new user account
2. Check user's permission

2. Literature Reviews

An organization or company with very large number of employees manages a greater volume of data. This activity can be done without a more complex tool to store and retrieve data. This aspects can be categorized as paper based system, early personal computer technology, electronic DB's and web based technologies.

The benefits of automation are widely known to ERP and other areas of business. The focus has shifted to automating as many transaction as possible to achieve efficiencies.

The new system will enable HR professionals to focus on transforming information into knowledge which can be used by the organization for design making; it will be about HR and IT working together for this technology. The two more popular web-based HR applications used today are self-services for employees and self-services for managers. These application have enabled companies to shift responsibility for viewing and updating records on to individual employees and have changed the manner in which employees acquire information and relate to their HR departments.

3. Existing System

Currently the transfer records are maintained in the computer but there is no fixed format for it. Also the information has to be shared by releasing circulars to the respective managers and employees and other related staff members.

The information though maintained on computers, all information cannot be found at single place. If higher management requires some details about the transfers, they have to get it from the respective department heads. This makes the system time consuming.

4. Proposed System

The management has decided to have a system for managing the transfers which can access a centralized database. This system can be installed on all the machines and the employees will get restricted access.

The system will have logins for employees and system administrator and other options like searching transfer records, updating records, making new transfers etc. will be taken care of.

5. Methodology

5.1. System Design

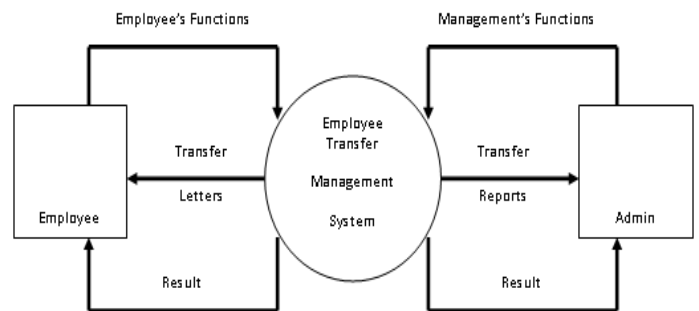


Fig -1: Context diagram for employee transfer.

5. REQUIREMENTS AND CONSTRAINTS

5.1 Functional Requirements:

Authentication:

Login- The user can login to the ERP system with his/her username and password.

Logout- The user can sign-out from the ERP system.

Login failure- If the user does not exist in the database.

Authorization:

User role check- After logging in, the user will be checked from the database and the user interface will be displayed according to their role.

Process Data:

Display- User will get access to the database as per the role. Being more specific, employee can only view his/her personal information. Admin and HR can display their personal information as well as all employees' information.

Edit- A user with employee role can update his/her specific personal information. HOD can only update employees' personal information that is under his/her coverage except user role type. Administrator can edit all information related to all employees.

Search- User with respective role can search the content of database for the employees' who are under his/her

coverage. HR or admin roles can search all the employees' information in the database. Search feature works on keywords showing employee's characteristics, peculiarities, skills, features, and etc. For example, HR wants to find employees' well trained in "C Programming Language". He/she will enter the required keyword in the search bar and press the search button. Afterwards, he/she will find a list of all the employees' who know "C Programming".

Update authentication- This can be used only by admin role type. Admin can update the role type of a specific user. For example, if an employee is promoted and his role type will be changed from employee role id to HOD or HR. Admin will be able to update this authentication mechanism.

Recruitment

Add new employee- HR role type is able to add a new employee. The new employee will have all the required personal information related to him/her. The new created employee will have a unique id.

Add a new user- After a new employee has been created by HR role, admin is responsible for creating a new user by the specified id assigned in the "Add a new employee" feature. The unique id is given by the system. Admin will assign a new role such as employee, HR, and admin to the new user.

Report generation

Report generation- HR can generate a report in pdf format for each employee based on the information in the database.

5.2 Non-Functional Requirements:

5.2.1 Performance requirements

There is no restriction on the number of the users to be added to the system.

Hardware requirements

Minimum hardware requirements for EMS system are:

OS: Windows XP/Vista/7/8 /Linux

CPU: Pentium 4

Memory: 128 MB RAM

Capacity: 4GB hard drive

Others: Network interface card, keyboard, mouse and monitor.

Software requirements:

Since EMS application is a web-based application, internet connection is required.

The EMS software personal database model will support MySQL environment as DBMS.

6. IMPLEMENTATION

Business logic is split, depending on the product architecture to be executed on the client, server both. With suitable communication infrastructure, these system could be deployed in distributed environment and business processes may span across multiple geographic locations. This application based on asp (Application Service Provider), host software system much the same way as an Internet Service Provider (ISPs) hosts websites. The software and data

resides on a server and you access the over. ASP.NET is server client based framework.

The developed system encompasses numerous activities related to managing employee data. The main functionalities available in this system are:

1. Transfer Records
2. Maintaining employee profiles
3. Leave management
4. ESS
5. Task management
6. Employee Trainings
7. Project Management

All these features include the ability to add user, update and retrieve through search results. It also have a report generation system that can be saved in a PDF file format. The system works in the following manner:

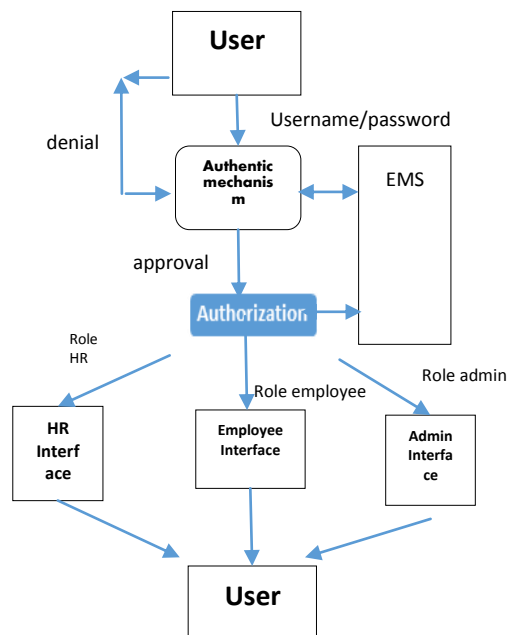


Fig -2: Authorization & Authentication DFD

6.1 Accessing the system

Various companies and organizations may have different employee structures. Being generic, the developed System has four main access levels which include:

- Employee
- Head of Department
- Human Resource Manager
- Administrator

The area of technology that apply to ERP system are:

6.1.1 User interface framework:

Use interface component of an ERP generally follows graphical user interface (GUI) approach. Use of GUI-based interface enhances the usability of systems.

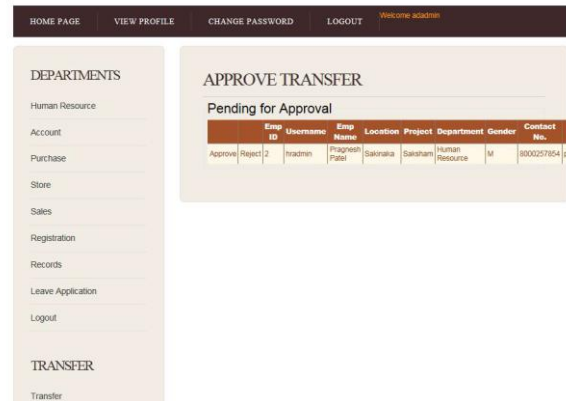


Fig5: Receipt of approved result

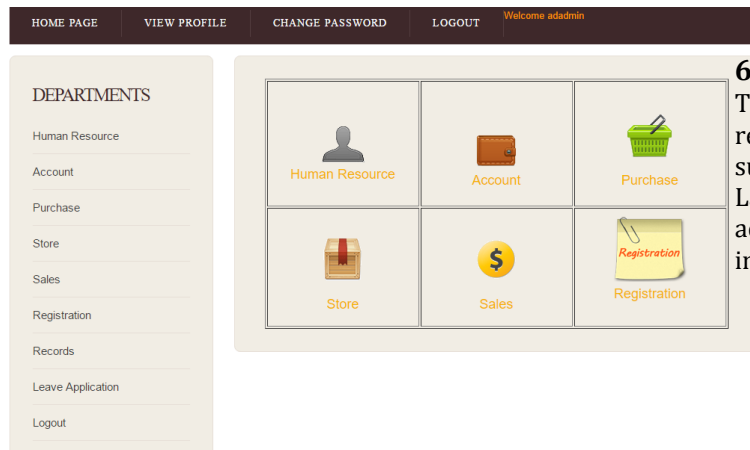


Fig3: Home page of the system

All employees can update basic information such as newly acquired technical skills and emergency contacts. Employees can apply for transfer by filling in a form as well as submitting an attachment to support their transfer

6.1.2 Database system:

The present generation of database system are based on relational technology (RDBMS). These database system supports query language know as Structured Query Language (SQL). Business logic which defines the set of actions that need to be performed is written using SQL and is invoked when users perform an action.

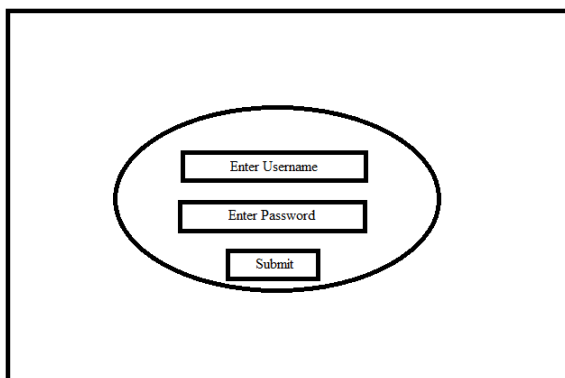
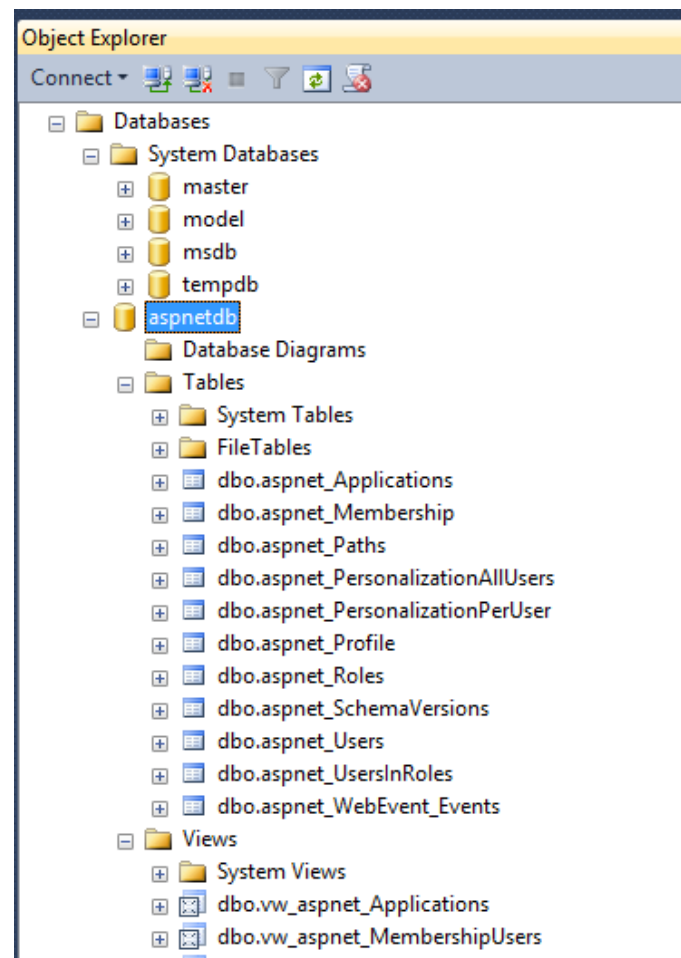


Fig4: Login page of the system



6.1.3 Communication Protocol:

The tenant and server is an ERP are connected on a communication backbone. The protocol employed standardize the way data exchange take place across the network. Database systems employed at server and the processes on the tenant machine, use this protocol are specific to the database systems. Since database systems employee common relation technology, the data exchange is based on a common Open Data Base connectivity (ODBC) standards.

7. CONCLUSIONS

An ERP implementation is a huge commitment from the organization, causing millions of rupees and can take up many years to complete. However, when it is integrated successfully, enormous benefits can be obtained. A well-designed and properly integrated ERP system will allow the most updated information to be shared among various business functions, thereby resulting in cost savings and increased efficiency. When making the implementation decision, management should consider fundamental issues such as the organization's readiness for a dramatic change, the degree of integration, key business processes must be implemented, e-business applications to be included.

In order to extend the possibility of user acceptance, employees must be consulted and be involved in all stages of the implementation process. Providing education and appropriate training are important strategies to improve and increase the end user acceptance rate. The organization is also going through a drastic change, with changes in the way businesses are conducted, the organization being restructured, and job responsibilities being redefined. To make the change process easier, managers are encouraged to utilize the eight-level organizational change process. Managers can implement their ERP systems in many ways, which include the franchisee approach, whole integration, and the single-module approach.

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