

INTEGRATING TRAINING NEEDS ANALYSIS IN EXISTING
STAFF MANAGEMENT INFORMATION SYSTEM

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ABSTRAK

Projek ini bertujuan untuk membangunkan suatu sistem prototaip pengurusan sumber manusia yang boleh digunakan di institusi/maktab perguruan di Malaysia. Berbeza dengan sistem maklumat staff yang sedia ada di institusi/maktab perguruan, sistem yang dibangunkan merupakan sistem pangkalan data relational berasaskan web dan sistem ini mempunyai kemudahan untuk mengenalpasti keperluan latihan untuk staff berdasarkan rekod latihan yang telah diikuti dan dengan mengisi borang kajiselidik analisa keperluan latihan secara berkomputer. Model system prototaip dibangunkan menggunakan *Unified Modeling Language (UML)*. Projek ini juga membincangkan tentang binaan sistem prototaip yang dibangunkan. Keupayaan sebenar sistem diuji berdasarkan keperluan sistem untuk mengetahui tahap kemampuan fungsi dan pengoperasian sistem. Akhir sekali, projek ini membincangkan tentang masalah dan batasan sistem dan beberapa cadangan dibuat untuk mengatasinya.

ABSTRACT

The purpose of this project is to develop a prototype system for human resource management, which can be used in teacher's training college in Malaysia. This system is different with the existing system due to the capabilities of analyzing the staff training needs using the online training analysis form and based on the training records stored in the system. The prototype system has been developed using the web-based relational database. A model of system prototype has been developed using Unified Modeling language (UML). This project also discusses the architecture of the prototype system. The actual system performance has been tested based on the system requirements. The aim of this evaluation is to see the level of functionality and operability of the system. Finally, the project discusses some problems and limitations that were discovered during the system testing, and some recommendations to overcome these are proposed.

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TABLE OF CONTENTS

	Page
PERMISSION TO USE	i
ABSTRACT (BAHASA MALAYSIA)	ii
ABSTRACT (ENGLISH)	iii
ACKNOWLEDGEMENTS	iv
LIST OF TABLES	ix
LIST OF FIGURES	x
CHAPTER ONE: INTRODUCTION	1
1.1 Human Resource Information System	2
1.2 Training Needs	4
1.3 Problem Statement	6
1.4 Objectives	6
1.5 Project Significance	7
1.6 Project Scope	7
1.7 Hardware and Software Requirements	8
1.8 Summary	9
CHAPTER TWO: REVIEW OF RELATED LITERATURE	10
2.1 The University-wide Payroll Personnel System (PPS)	16
2.2 HRMIS in Malaysia Public Sector	19

2.2.1 Functions of HRMIS	21
2.3 Korea Human Resource System (KHRS)	25
2.4 Summary	27
CHAPTER THREE: THE DEVELOPMENT METHODOLOGY	29
3.1 Rational Unified Process	26
3.2 Using UML for Object-Oriented Development	33
3.2.1 Use Case Diagrams	34
3.2.2 Class diagrams	36
3.2.3 Sequence diagrams	38
3.2.4 Activity diagrams	39
3.3 Summary	41
CHAPTER FOUR: TRAINING NEEDS ANALYSIS	42
4.1 Training Needs in Organization	42
4.2 A Model for Training and Improving Performance of Staff	44
4.3 Training needs assessment	46
4.4 Training Needs Analysis (TNA) Process	47
4.4.1 Training Needs Identification	49
4.4.2 Analysis of Training Needs	50
4.5 Summary	52

CHAPTER FIVE: STAFF MANAGEMENT INFORMATION SYSTEM FOR TEACHER TRAINING COLLEGE.....	53
5.1 Overall Architecture of Staff Management Information System	53
5.2 INCEPTION PHASE.....	56
5.2.1 Modelling Use Case for the training management subsystem.....	56
5.2.2 Definition of the Actors.....	57
5.2.3 Definition of the Use Case.....	58
5.2.4 Conceptual Model.....	61
5.2.5 Contracts for system operations.....	63
5.3 ELABORATION PHASE	70
5.3.1 Collaboration diagram	70
5.3.2 Activity diagram.....	76
5.3.3 Class diagram.....	78
5.4 CONSTRUCTION PHASE	80
5.4.1 Packages in the system.....	80
5.5 Summary	84
CHAPTER SIX: EVALUATION.....	85
6.1 System Requirement Testing and Results.....	85
6.2 Evaluation	87
6.3 Summary	88
CHAPTER SEVEN: CONCLUSION.....	89

LIST OF TABLE

	Page
Table 7.1: Actual System Performance.....	86

LIST OF FIGURES

	Page
Figure 1.1: Practical and systematic approach to training	5
Figure 2.1: HRIS Model	11
Figure 2.2: HRIS Database Illustration	15
Figure 2.3: Current University HR Systems Architecture.....	17
Figure 2.4: Satellite systems supplementing PPS	19
Figure 2.5: HRMIS Components.....	24
Figure 2.6: Korea Human Resource System	26
Figure 3.1: The lifecycle of the Rational Unified Process.....	30
Figure 3.2: Activities, Artifacts, and Workers	33
Figure 3.3: An Example of a use case diagram.....	35
Figure 3.4: An example of Class Diagram.....	37
Figure 3.5: An example of a class diagram – inheritance.....	38
Figure 3.6: An example of Sequence Diagram	39
Figure 3.7: An example of an activity diagram.....	40
Figure 4.1: Training as a part of the business system	43
Figure 4.2: The Instructional Systems Design (ISD) Model.....	45
Figure 4.3. The training needs assessment process.....	47
Figure 4.4: Overview Of The Training Needs Analysis Process	48

Figure 4.5: Needs identification.....	50
Figure 5.1. Conceptual System Architecture For Staff Management Information System.....	54
Figure 5.2: Architecture of Web Application	56
Figure 5.3: Use case diagram.....	57
Figure 5.4: Diagram for the conceptual model.	62
Figure 5.5: Collaboration diagram: View training information.....	70
Figure 5.6: Collaboration diagram: View evaluation form.....	70
Figure 5.7: Collaboration diagram: View score.....	71
Figure 5.8: Collaboration diagram: View analysis report.....	71
Figure 5.9: Collaboration diagram: Register training programmes	72
Figure 5.10: Collaboration diagram: Delete training programmes.....	72
Figure 5.11: Collaboration diagram: Update training information.....	72
Figure 5.12: Collaboration diagram: Register evaluation form	73
Figure 5.13: Collaboration diagram: Update evaluation form.....	73
Figure 5.14: Collaboration diagram: Update score.....	73
Figure 5.15: Collaboration diagram: Delete score.....	74
Figure 5.16: Collaboration diagram: Update training analysis	74
Figure 5.17: Collaboration diagram: Delete training analysis	75
Figure 5.18: Collaboration diagram: Submit evaluation form.....	75
Figure 5.19: Activity diagram for training analysis process	77

Figure 5.20: Class diagram for training management subsystem	79
Figure 5.21: Package diagram for system concept.....	80
Figure 5.22: Database package diagram	81
Figure 5.23: Package diagram for training administrator	81
Figure 5.24: Package diagram for maintenance.....	82
Figure 5.25: Package diagram for training analysis management	83
Figure 5.26: Package diagram for staff.....	83

CHAPTER 1

INTRODUCTION

This project is initiated upon the request of course TZ6996 as one of the graduation requirements of MSc (IT). The purpose of this project is to redesign existing staff management information system used in Teacher's Training College to a web-based database application. Rational Unified Process methodology will be used and Unified Modeling Language (UML) is chosen for a notation. A prototype system named *Sistem Maklumat Pengurusan Staf Maktab/Institusi Perguruan* has been developed. The system has the capabilities to analyze and identify the training needs for the staff development in Teacher's Training College.

The first part of this chapter gives an overview about the human resource information system and the training needs. The next part briefs on problem statement, objectives, project scope, and hardware and software requirements.

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