

**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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## **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.

The contents of  
the thesis is for  
internal user  
only

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