A REQUIREMENT MODEL FOR DEVELOPING STAFF SELECTION SYSTEM (SSS): TOWARDS SYSTEMATIC MANAGEMENT FOR HUMAN RESOURCE DEPARTMENT AT KUIN

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UNIVERSITI UTARA MALAYSIA
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A REQUIREMENT MODEL FOR DEVELOPING STAFF SELECTION SYSTEM (SSS): TOWARDS SYSTEMATIC MANAGEMENT FOR HUMAN RESOURCE DEPARTMENT AT KUIN.

A dissertation submitted in partial fulfillment of the requirements for the award of the degree of Master of Science (Information Technology) in the Faculty of Information Technology, Universiti Utara Malaysia.

By

FARAHIZA ZAIHAN AZIZAN

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TABLE OF CONTENTS

CERTIFICATION OF THESIS WORK
PERMISSION TO USE
ABSTRACT (BAHASA MALAYSIA) ................................................................. i
ABSTRACT (ENGLISH) ........................................................................... ii
ACKNOWLEDGEMENT .......................................................................... iii
LIST OF TABLES .................................................................................... v
LIST OF FIGURES .................................................................................. vi
LIST OF ABBREVIATIONS ..................................................................... vii

CHAPTER 1: BACKGROUND OF THE STUDY

1.1 Introduction .......................................................................................... 1
1.2 Background of Kolej Universiti Insaniah (KUIN)................................. 3
1.3 Human Resource Department at KUIN ............................................. 4
1.4 Staff Selection Process at KUIN ......................................................... 5
1.5 Problem Statement .............................................................................. 7
1.6 Project Objective .................................................................................. 8
1.7 Project Scope ....................................................................................... 8
1.8 Significance of Study .......................................................................... 9
1.9 Structure of The Report ..................................................................... 9

CHAPTER 2: LITERATURE REVIEW

2.1 Introduction ......................................................................................... 11
2.2 Requirement ....................................................................................... 19
2.3 Examples of Staff Selection System .................................................. 20
   2.3.1 E-Net Select .............................................................................. 20
2.3.2 Web Pre-Screening ................................................. 21
2.3.3 The SELECT ....................................................... 21
2.3.4 WebPAS ............................................................ 21
2.3.5 e-Recruit ......................................................... 21
2.4 Summary .................................................................. 23

CHAPTER 3: RESEARCH METHODOLOGY

3.1 Introduction ............................................................. 24
3.2 Requirement Analysis Phase ........................................ 24
3.3 Define Requirement .................................................... 25
   3.3.1 Data Collection .................................................. 26
3.4 Analyze Requirements .................................................. 28
3.5 Validate Requirement ................................................... 31
3.6 Summary .................................................................. 31

CHAPTER 4: FINDING AND RESULT

4.1 Introduction ................................................................ 32
   4.1.1 Features of SSS .................................................. 32
   4.1.2 System Architecture of SSS .................................... 35
4.2 Functionalities of SSS ..................................................... 36
4.3 Use Case Model .......................................................... 37
   4.3.1 Actor Description ............................................... 39
   4.3.2 Use Case Description .......................................... 41
4.4 Class Diagram ........................................................... 42
4.5 Interaction Diagram ...................................................... 43
   4.5.1 Sequence Diagram .............................................. 43
   4.5.2 Collaboration Diagram ....................................... 44
4.6 Activity Diagram ........................................................ 44
4.7 Validate Requirement ................................................... 45
CHAPTER 5: DISCUSSION AND CONCLUSION

5.1 Introduction .................................................................................................................47
5.2 Problem and Limitation ...............................................................................................47
5.3 Recommendation for Enhancement and Future Research ..........................................48

REFERENCES .......................................................................................................................49

APPENDICES

Appendix A: Sequence Diagram ........................................................................................51
Appendix B: Collaboration Diagrams ..................................................................................63
Appendix C: Activity Diagrams ..........................................................................................75
Appendix D: Prototype .......................................................................................................87
ABSTRAK

Pengambilan pekerja baru dalam sector organisasi dipengaruhi oleh dua factor. Pertama, manusia berbeza minat dan karektor manakala yang keduanya, peluang pekerjaan yang ditawarkan berbeza-beza. Pemilihan pekerja baru memerlukan penelitian bagi memastikan pekerja yang diambil menepati dengan pekerjaan yang ditawarkan. Pemilihan pekerja baru meruapakan suatu kaedah yang penting di mana ia dapat memastikan organisasi mempunyai pekerja yang efektif. Kajian ini dijalankan bagi menghasilkan suatu model keperluan dalam membangunkan sebuah sistem pemilihan pekerja yang sistematik dan efektif. Kajian ini dijalankan di Kolej Universiti Insaniah (KUIN) dimana ia menjadi objek kajian utama. Dapatan daripada kajian ini diharap dapat membantu dan memberi idea kepada pihak pengurusan KUIN dalam pemilihan pekerja yang baru bagi memastikan pengurusan pekerja yang sistematik menepati kehendak KUIN.
ABSTRACT

The need for selection in hiring a new staff arises from two facts. First, people differ in their characteristics and interest. Secondly, job is differs in the demands they make on workers. Selection is involves with systematically matching the right people to the right job. Selection is one of the main methods which an organization can use to ensure it has an effective work force. This project focuses on creating a requirement model for developing staff selection system for Kolej Universiti Insaniah (KUIN). The systematic process in hiring staff will assist KUIN to select appropriate people. Thus, it is hope that this requirement model will provide guidance and assistance for other researchers in designing systematic staff selection system (SSS) in the future.
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To my son, Muhammad Ameer Rayyan, “I’m glad having you by my side”

I also would like to thank my beloved family for all the love, patience and support that guidance me to accomplish this study. Thanks to my Dad, Azizan Md Nor, my Mum, Che Zaiton Hj Sulaiman, my sisters, Aiza Norimi and Laila Farhana and my younger brother, Muhamad Faiz Akmal. I am really appreciating it.

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LIST OF TABLES

TABLE 2.1: The Key Elements of A Well Designed Staffing Model.................13
TABLE 2.2: Comparison of Features Between Selection Tools .........................22
TABLE 4.1: Comparison of Features Between Selection Tools.........................33
TABLE 4.2: Function for SSS ........................................................................37
TABLE 4.3: The Actors .................................................................................40
TABLE 4.4: Use Case Description for System Administrator.........................41
TABLE 4.5: Use Case Description for Applicant ............................................41
LIST OF FIGURES

FIGURE 1.1: Manual System in Selection Process .............................................. 6
FIGURE 3.1: Three Phases in Requirement Analysis ........................................ 25
FIGURE 3.2: The Requirement or Framework Concept for SSS ............................ 29
FIGURE 3.3: Five Module in SSS ...................................................................... 30
FIGURE 4.1: System Architecture for SSS Prototype ........................................ 35
FIGURE 4.2: Use Case Diagram for Staff Selection System .............................. 38
FIGURE 4.3: Use Case Module for System Prototype ....................................... 39
FIGURE 4.4: User Characteristic ....................................................................... 40
FIGURE 4.5: Class Diagram for SSS ................................................................. 42
FIGURE 4.6: Class Diagram for SSS ................................................................. 43
### List of Abbreviations

<table>
<thead>
<tr>
<th>Abbreviation</th>
<th>Description</th>
</tr>
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<tbody>
<tr>
<td>HR</td>
<td>Human Resource</td>
</tr>
<tr>
<td>ID</td>
<td>Identification</td>
</tr>
<tr>
<td>INSANIAH</td>
<td>Institut Agama Islam Negeri Kedah</td>
</tr>
<tr>
<td>IT</td>
<td>Information Technology</td>
</tr>
<tr>
<td>IWO</td>
<td>Industrial, Work and Organization</td>
</tr>
<tr>
<td>KUIN</td>
<td>Kolej Universiti Insaniah</td>
</tr>
<tr>
<td>MS</td>
<td>Microsoft</td>
</tr>
<tr>
<td>SSS</td>
<td>Staff Selection System</td>
</tr>
<tr>
<td>T&amp;A</td>
<td>Test and Assessment</td>
</tr>
<tr>
<td>UML</td>
<td>Unified Modeling Language</td>
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CHAPTER ONE

BACKGROUND OF THE STUDY

1.1 Introduction

Any organization, be it business, education, administration or otherwise, require people to function their operations. Organization is merely a blueprint for human activity. People were communicating, working, operating, planning, instructing, chatting and doing so much more activities in organization. Therefore, people in the organization were contributed to the organization’s expansion. People in the organization can be refers as staff. They are people who take responsibility to make sure the organization’s operations are well manages. According to Wilk & Cappelli (2003), employer decisions about the selection of employees are central to the operation of the organizations and to outcomes that matter to individuals, organizations and society.

Chan (2005) mentioned that;

“A major area of research in industrial and organizational psychology is personnel selection, concerned with identifying individuals from a pool of applicants who are suitable to work in a target job position. Matching persons to work must often take into account more than just the job itself; it may have to consider the group and organizational contexts in which the person needs to function.”
The contents of the thesis is for internal user only
References


7.0 REFERENCES


