

Enterprise Resource Planning Management

Abstract

Enterprise Resource Planning Management is online system with Personal and general administration activities fully automated, like Recruitment, Employee establishment and personal information etc... The existing recruitment system in Nagarjuna Group is currently being used in FoxPro.

The developing system able to facilitate high graphical user interface to user and through this user can get appropriate and concerned information using dynamic queries, and generate appropriate reports.

The developing system can able to maintain the all the information in a centralized database. By automating selection process (recruiting employees) the staff can achieve good results and senior management also observe all the process and take decisions by using reports generated by this application.

Existing System

No proper dynamic search method is available to immediately access a particular record. Fast retrieval of required data is not possible thus causing delay and unnecessary search of the entire list.

FoxPro under Novel NetWare version is not a graphical user interface based application. User interaction

with the system is minimized because of the DOS environment, unlike the windows environment where the user interaction with the system is high.

Handling of large databases effectively is not possible with the above software.

Creating dynamic queries is difficult in FoxPro, So dynamic report generation is not possible.

Security feature which is very important aspect of NFCL already exists but needs to be enhanced and need to be foolproof.

Online reports and graphical representation of reports do not exist.

Proposed System

Keeping in view of growth that has been envisaged, it may not be practical and economical to continue with the current system. To facilitate a more efficient Recruitment System and to increase the responsiveness, it is necessary to have better Recruitment System integrated with the enterprises Information System.

The proposed system can able to maintain the all the information in a centralized database. By automating selection process (recruiting employees) the staff can achieve good results and senior management also observe all the process and take decisions by using reports generated by this application.

System Objectives

To automate selection process.

To facilitate high graphical user interface to the user.

To provide better functioning and accurate information in time.

To provide data maintenance features.

To improve the efficiency and to reduce the overload of work.

To generate appropriate and concerned information to the user using dynamic queries.

To generate appropriate reports.

To provide security.

Scope of the System

The efficiency of any system designed to suit an organization depends cooperation during the implementation stage and also flexibility of the system to adopt itself to the organization. ERPM is well suited when organization want to recruit people in their organization only. If any specification-untraced errors will be concentrated in near future. We will enhance our project by implementing some more features.

Module Description

The system “ERPM” consists of 4 modules.

- 1. ADMINISTRATOR**
- 2. JUNIOR LEVEL MANAGEMENT**
- 3. SENIOR LEVEL MANAGEMENT**

4. REPORTS

Administrator:

In organization they will get applicant details from different sources, such as by post by email, and by hand. This registration module deal the procedure to store these applicant details in database .In this module we can generate two reports one for applicant details and second one for skill set details. Senior level management uses these reports.

Junior Level Management:

In this module junior level management conduct the different tests for the applicants, after technical written test; these tests are psychological tests organizational awareness tests and so on...

This module we can generate reports related to test results junior level.

Management allows the applicant for the next level.

Finally they will assign the applications to the interviewers for interview.

Senior Level Management:

In this module senior level management interact with the database for applicant details. They will go through

the applicant details and their Skill-sets reports. They will select the applicants for technical written test and they will send intimation letters to applicants.

Again this management deals with the applicants after Jr level management selection process. After interviews they will get the details of selected candidates in the Interview with these details they will prepare the final candidates list for Appointment and they will send the appointment letters to the selected applicants.

Features to be implemented

- *Session management*
- *Connection pooling*
- *Normalized database*
- *Prevention of duplication login*
- *Design patterns*
- *Three-tier architecture*
- *Maintainability*
- *Easy deployment with Ant script.*
- *Exception handling*

- *Client-side validations*

Technologies to be used

- ***Web Presentation:*** HTML, CSS
- ***Client – side Scripting:*** JavaScript
- ***Programming Language:*** Java
- ***Web based Technologies:*** JNDI, Servlets, JSP
- ***Database Connectivity API:*** JDBC
- ***Build Tool:*** ANT
- ***Debug Tool:*** Log 4J
- ***CASE tool:*** Rational Rose, Visual Paradigm, Enterprise Architect
- ***Backend Database:*** Oracle/SQL Server/MY SQL/MS Access
- ***Operating System:*** Windows XP/2000/2003, LINUX, Solaris
- ***J2EE Web/Application Server:*** Tomcat/Weblogic/Websphere/JBoss/Glass Fish
- ***IDEs:*** Eclipse with My Eclipse plug-ins/Net Beans/RAD
- ***Browser:*** IE/Mozilla

Hardware requirements

- *Pentium processor* ----- *233 MHZ or above*
- *RAM Capacity* ----- *128MB*
- *Hard Disk* ----- *20GB*
- *Floppy disk* ----- *1.44 MB*
- *CD-ROM Drive* ----- *32 HZ*
- *KEYBOARD* ----- *108 Standard*