

IMPLEMENTATION OF A TOTAL HUMAN RESOURCE MANAGEMENT SYSTEM FOR INTI COLLEGE MALAYSIA INCORPORATING DSS FEATURES

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ABSTRACT

This project aims to address issues on human resource management within an organization. Human resources departments are usually divided into section like training and development, payroll, recruitment and immigration, of which each section will usually have its own set of data and records. These data and records may be in a digital form on the computer or on the paper. Different section will require and keep different types of information of an employee and this will usually result in multiple copies and versions of the same data, leading to data redundancy and inaccuracy. Hence, the Total Human Resource Management System serves to integrate all these sections and to unify and centralize their data. It will serve as a central location where the human resource staff can manage employee data and co-ordinate other human resource activities like payroll and claims functions. It will also serve to generate reports for the human resource manager, who can then make better decisions based on them.