

Constructing Intranet For Human Resources of a Collage System

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Abstract— Been in this business adopt the idea of databases system distributor DHR design, design and adopt the way from top to bottom (Top-Down Design) in system analysis. Where the application of the system to manage the work of the Human Resources Division to cancel irregular work work , and build a database of affiliated service include the premium, and upgrade / promotion, holidays, and certificates obtained. As well as the easy transmission of data to the people and units of college and received. The transmission of data between people / college units. And to provide statistics on the data stored and displayed using the (view). And the division of tasks between workers users, according to the administrative structure of the Division of Human Resources.

Index Terms— databases, human resources management electronically, (ASP.NET) Technology active provider of pages, the language (C #), Structured Query Language (SQL Server).

1 INTRODUCTION

IN light of the various changes experienced by the global economy (globalization), and next to the technical changes offered by information and communications, especially the Internet and the development of management thought techniques, human resources management under a radical change in concepts, policies, and Strategy, and practices, and the factors that affect the Human Resources Management considerable influence within this change in environment technology factor.

With the advent of the Internet, and the development of information technology, and communication styles, and transform the functions of marketing, accounting, and various operations to e-business, and with the increasing technological transformation of digital organizations, it became necessary to switch jobs, and paper files to electronic files, and became the relationship between government and business organizations, unions, workers, and customers are through internal networks, and external, and the Internet.

Called on the use of technology in human resource management, human resource management or electronically term electronic Human Resource Management)) e-HRM, and means applying Web-based technologies in the related human resources systems and functions [1]. And this is no longer the traditional role of human resource management (such as keeping personnel records) is acceptable, or sufficient for the challenges facing the Organization of the advancement of

technology, and the diversity of skills required, and the different workforce mix, appeared term human resource management (HRM) [2].

Common concept of e-administration as a dispensing paperwork, and the establishment of e-office through the widespread use of information technology and transform public services to office procedures and then processed by a sequence of steps already implemented, can be defined as the human resources function as a function of the affairs of the optimum use of human resources at all levels of the organization in order to help them achieve their goals [3].

And you know as well as the side of the administration that cares about people as individuals, or groups, and their relationships within the organization, and the ways by which individuals contribute to the efficiency of the organization, the following functions include: analysis of the organization, manpower planning, training and management development, reward and compensation of employees, and to provide social and health services, and finally information and records of workers [4].

He should be the organization that believes in the importance of management and effectiveness in achieving the aspirations of its current objectives, and future, and must bear in mind that human management scalable resource management, and growth if interested in them [5].

2 PREVIOUS STUDIES

The concept of large databases and a very large number of applications that have expanded with expansion in all areas of life which are not devoid of data from educational institutions database applications to businesses, and industrial companies, government departments, and the military. It is the most important previous work that dealt with databases that have been adopted as references in this research:

- In 2004, a researcher fingernail Fakhri made tonight Master included the use of one of the organizations, distributed data-

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- *University of Mosul/ Faculty of Computer Science and Mathematics / Computer Science*
 - *University of Mosul/ College of Nursing*

bases, and the application of this regulation on the design of individual system, and characterize this organization rules of common central database and accessible multi from several sites, was the division of labor between these sites within the specific terms of reference of by the system administrator[6].

- In 2009, a researcher Shaima Rezouki made Master included Distributed database design and application of the Faculty of Computer Science and Mathematics to facilitate follow-up to the deanship of the changes that occur in sections data were used horizontal retail method for data distribution, where easy system for data management students, grades and the relationship of subjects Baltdrisien and extract Final results [7]

- In 2012 the researcher Ahmed Ali Abdel Rahman Master included database distributed using Oracle design and applied to two teeth and the status of women's health in the educational Khansa hospital in Mosul and linked Statistics Division by a local computer network to facilitate follow-up to the hospital to changes that occur in sections data and ease of management Data on patients and diseases and the relationship between them and extract the final results accurate and statistics [8].

2.1 RESEARCH IN HUMAN RESOURCES:

- In 2012, the oldest Dr. Fred Kortell paper entitled "Human resources management strategies in the context of globalization with reference to the situation of the Arab countries," eating the contemporary concept and strategies for human resources management in the light of globalization and to identify the implications and the impact of globalization on human resources management [9].

- In 2014, a researcher Aishvarya Bansal presented a paper entitled: "Computerised Human Resource Information System-An Emerging Trend for Managing Human Resources"

This paper highlights the fact that MNCs or HRIS in organizations can be increasingly useful or effective when it is based on technology of this research (paper) adopted a comparative analysis between the term or the future scope for the growth of the current HRS with the future (compared to the current analysis The future of the HRIS and MNCs [10].

This work aims to build an internal communications network for the system of human resources for the college system to follow the approved application method on the web web-application)), to cancel the non-regular work, and build a database of affiliated service, which includes the premium, and upgrade/ promotion, holidays, and certificates obtained, and documenting full service adherents electronically, and facilitate human resource management process through the division of tasks between the workers and the users log on the administrative structure of the Division of Human Resources. And the preparation of reports, which includes statistics on demand, and the preparation of interfaces group by which the database management and use interactive menus and interfaces are on the way of renovation, or read information Mounzb. As well as facilitate the transmission of data to the people and units of college and received through the internal e-mail between people and units of college.

3 SYSTEM ANALYSIS

For the purpose of the current system analysis has been done several field trips to the Human Resources Division of the College of Nursing, to inquire about the nature of the work of the Division, and the quality of data documenting the inside, and after personal interviews with a number of staff of the Division recorded the following observations:

- After the interview the persons responsible in the division, and their discussion and see the records Mounzben (faculty + staff) has been observed that there is no computerized system to restrict the full information Mounzben, relying on manual system to record information in the records.

- The system used in the Division is a set lists formed by Microsoft(Excel) program is a standalone program, and is linked to other systems, and does not meet most of their needs. And that the system is designed using the proposed distributor (ASP.NET) technique language (C#).

- There is no complete database, and organization.

4 IDENTIFICATION REQUIREMENTS

The process of system development life cycle begins verifying that the institution does so in a real need to develop flowing to the information processing system. This is done by making sure it is not already existing system efficiency in the organization, and not met the requirements quickly and translate this need in terms of the new system sets goals for the development and establishment.

Have been identified following the new system requirements for the purpose of achieving:

- Facilitate the work of all units / divisions and departments within the college and organized.

- Send data, books and documents and received a computer between units / divisions and sections of the college and not by certified mail.

- Do not allow unauthorized persons to enter the system..

- The division of tasks between workers users, according to the administrative structure of the Division of Human Resources.

5 SYSTEM DESIGN

The system design process is the responsibility of the system analyst, as determined tasks put structure to arrange the parts of the system in an integrated image to achieve the required goals, including the coordination of activities and operating procedures, and the order of devices, and how to use them in order to be able to meet the needs of the system. . And describes the charts (1,2,3,4) system processes the two levels (01,00)

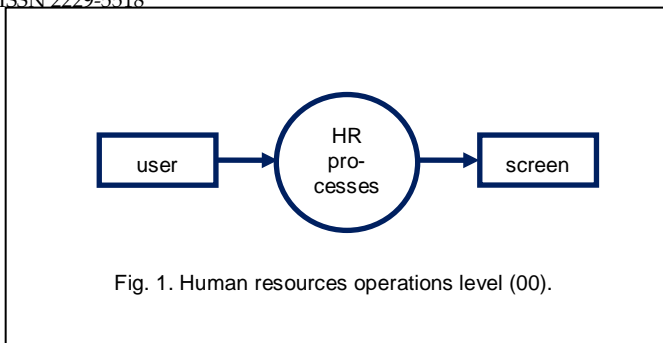


Fig. 1. Human resources operations level (00).

6 BUILD THE SYSTEM AND CONFIGURE THE DATABAS

Steps to build the system consists of:

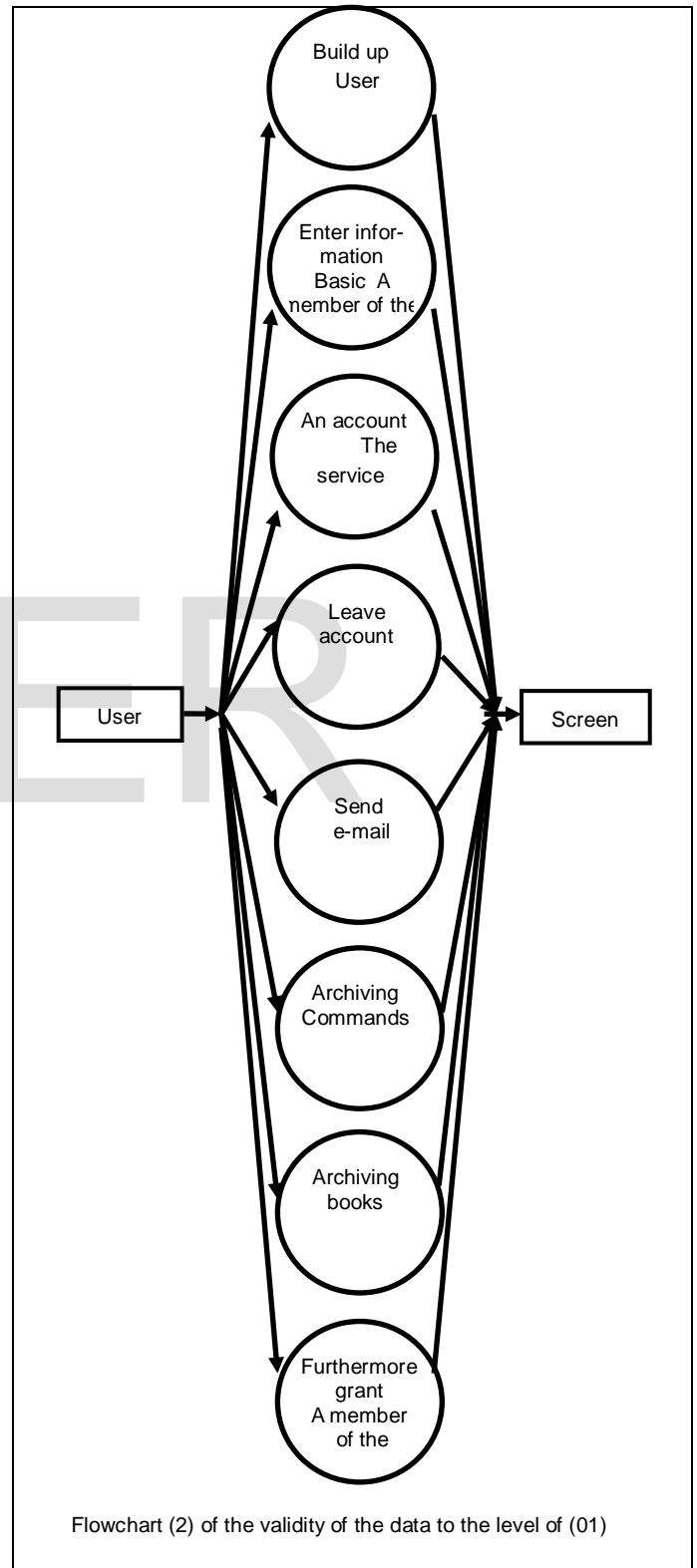
- o build tables (Tables)
- o building supply (Views)
- o graph building (Diagram)
- o building interfaces (Forms)

6.1 EXTERNAL LEVEL (VISUAL LAYER) OF THE SYSTEM:

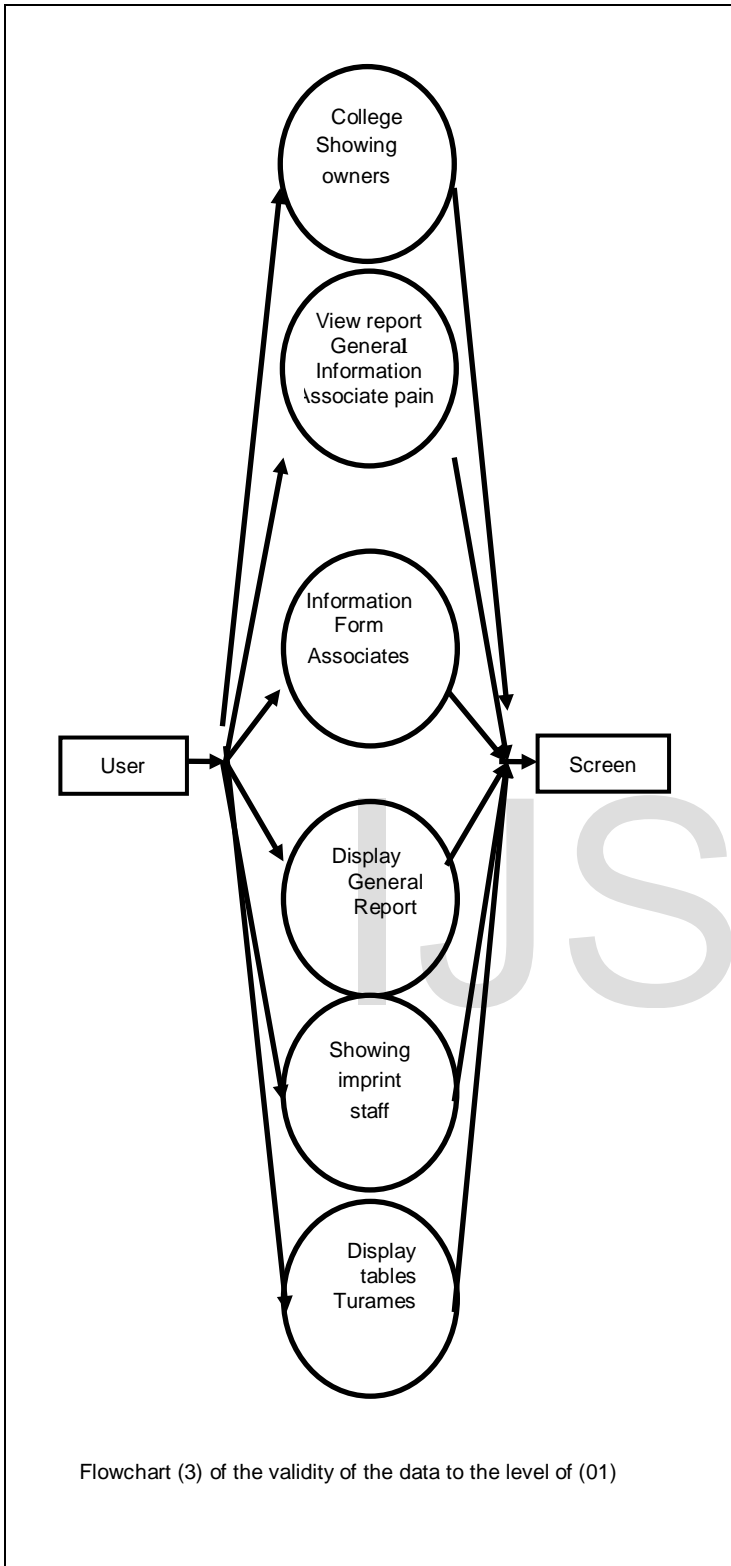
It is the part that targets users across language of communication, communication, and data retrieval as this level provides a user's ability to deal with the stored data, and focuses on how to display the data to the user [11], and is at this stage to draw diagrams to reflect the different views of the beneficiaries [12]. HR system cares about human resources and administrative operations according administrative contexts in force in the college, which specializes affiliated service, as it starts from when his appointment and the issuance of recruitment and direct orders and (functional sequence) to allocate to retire, and on which is calculated functional degree of where upgrade / promotion, and the premium, and how to make changes in salary, as well as the system Turning to leave, and how calculated, in addition to the installation of books and administrative orders issued against the enrollee as a process whereby the work of archiving as a summary are all affiliated with the Service. As commands are saved and books for Mounzb to easily retrieve and configure the binders Calculating the degree of functional in terms of upgrade / promotion, and the premium, and how to make changes in salary, as well as the system Turning to leave, and how calculated, in addition to the installation of books and administrative orders issued against the enrollee as a process of archiving, with which the work of the summary are all affiliated with the Service. As commands are saved and books for Mounzb to easily retrieve and configure its own dossier electronically. "As well as the preparation of reports for a number of associate who reached the legal retirement age limit (ie over the age of 63 years). In addition to the archive process system Turning to the e-mail between people / units. As care system electronic fingerprint as they are after the withdrawal of the footprint of the fingerprint device adoption of the employee number and the integration of these data in a special register within the database where it is imported from the form issued by the fingerprint device to the formula base system data which is (SQL Server).

After the process of information gathering and analysis, the

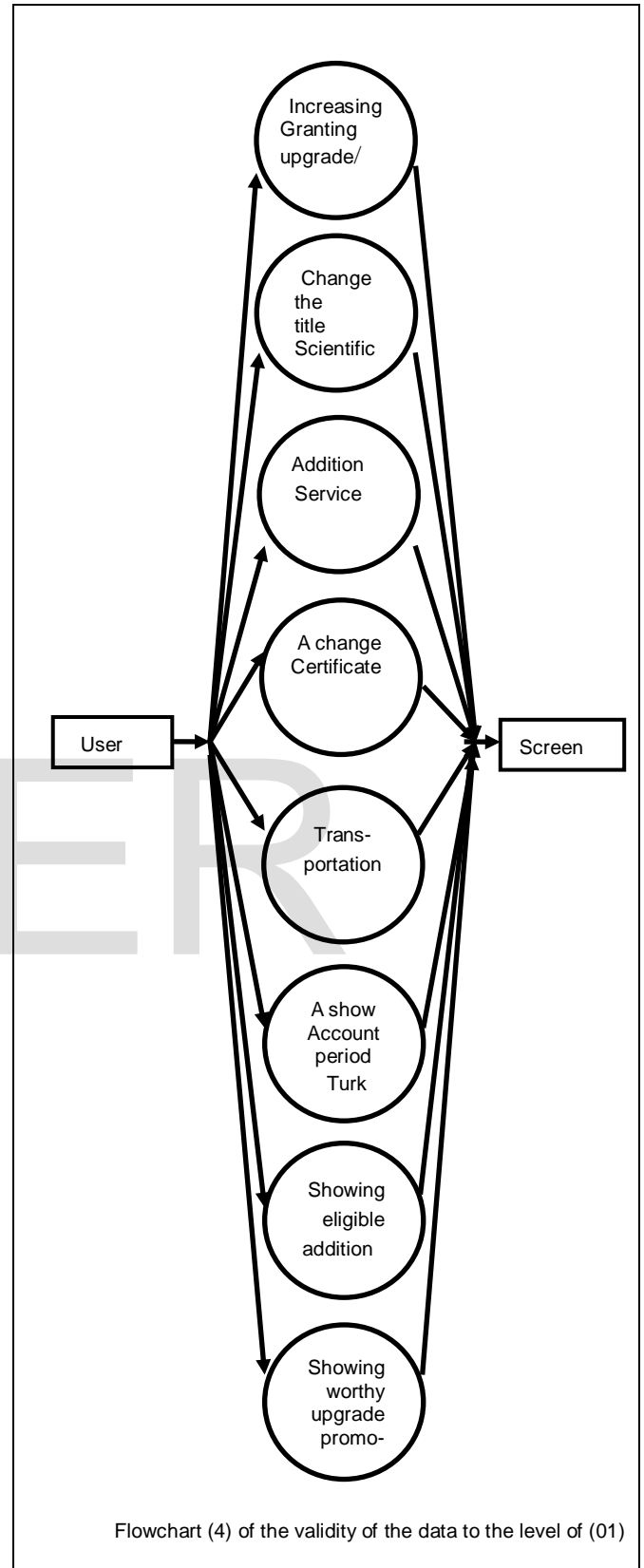
database configuration within a folder
 (C:/ Program Files / Microsoft SQL Server / MSSQL10_50. MSSQLSERVER / MSSQL / DATA)
 And the system consists of twenty-seven calendar database as shown in Table 1, which was obtained after normalization, the language has been configured SQL Server R2008.



Flowchart (2) of the validity of the data to the level of (01)



Flowchart (3) of the validity of the data to the level of (01)



Flowchart (4) of the validity of the data to the level of (01)

TABLE 1 The System Database Tables

Coding tables	Secondary tables	Main tables
tb_allocation type	tb_subdocumen	tb_users
tb_certificates	tb_subemp_added_services	tb_Employees
end_service_type_tb	tb_subemp_allocation	Commandtb
tb_group_type	tb_subemp_certificate	Departments
tb_educations	tb_subemp_let_services	Documenttb
tb_marage_status	tb_subemp_rest	tb_jobs
tb_office	tb_suboffice	tb_Finger
tb_rest_type	tb_dp_unitdoc	tb_Finger_File
	tb_empdoc	tb_finger_setting_file
		tb_justification

7 APPLICATION SYSTEM

The system aims to build an integrated personal information database, and functional to employees of the recipient, and documenting the full service adherents record, and to facilitate human resource anagement process through the creation of the required information quickly and easily.

This was done using the approved application method on the web web-application), which allows access to its own link from anywhere via the Internet, privacy, and confidentiality guarantee, and by authorized users to use it, as the system prepared using the software (Visual Studio.net) and databases (SQL Server 2008).

8 THE SYSTEM INTERFACES:

Used graphical interfaces (GUI) for easy user, and contains interfaces to all the tools needed when conducting operations on the program.

It has been in this business information Mounzben storage (staff, faculty) lectronically, and the work of the reports, which includes statistics and custom, and was also used User interfaces through which the database management, and these interfaces, the main interface where it is through access to destinations interactive other.

9 CONCLUSIONS

After that was built distributor labor system, using (ASP.NET) technology language (C #), and its implementation and use in the Human Resources Division of the College, it was concluded the following points:-

- Using SQL Server Database Database Software 2008, and distributed systems, manual labor has been converted to a programmatic work is easy to deal with data and updates them, saving effort and speed for users of the proposed work system.
- Provides (ASP.NET) Technology high level of security.
- Distributor work system succeeded in achieving the basic concepts of distributed systems such as transparency and linking users and resources with each other.

- Distributor work system succeeded in achieving its goals, as well as the overall objective in pushing distributed information systems within the Iraqi institutions and departments.
- The system designer has provided easier to track daily business (store, modify, and delete) any updated information on an ongoing basis, and access to information on a permanent basis, pull reports and inquire about the required data.
- Cancellation work irregular.
- Facilitate the work of all units / divisions and departments within the college and organized.
- Send data, books and documents and received a computer between units / divisions and sections of the college and not by certified mail.

10 RECOMMENDATIONS

- After using the system proposed distributor of Human Resources Division of the College of Nursing, was extracted following recommendations for the development of future work and improve the system:
- expand the system to include the proposed distributor college (college connecting sections) all of them.
- Implement the distributor system work in human resources people baptisms and other colleges and linked with the Human Resources Division of the University of Mosul presidency using networks to follow up monthly or daily business and get reports from all colleges and permanently.

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