

## **DEVELOPMENT OF SELECTED COMPONENTS OF A HUMAN RESOURCE INFORMATION SYSTEM FOR JOHN KEELLS FOOD PRODUCTS**

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Information is a very valuable resource, for an individual as well as for a manager. Information about employees of a firm is critical in management. Firms, and their managers, are very keen on the effectiveness and efficiency of all the management functions under the firm's control.

With the accelerating development of Information Technology, IT is used in many management functions. One such organizational function is human resource management.

All managers including Human Resource Managers are very keen about developing an effective Computer Based Information System. There is a need of such system for a stand alone computer, as well as a networked computer system to input and view information about their employees from different locations.

The objective of the project was to prototype selected components of such a Human Resource Information System (HRIS) for a selected firm. Such a system can be modified and true data added to operate in real situations. It will also act as a decision support system in helping decision making about employees' affairs. The organization selected was John Keells Food Products. The scope of the prototype of the HRIS was limited only to employee personal information, employee family information, work information and some components of Performance Appraisal. The specific objectives also included the development of a very good graphical user interface, and to enable the system to be used on the intranet of the organization.

Software used for development was Microsoft Access 2000, with Microsoft Office XP for Windows, and Microsoft Visual Basic. The necessary output was designed so as to enable modifications to the system, after having formal discussions with the selected organization. Development of the system included, requirement analysis, system analysis, system specification, system designing, programme and database prototyping, testing and debugging at unit levels as well as after integration. The prototyped system was evaluated at system level with the human resource personnel of John Keells Food Products.

The developed HRIS includes 12 Tables, 24 Queries, 15 Forms, 08 Reports and 15 Data Access Pages. This prototyped system can be used by any type of organization with few modifications. This is a user-friendly system with a graphical and Internet interface and requires only basic computer skills from a user.

At present the product is capable of providing selected information regarding employees. With the addition of other features, this should be developed into a complete Human Resource Information System. Apart from functioning as a stand-alone package, the product can also collect and disseminate information via a net server. Thus even if the firm does not have an Intranet system, this can be used in another computer connected to the Internet.