Stage 3 - Business Analysis and Systems Recommendation

Name of the Student

University Name

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**Requirements**

The online database management system will be installed, and MySQL has used an authentic software solution. It will allow the candidates to create their accounts on the webpage of the company where they will enter all their details. They will have their unique id and password. The clients will be allowed to update and edit their information. The recruiter and HR staff will access this information, and after proper scrutiny, they will call the shortlisted candidates for test or interview. Online recruitment system allows all the stakeholders to do better work with more reliable and authentic ways. The chances of errors and mistakes are lower by using online technology solutions (Greiner, 2015)

1. **Stakeholder Interests**

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| **Role** | **Specific problem related to the current hiring process** | **How a technology solution to support the hiring process could address the problem** |
| 1. CEO   Samuel Johnson | The CEO of MTC is concerned about the recruitment of the right people because it influences the performance of the organization. The current hiring system is not capable of quick induction of new staff. | The online database management system MySQL will improve the hiring process which will help the organization both in the short term and long term. |
| 1. CFO   Evelyn Liu | According to the CFO, the current hiring system is inefficient and not cost-effective. | The technology solution will Improve the current hiring process and will enable future functionality for the success of the company. |
| 1. CIO   Raj Patel | The existing architecture and system are not much advanced, and the workforce is distributed. | The new software solution will be more secure, which will replace the old manual hiring process. |
| 1. Director of Human Resources   Joseph Cummings | The rapid growth of the business and the future plans for business expansion required immediate hiring. The existing system cannot meet these challenges. | The new online MySQL database will provide solutions which are easy to use and will interface the existing systems and will enhance the processes. |
| 1. Manager of Recruiting   Sofia Perez | The company needs to hire 75 to 150 staff in the next three months which is not possible with the existing system. | The new technology solution will save the time of MTC's recruitment staff to a great extent. |
| 1. Recruiters   Peter O’Neil (along with Mike Thomas and Jennifer Blackwell) | With the existing system, some applications and resumes can get lost. Which is not retrieved easily when the hiring manager asks for the application of certain applicant. | The online database will solve this issue, and the applications will be easily retrieved. |
| 1. Administrative Assistant   Tom Arbuckle | The Administrative assistant has the huge issue paperwork of the resumes, applications, and job offers. | The technology solution will reduce the paperwork and will reduce the cost and time of the process. |
| 8. Hiring Manager*(Functional supervisor the new employee would be working for.)* | The current system is not working efficiently in identifying, interviewing, screening, and selecting of best-qualified applicants. | The electronic dashboard for the announced vacancies, list of candidates, and the position of each candidate against the requirements of the announced vacancy is highly needed MTC because of the future needs of staffing. |

1. **Defining Requirements**

There are several requirements for the online database management system. Some are the user requirements while others are the system requirements. The system requirements are those which allow the system to run and assist the users. While the stakeholder's requirements are those which they expect from the system, and the system positively influence their performance (Noe et al., 2017).

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| **Requirement ID** | **Requirement Statement** | **Stakeholder**  (Position and Name from Case Study that identified this requirement) |
| **User Requirements –** *(What the user needs the system to do)* |  |  |
|  | The system must store all information from the candidate’s application/resume in a central applicant database. | Recruiter –Peter O’Neil |
| 1. Integrated information | The information stored in the ERP system is consistent and highly accurate. This is used for further decisions. | CEO  Samuel Johnson |
| 1. Financial information | There is one set of financial statements in the system. There is no errors and every statement match with each other. | CFO  Evelyn Liu |
| 1. HR Information | The online database is used by employees to enter their details, and the managers across the organization view these details. | Director HR  Joseph Cummings |
| 1. Enhanced security | The data is stored in one location, with high-security layers, which is used for better decision making. | CIO  Raj Patel |
| 5. (Reporting-*Output of organized information retrieved from the system)* | The data stored in the online database management system is accessed and must use for future hiring plans. | Administrative officer  Tom Arbuckle |
| **System Performance Requirements –** *(How the system will perform)* |  |  |
|  | The system must be implemented as a Software as a Service solution. | CIO – Raj Patel |
| 1. Software and Hardware | The system must need up to date hardware and software tools, which include CPU, ram, graphics, operating system, etc (MySQL :: MySQL Workbench :: 3.1 Hardware Requirements, 2019) | Administrative officer  Tom Arbuckle |
| 1. Data Up gradation | The system must be updated with the latest data such as the applicants, recruitment procedures, and employees record. | Manager of Recruiting  Sofia Perez |
| 1. Confidentiality | The system must be protected, and the personal data of employee or candidate must not be shared with others. | Director HR  Joseph Cumming |
| 4. (Security) | The system must be secured, and authentication must be used for security. It must allow users who have the user ID and password. | CIO  Raj Patel |
| 5. (Security) | The system must be encrypted to transfer data with high security. Encryption allows only the authorized person to access. | CIO  Raj Patel |

References

Greiner, B. (2015). Subject pool recruitment procedures: organizing experiments with ORSEE. Journal of the Economic Science Association, 1(1), 114-125.

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Noe, R. A., Hollenbeck, J. R., Gerhart, B., & Wright, P. M. (2017). Human resource management: Gaining a competitive advantage. New York, NY: McGraw-Hill Education.