

HUMAN RESOURCES MANAGEMENT SYSTEM FOR THE MINISTRY OF HEALTH SRI LANKA

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This dissertation is submitted in partial fulfillment of the requirements of the Degree of Master of science
in Information Technology

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June 2006

91239

Abstract

The Health Ministry of Sri Lanka has more than 90,000 workforce and around 364 job designations. Internet based human resources management system was proposed for the Ministry of Health, since retrieving, sorting and processing personal details of workforce of health sector is a very tedious task.

The Health Ministry maintains personal details of employees, their annual transfers, training courses, employees' dependents, employees' promotions, increments and benefits, details of internal exams, experience and qualifications, foreign visits etc Personal Administration Staff as well as employees are not satisfied and frustrated with the existing manual personal file system due to the drawbacks, wasting time, unfair treatment to the employees etc

Therefore it is essential to establish web based human resources management system which will speed up administrative work more efficiently and effectively, enhance productivity, speed address to employees' grievances and job satisfaction.

The system has to be developed using platform independent open source software. Further, system should be user friendly, robust, reliable and secure enough to maintain confidentiality of employees' personal information Therefore. I have greatly utilized HTML, XHTML, DHTML, and Java Scripting for client-side programming The server-side programming is done using PHP MySQL is used to create databases and most popular Apache used as web server.

The information on existing and required web based system was gathered mainly by discussing requirements with staff of the Department of Information Technology, Ministry of Health (Line Ministry), going through existing database, reading documents and manuals, and interviewing various subject clerks at Deputy Provincial Director of Health Service Office (Ilambantota).The system requirements are analyzed according to the Object Oriented Methodology using UML based CASE TOOL "Enterprise Architect version 4.51".

It was greatly encouraged to carry out this project because it could be used in any- large organization to administrate their workforce efficiently and author was able to complete the project with required features successfully..