

DESIGN AND IMPLEMENTATION OF A COMPUTERISED  
EMPLOYEE PROFILE MANAGEMENT INFORMATION SYSTEM: A  
CASE OF MINISTRY OF  
EDUCATION AND VOCATIONAL TRAINING, ZANZIBAR.

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**DECLARATION**

**HEMED HASHIL SAID BIT/19327/72/DF** and **KAUTHAR SAID ALI BIT/166255/72/DF** hereby declare to the best of our knowledge that this graduation project is our original work and that it has never been submitted to any University or any other institution of learning. The literature and citations from other people's work have been only referenced and acknowledged in the text and reference.

HEMED HASHIL SAID

SIGNED.....

Date.....20/04/2011.....

KAUTHAR SAID ALI

SIGNED.....Date.....28<sup>th</sup> April, 2011.....

**APPROVAL**

I, SSEBANDEKE hereby certify that this work has been done under my supervision and approval.

Date 20/04/2011

Signed Yakoub

MR SSEBANDEKE YAKOUB

### **DEDICATION**

We dedicate this work to our Parents for all the love, understanding, encouragement, material and moral support without whom, our education would not have been success. To our dear brothers, sisters and friends together with our inspiring supervisors Mr. Ssebandeke Yakoub, thanks for the encouragement and support during the time of our study.

## ACKNOWLEDGEMENTS

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## CHAPTER ONE

### INTRODUCTION

#### 1.0 Introduction

This chapter described the Background of the study, problem statement, purpose of the study, objectives, Research questions, Hypothesis, Scope of the study, Significance and the Conceptual Framework.

#### 1.1 Background of the study

Ministry of education and vocational training is government ministry located in Zanzibar Island in Tanzania. It concerns with teachers, all primary and secondary schools, all educational institutions in Zanzibar and other activities.

Before in Human recourse department in this ministry was used paper-based system in their operations. These paper-based systems had a lot of disadvantages. The previously system was characterized by delays in processing, tiresome repetitive tasks, and duplication of data or redundancy. There was great inefficiency in the manual systems used by the human resource department. This was evident from the many hours that workers and management spend at the offices to their daily activities, and unwillingness of the staff involved in the updating or referring to the information stored in manual files as they complain of the task being tiresome. Compiling employee reports to the management also took a lot of time. It can lead to loss of crucial data which results into low quality of services.

Computers and Information Technology play an important role in the growth of organization. Database, networks and communication technology enable quick, reliable decision making. This project involved the design and implementation of computerized employee Management System. In this system data that can be stored in form of database using user friendly interfaces. The interested parties of the system are accessing this information with a lot of ease compared to the paper based.

According to the management of human resource department, there is an increase in the number of employee and thus the ministry is having large amounts of data. For using the manual system and it has proved to be hard for the inventory department to keep track of the employee information, This was caused by the large amount of paperwork involved, and finding system used which involved physical files and file cabinets. The above problems led to the need for further studies of the system to come up with a solution for the problem.



## **1.2 Problem statement**

Due to the large volume of data that is required to be stored, processed, analyzed and also shared among staff, Ministry Of Education And Vocational Training as our Case study faces a lot of problems like Paper-based manual system is causing errors and it is insecure whereby records are easily misplaced, destroyed and can be accessed by unauthorized people. Also this paper based manual system is very slow, it might take hours or days to update records, and to generate periodic reports for planning and decision making, considering human resource department as an area researcher need to design software to manage the records of employee of the ministry. Therefore, it is deeply necessary to design and implement a computerized employee profile management information system for human resource department.

## **1.3 Purpose**

The purpose of this study was to design and implementation a computerized employee profile Management information System for Ministry of education and vocational training Zanzibar to manage its employee information.

### **1.3.1 Objectives**

1. To plan measures that should be taken in order to design and implement Employee Profile Management System.
2. To design a system that generates daily, weekly and monthly reports that help to analyze employee information.
3. To implement employee profile management information systems in order to evaluate, monitor, development, deliver cost-effective Information and Communication Technology (ICT) solutions.

## **1.4 Scope**

This study was conducted in human resource department in ministry of education and vocational, Zanzibar. This project was specifically seeking to determine the problems to manage the records of employee of the ministry and improve the current paper based

manual system. This project limited to planning, design and implementation of Human resource department.

### **1.5 Significance**

The research is very significant to the human resource department in ministry of education and vocational, Zanzibar. Since, in this system data that stored in form of database using user friendly interfaces. The interested parties of the system is accessing this information with a lot of ease compared to the paper based.

For instance system are maintained then few employees will be employed hence saving cost and reduce numbers of the employee increasing the ministry's profitability status.

Also it helped the management to track all employee information, reporting and analysis of employee information, since system will run on a networked environment and a database will be used the information will be shared efficiently hence reduce the time wasted by moving from one office to another. This probably increase the privacy of employee's information since the database will be accessed by the authorized user only or increase the security of the employee's information (sensitive information) from unauthorized persons by using views and granting of privileges in the database.

Research will help the researcher to get more experience on designing and implementing systems.

### **1.6 Conceptual framework**

The conceptual framework shows the work flow of the proposed system from different offices according to the approach the HRM department. It shows how they go about with processing different transactions in the department.

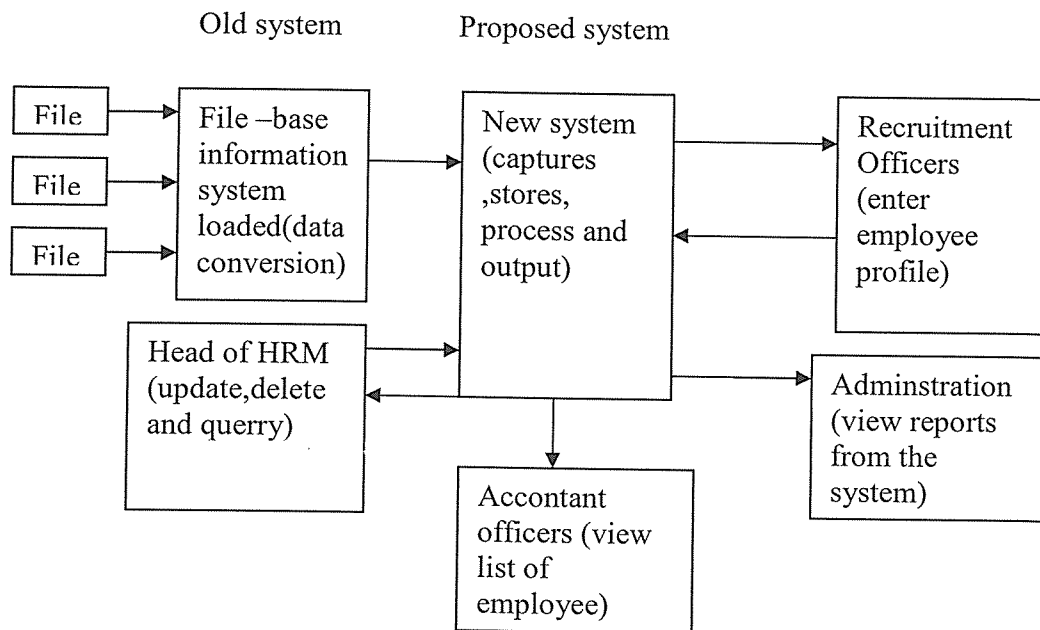


Fig 1.1:Conceptual framework.

### 1.7 Theoretical framework

The system reload the data from the existed system that file base system using method of data conversion all data will input in the new system

The recruitment office is where data is input information (employee profile) and sent into the database for processing to preview different reports.

Head of department views processed data by updating, deleting and querying different reports.

In the account office view the list of workers and their prospectors to use it in their work.

Administration views the reports that produced by the system so that can able to use it their management process.

## CHAPTER TWO

### LITERATURE REVIEW

#### 2.0 Introduction

This chapter provides review of the issues that have been explored and studies both theoretically and empirically in the existing literature made by other scholars and academicians on employee profile management systems. Literature review covers different knowledge of various authors about the project.

#### 2.1 Information system

Information system sometimes, referred to as a system of persons, data records and activities that process the data and information in an organization and it includes the organization's manual and automated processes. Computer-based information systems are the field of study for information technology, elements of which are sometimes called an "information system" as well, a usage some consider to be incorrect (Aronson, 2001).

#### 2.2 Role of information systems in an organization

- Helps managers with planning, controlling and decision making
- Enables organization to utilize resources optimally
- Enables employees to utilize time effectively
- Acts as a communication tool within the organization and outside environment
- Helps an organization to produce products and services of high quality through avoiding errors/mistakes.

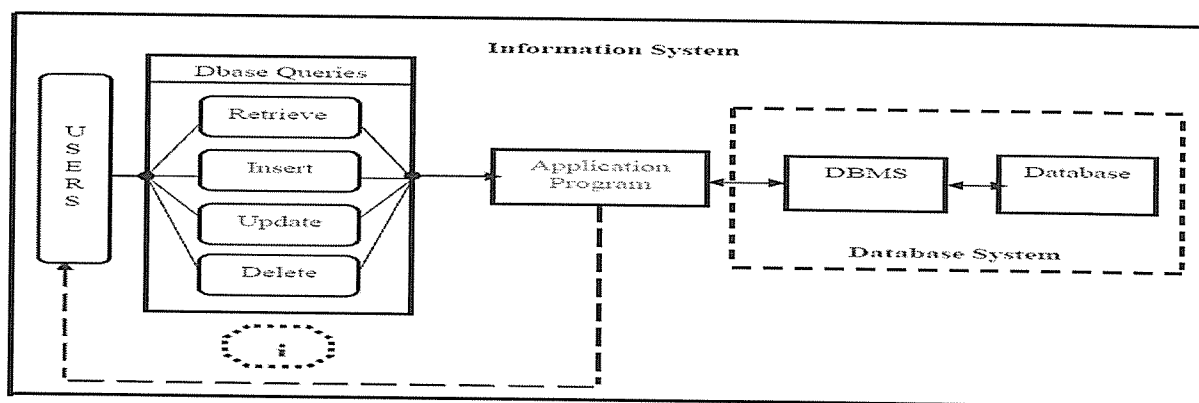


Fig 2.1: An information system.

### **2.3 Management information system**

Management information system is an information system application that provides for management oriented reporting. These reports are usually generated on a predetermined schedule and appear in a prearranged format.

Management information system can present detailed information, summary information, and exception information. Detailed information is used for operation management as well regulatory requirements (as imposed by the government). Summary information consolidates raw data to quickly indicate trends and possible problems. Exception information filters data to report exceptions to some rule or criteria (such as reporting only those products that are low in inventory). As long as organizations continue to recognize information as an important management resource, opportunities for MIS development will expand. (Whitten, 2000).

Wikipedia (2010) defines a Management information system (MIS) as a discipline focused on the integration of computer systems with the aims and objectives of an organization.

Also 'MIS' is a planned system of the collecting, processing, storing and disseminating data in the form of information needed to carry out the functions of management. In a way it is a documented report of the activities that were planned and executed.

Not only do MIS systems allow for the collation of vast amounts of business data, but they also provide a valuable time saving benefit to the workforce. Where in the past business information had to be manually processed for filing and analysis it can now be entered quickly and easily onto a computer by a data processor, allowing for faster decision making and quicker reflexes for the enterprise as a whole. This therefore is in line with the objectives of this study.

### **2.4 Human resources management information systems**

These are concerned with activities related to workers, managers, and other individuals employed by the organization. Because the personnel function relates to all other areas in business, the human resources management information system plays a valuable role in ensuring organizational success. Activities performed by the human resources management information systems include, work-force analysis and planning, hiring, training, maintaining employee records, track employee skills, job performance, and support planning for employee compensation and career development .MIS is used to maintain data on the firm's

employees to support the human resources function, human resources planning, storing the information, training and development, (Wisegeek ,2009) .

According to bestpricecomputers (2010), Human Resource Management Systems (HRMS) provide a link between human resource management and information technology. HRMS allow enterprises to automate many aspects of human resource management, with the dual benefits of reducing the workload of the HR department as well as increasing the The field of human resources is one that is often overlooked in enterprise management. This situation is aided by the fact that an efficient Human Resources department should function without fanfare. For example, when a project team successfully launches a product on time and within budget it is hailed as a great success. When the HR department manages the administration of the enterprise successfully it can go virtually unnoticed – after all, the Human Resources department is simply expected to work; only attracting attention when there are problems. (Bestpricecomputers, etal).

## **2.5 Other organizations**

PeopleStreme HR Software is a set of modular HRIS systems, which provide many solutions for dealing with years of cuts in the Human Resources department. HR software facilitates more effective Workforce Management and releases much needed time so that critical payroll, recruitment and industrial relations issues can be dealt with more effectively. Human Capital professionals can then become more pro-active in helping the organization achieves maximum value from its HR Management systems and can better facilitate Employee Engagement. With record low unemployment and a generational shift in the workforce, many HR Management professionals find it difficult to also cope with the introduction of HRIS technology and this is where PeopleStreme has built an extraordinary reputation.

We Modify the Software to Suit the Customer: We understand that all organizations are unique and that it is this uniqueness which makes them special. This is why we have built our Human Resources Software as a range of modules which our clients can cherry pick to suit their own needs. In addition, we are happy to make changes where the client's own process can be better followed by doing so. PeopleStreme (2010).

“Our company suggests employee management system is not solely for big companies, but every organization that requires managing of their HR needs or workforce” says viteb.

Employee management software makes easy for the employer to keep a track and check on the human resource department just by a click of the mouse from anywhere in the world thus making the work extremely easy for people having offices at different locations. It makes easy to monitor the workings of the employees and manage them. viteb (2010)

Employee information management helps in deciding the future management needs and any changes that has to be made for greater productivity. It keeps the records of the functions performed by the individual employee playing a vital role at the time of performance appraisal. Employee management software can carry out many functions like employee data analysis, employee monitoring, centralized employee database, management of the time sheet, etc.

The usage of employee management system would ultimately reduce the overall management costs thus ensuring greater profits and reduced burdens. The system is very easy to use and can adjust into any business frame. (viteb, etal).

SPINX's clients testify it as one of the best employee management systems in LA, as we address all practical and real human resource concerns, and are versatile enough to meet each of our clients' unique needs. Employee performance management keeps track of employee's work profile and status of their job performance, which proves to be very helpful during performance and salary appraisals. Attendance and leave management, password management, staff management, allowance, employee management, user management, employee separation from organization, etc, are some of the many services an employee management system can offer.

SPINX's employee management systems are also designed to assist in strategic planning, and will help you ensure that your organization is equipped with the right level of human resources for your future business goals. Also, for those busy executive who are always on the go, our systems come with remote access features, which will allow you to manage your workforce anytime, at all times. These systems will ultimately allow you to better manage resources and reduce labor costs. Spinx (2010). Hence, design and implement of a computerized employee management information system.

## 2.6 Employee profile

Success Factors Employee Profile creates a dynamic company network where employees can use tagging, social networking, and other social media tools to paint a complete picture of themselves for all to see. This valuable repository of information can be accessed by others throughout your organization on-demand.

- **Get a more complete picture.** Uncover the "hidden" talents of your employees and put these skills to work for your organization.
- **Make smarter talent decisions.** Be more informed about individual employees before making key job assignment decisions.
- **Cast a wider net.** See far beyond the rigid confines of organizational structures and geographic locations when assessing your talent pool.
- **Share, collaborate, and build culture more effectively.** Create a corporate social network that drives performance through increased knowledge sharing and collaboration.

The power of Business Alignment and People Performance combined: Success Factors' Business Execution Software including Employee Profile helps organizations achieve maximal business results by aligning, arming and inciting organizations to greatness. Learn more about Business Execution Software including recruiting, performance management, compensation and more. Successfactors (2010).

## 2.7 Conclusion.

This chapter explained the literature review covers different knowledge of various authors about the project.



## CHAPTER THREE

### METHODOLOGY

#### 3.0 Introduction

This chapter describes methodology, techniques, population, sample size, data collection and tools to be employed in the study.

#### 3.1 Method

The method was based on the four phases of the system development life cycle (SDLC) which includes planning, analysis, design and implementation. Also the researcher was required to draw up a schedule to show the various tasks and activities against a specified time frame.

*Analysis phase:* During the analysis phase, the researchers required to study the existed system (previous system) and was expected to come up with a current system report. This report shows the strength and weakness of the existing system. The researcher will be also required to determine the requirements of the new system and come-up with a report. This report identified data, process and interface requirement of the new system. Also the researcher expected to produce a conceptual design of the database. This involved coming up with a conceptual design model which shows logical structure of the entire database. The target users of the system identified. System benefits and costs was assessed and the researcher came up with an analysis report.

*Design phase:* The researcher required to produce user interface and screen displays forms and report designs were also produced. The system architecture designed produced. This included coming-up with network models, hardware and software specification and also security design of the new system. Program designs were also produced to show how the program files linked to each other.

*Implementation phase:* During the implementation phase the researcher constructed the application and the database program codes, database and documentation was done during this phase. The researcher also documented the program tools and hardware tools and came up with a list of the software and hardware tools which were used to develop or build the system. During this phase the researcher required to produce a change management plan. This is a plan for organizational issues such as training, assessing cost-benefits of the system change of management policies etc.

### 3.2 Technique

The Relational Model is a simple technique model that uses the concept of a relation using a table rather than a graph or shapes. The information is put into a grid like structure that consists of columns running up and down and rows that run from left to right, this is where information can be categorized and sorted. The columns contain information related to name, age, and so on. The rows contain all the data of a single instance of the table such as a person named Michelle. In the Relational Model, every row must have a unique identification or key used to allocate the data that followed it. Often, keys are used to join data from two or more relations based on matching identification. Learn(2010).

Relational model is based on a relational database that allows the definition of data structures, storage and retrieval operations and integrity constraints. In such a database the data and relations between them are organized in tables. A table is a collection of records and each record in a table contains the same fields. Relational tables have the following properties:

- Values Are Atomic
- Each Row is Unique
- Column Values Are of the Same Kind
- The Sequence of Columns is Insignificant
- The Sequence of Rows is Insignificant
- Each column has a unique name.

### 3.3 Population

The population were target staffs of human resource department and head of that department. The staffs were provided the required information because they understood the existing system more than any other person in the ministry.

### 3.4 Sample Size

The researcher used suitable sampling techniques to select respondents, who were able to give accurate and reliable information in respect to their positions. Thus the head of department of human resource and some staffs of that department were expected to provide information concerning strategic objectives, policies and procedures, structure of the previous system, requirements and other information relevant to the research. For cost

effectiveness and time, the researcher were limited themselves to selecting 10 staffs from department making the sample size representing the entire department. They were expected to give information about the current record keeping system, problems encountered with obtaining relevant information under their authority.

### 3.5 Data Collection

The researchers used various ways to collect required information for the new system like Observation, Interview, and document review. “These methods was applied in the collection of the data. The selection of tools was guided by time, objectives and nature of data to be collected” says Amin (2002).

*Observation:* This method was useful especially where the required information was not easy to obtain due to restrictions imposed on the obtaining of such information that proved to be relevant to this research. Observation involved visiting the offices where the information is kept and taking note of what was going on and then came up with a conclusion. It included where the relevant staff was gone and pick bits of information they required. By observing this pattern, it was possible to define from the information they picked their role and as such came up with an analysis that helps in developing a better system.

*Interviews:* This involved physical contact with direct questions to the people being interviewed. It proved to be useful in obtaining first-hand information on the topic researcher investigates and therefore identifying requirements and gathering ideas and opinions. The interviews were mainly structured type with specific questions ask.

*Document Review:* Document review was used with the purposes of discovering the problems with the existed system, opportunity to meet with new need, values of the institution and information processing. This technique was done at Human resource department. The researchers were seek permission from the head of the department to be allowed to go through several documents, records and other sources that provided information seemed to be important to the researchers.

*Questionnaires:* This method involved written questions sent to the targeted group to acquire information that may not be obtained from the above research methods. It was very crucial as it provided sufficient time for the respondents to collect relevant information and send the feedback at their convenient time. The use of the two approaches at the same time in basic research was recommended by Gay (1996) as the best way to get sufficient results. Both approaches were enabled researchers to get relevant information for design new system. The

researchers preferred to use this method because of its ability to seek information from the respondents within a short time as supported by Gupta (1999).

### **3.6 Conclusion.**

This chapter mostly deals with the methodology, techniques, population, sample size and data collection was used in the study which the researcher was concentrated on.

## **CHAPTER FOUR**

### **SYSTEM ANALYSIS AND DESIGN**

#### **4.0 Introduction**

This chapter explains the system analysis and design that describes in details the design issues of the new system by looking at logical design, physical design, entity relationship diagram, data flow diagram developed by the researcher,. The new system is designed to meet the needs of human resource department. It is also ensure accurate record keeping and provide better services. It will be expected to overcome the weakness of the current system.

#### **4.1 Analysis of the Current System**

System analysis is a problem-solving technique. The major aims were identified problems of the current system as follows: It was hard for the ministry to keep the employees records and little critical analysis could be carried out basically because of the nature of the record storage. No progressive report pertaining employees details could be easily made; and the stored records (paper base) could easily be stolen, lost, misplaced or intentionally vandalized because of the improper security mechanism. The new system could provide confidentiality and integrity by solving those problems.

#### **4.2 Description of the New System**

After analyzing the current system, considerations of implementing a new automated employee profile system was made. It needed a well web based system to improve on employees' record system. This was done to improve the ministry's data dictionary, data integrity and security, quality of services and utilization of resources.

The new system led to the following advantages to human resource department:

- There will be increased functionality of the database. Every data will be entered in one database instead of there being a number of files, papers, books and registers scattered all over. This will create space that could be put to other use.
- It will help provide data consistency thus improving on accurate record keeping and data capture. Errors due to manual computations will be greatly reduced.
- It will help integrate the operation of the human recourse department and provide access to the data.
- The system will offer increased security to the system by use of usernames passwords.

- Only the relevant units will need to enter information that is of importance to it. This will reduce duplication of data.
- This information will then be easily shared therefore cutting down on time wastage.
- The system will keep records of all information of the employee.
- It will help generate reports of the employee that will be useful for planning purposes.
- The data will be stored proximate to the location where it is most frequently used and therefore can be referred to at any time.
- The development application and database will ensure a unified system of record keeping.
- The system will help increase efficiency and effectiveness of the department's services to the institution and the customers.

#### **4.3 User Requirements**

After data collection and analyzing, the researchers came up with the requirements of the new system that would best suit the users of the new system. The system after completion was expected to:

- Update records.
- Delete any records.
- Edit and refresh records.
- Add records that will need to be added into the system's database.
- Search for relevant records.
- Generate reports.
- Unauthorized users should not be allowed to access the database. This can be enhanced by use of passwords and user names.
- Relevant information should be made available to the relevant people.
- Use of security measure such as firewalls and anti-virus to trap unwanted information that might harm the system.

#### **4.4 Logical design**

This is concerned with the conversion of logical records structures of a data model supported by a database management system identifying entities and their matching attributes and the relationship types determining the attributes domain. It involves the use of entity relations diagrams.

#### 4.5 Entity Relationship Diagram

An entity relationship model is part of system development methodology that provides an understanding of the logical data requirement of a system independently of the systems' organization and process. Its also reflects a static view of the relationship between different entities

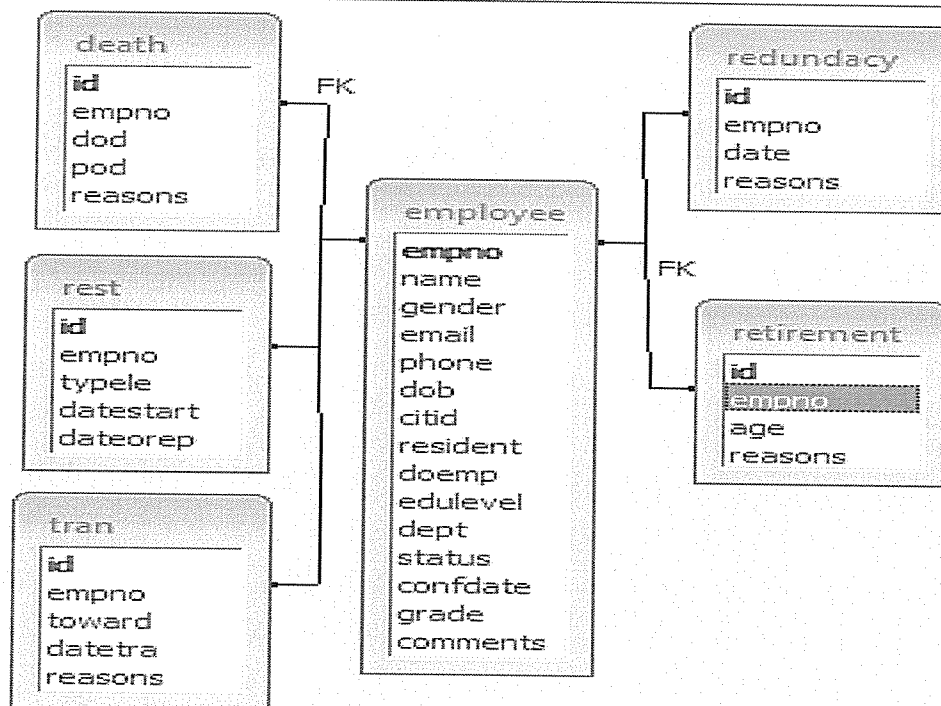


Fig 1.4: Entity relationship diagram.

#### 4.6 Data flow Diagram

Data flow diagram is a tool that depicts the flow of data through a system and the work of processing performed by the system (Jeffrey and Whitten, 2001). It can also be described as a graphical modeling technique that models the sources and destination of data inputs and outputs and the data maintained by the information system. It's a graphic design that shows both how data flows to, from and within an information system and various processes that transforms the data.

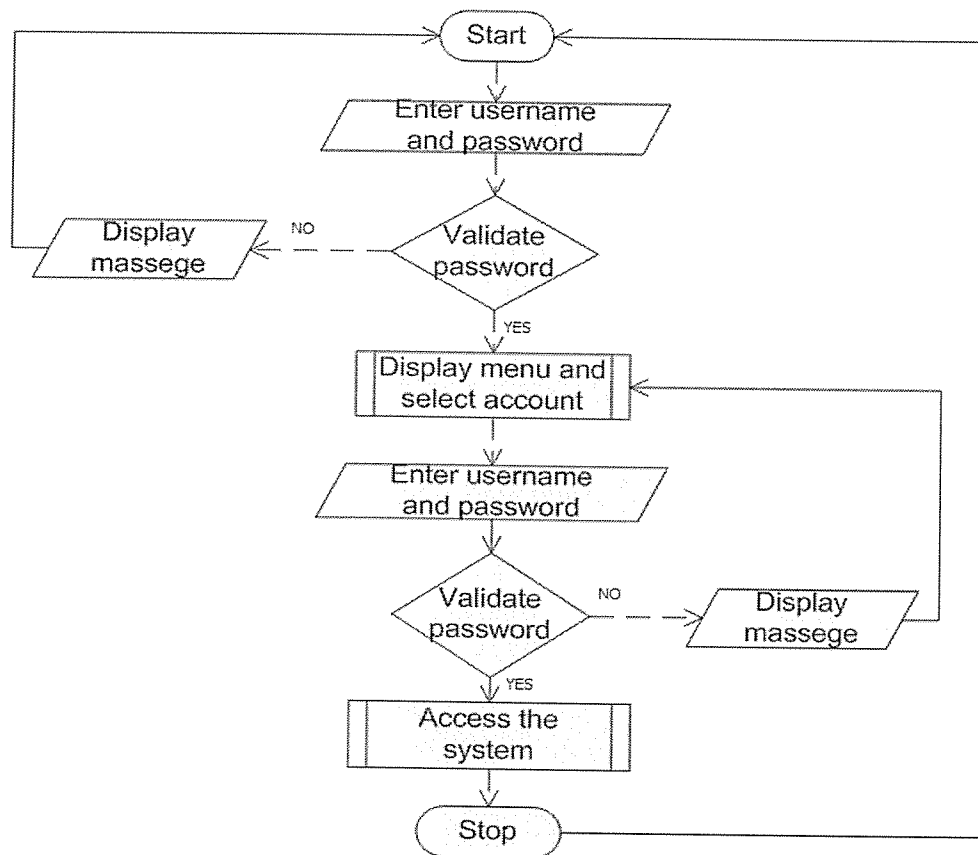


Fig 2.4: Data flow diagram.

The above flow chart shows how the user interacts with the system. When a user want to access the system by providing passwords and username to get permission to use the system according to the privilege given.

#### 4.7 Physical design

This is the last stage of the design process. Its major objective is to implement the database as a set of stored records, files, indexes and other data structures that will provide adequate performance and ensure database integrity, security and recoverability. Physical database design must be performed carefully since decisions made during this stage have a major impact on data accessibility, response time, security, user friendliness and similar factors. The following are the major inputs to physical design.

- Logical data structures that were developed during the logical design like the relational data models.
- User processing requirements that were identified during requirements definition including size and frequency of use of the database.



- Characteristics of the database management system (DBMS) and other components of the computer operating environment.

#### 4.7 User interfaces:

The index page; you are required to provide a username and password in order to access the employee profile system:

**MINISTRY OF EDUCATION AND VOCATIONAL TRAINING ZANZIBAR**

**WELCOME TO EMPLOYEE PROFILE MANAGEMENT SYSTEM**

PLEASE ENTER YOUR USERNAME AND PASSWORD !!!

**Member Login**

Username :

Password :

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Fig 3.4: Employee profile management system index page.

This page appears when a wrong username or password is provided.

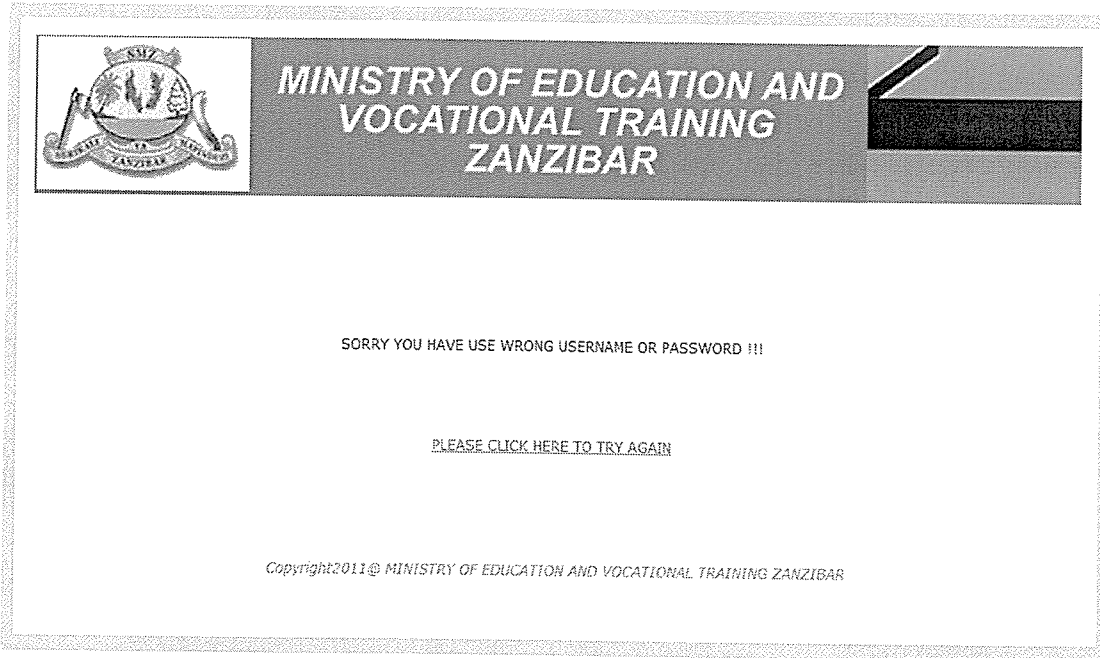


Fig 4.4: Wrong username or password page.

This page displays the menu of the system where user can select his or her account to be logged in.

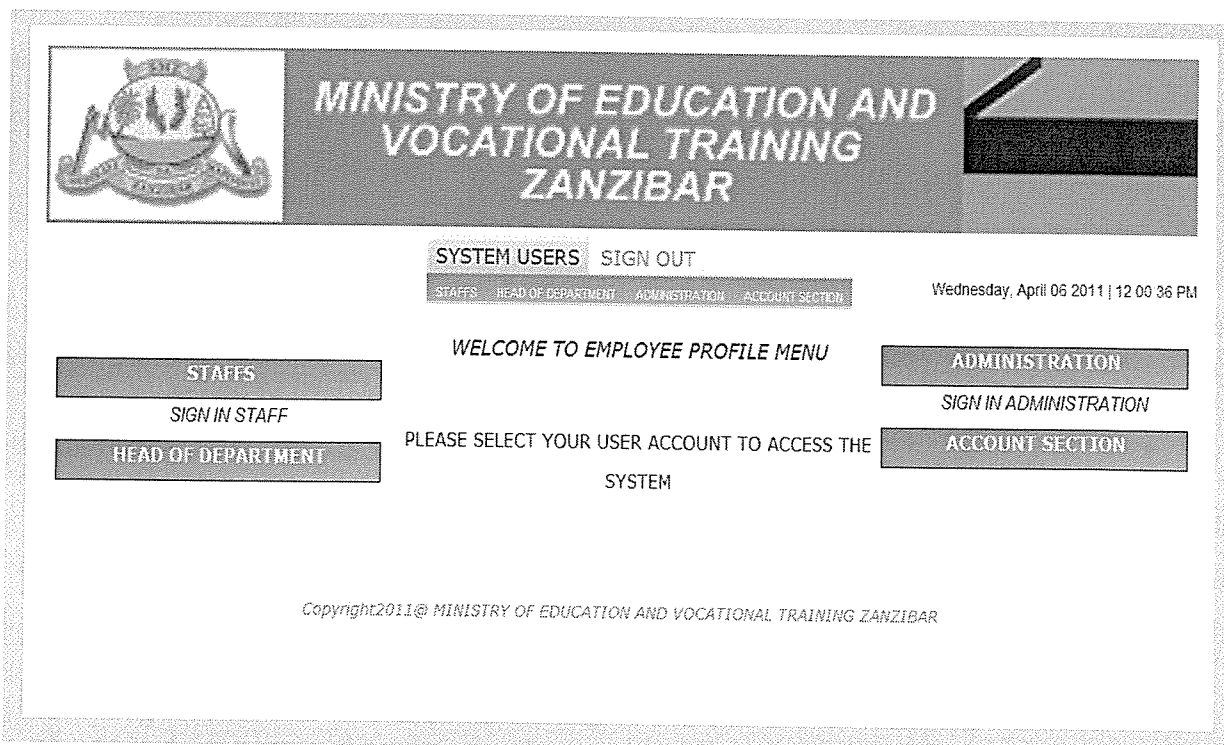
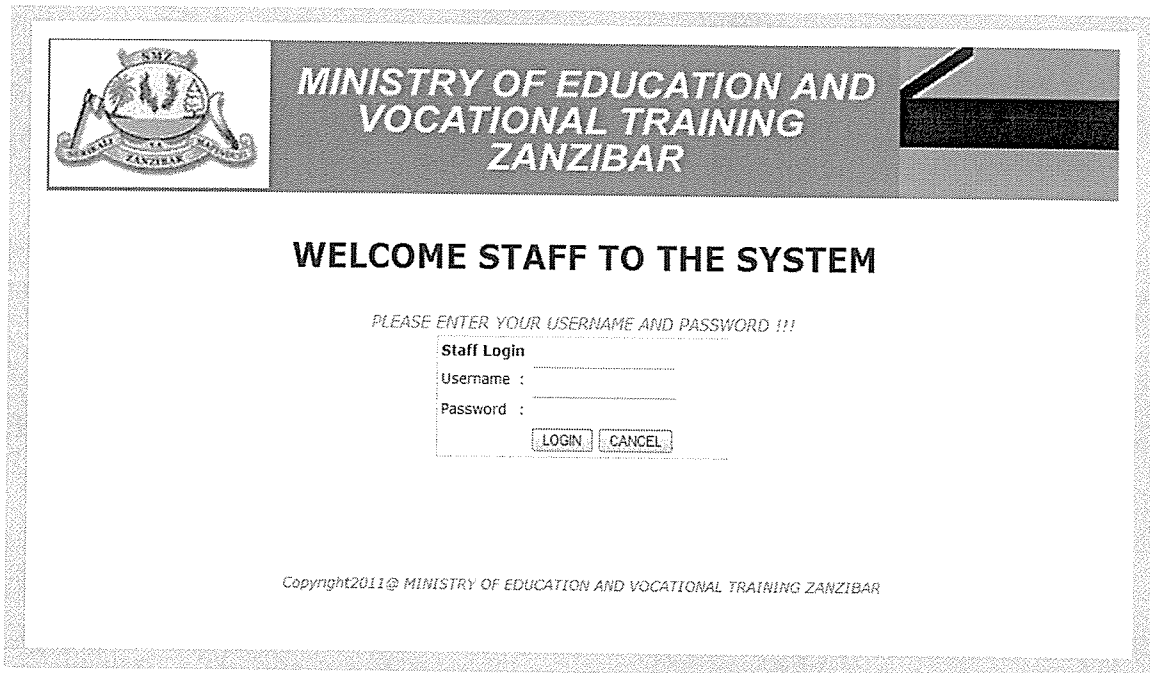


Fig 5.4: Employee profile menu page.

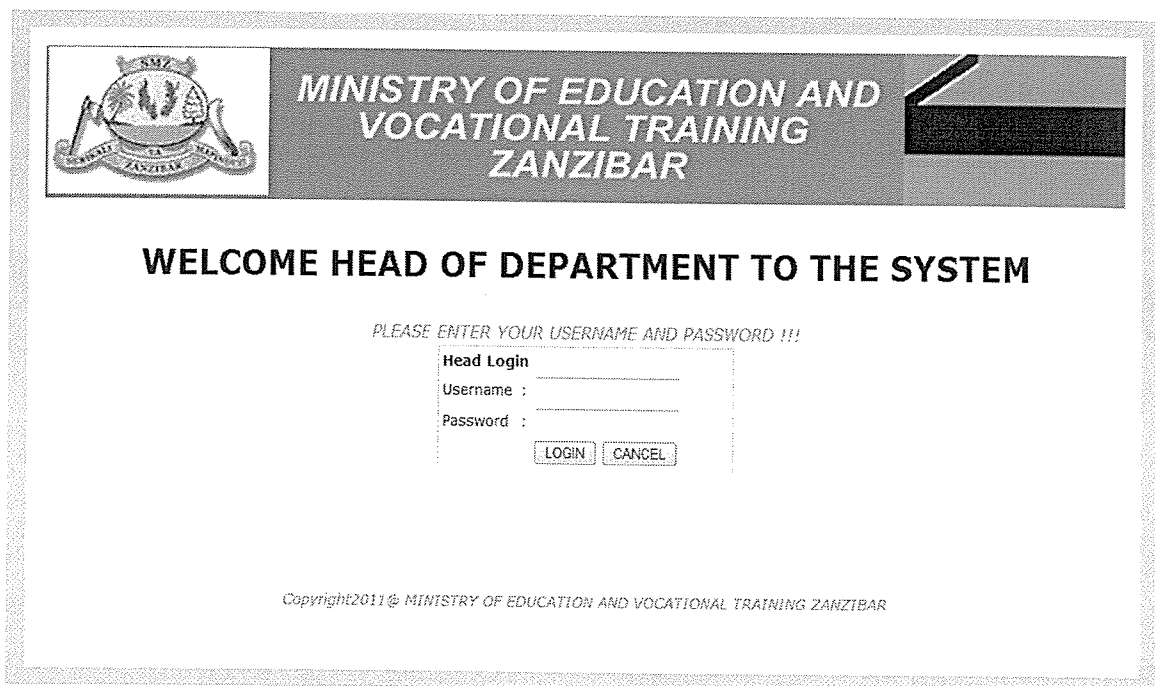
This page request staff user to provide their login username and password for account select to access the system:



The screenshot shows a web interface for the Ministry of Education and Vocational Training Zanzibar. At the top left is the ministry's logo. To its right, the text "MINISTRY OF EDUCATION AND VOCATIONAL TRAINING ZANZIBAR" is displayed in a bold, sans-serif font. Below this, a large heading reads "WELCOME STAFF TO THE SYSTEM". Underneath the heading, a prompt says "PLEASE ENTER YOUR USERNAME AND PASSWORD !!!". A login form titled "Staff Login" contains two input fields: "Username :" and "Password :". Below these fields are two buttons labeled "LOGIN" and "CANCEL". At the bottom of the page, a small copyright notice reads "Copyright2011@ MINISTRY OF EDUCATION AND VOCATIONAL TRAINING ZANZIBAR".

Fig 6.4: Staff user login page.

This page request head of department user to provide their login username and password for account select to access the system:



The screenshot shows a web interface for the Ministry of Education and Vocational Training Zanzibar, similar to the previous one but for head of department users. It features the same logo and ministry name at the top. The heading below is "WELCOME HEAD OF DEPARTMENT TO THE SYSTEM". The prompt "PLEASE ENTER YOUR USERNAME AND PASSWORD !!!" is also present. The login form is titled "Head Login" and includes "Username :" and "Password :" input fields, followed by "LOGIN" and "CANCEL" buttons. The copyright notice at the bottom is identical: "Copyright2011@ MINISTRY OF EDUCATION AND VOCATIONAL TRAINING ZANZIBAR".

Fig 7.4: Head of department login page.

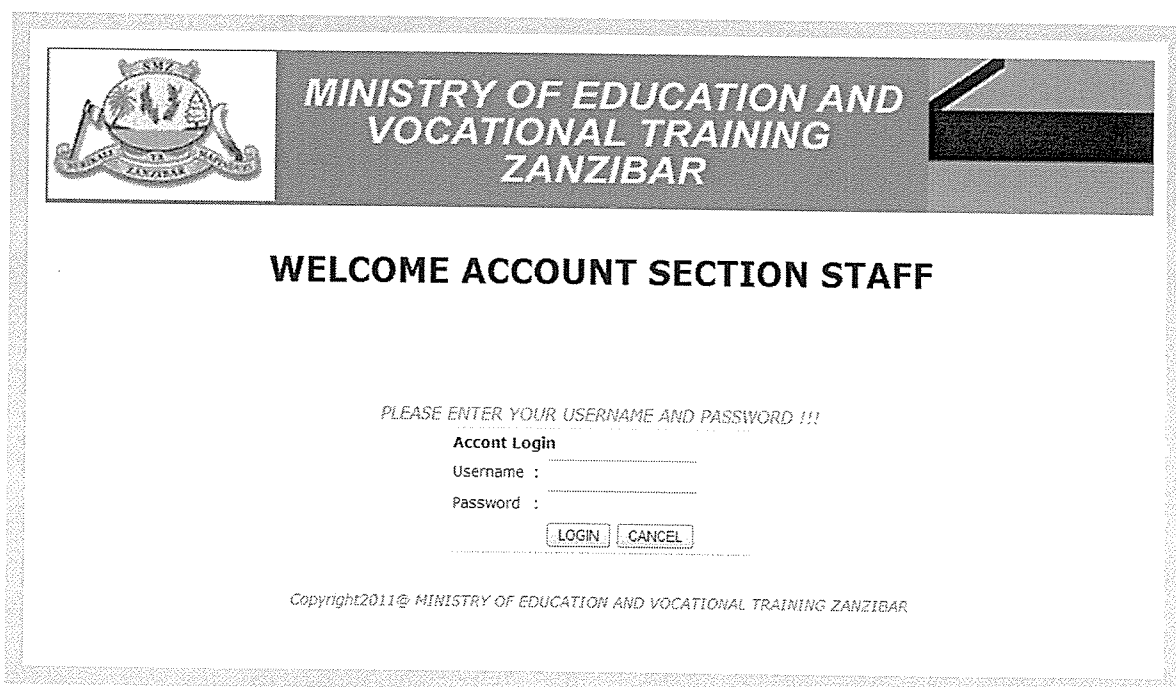
This page request administration user to provide their login username and password for account select to access the system:



The image shows a login page for the Ministry of Education and Vocational Training, Zanzibar. At the top, there is a header with the ministry's logo on the left and the text "MINISTRY OF EDUCATION AND VOCATIONAL TRAINING ZANZIBAR" in the center. Below the header, the text "WELCOME ADMINISTRATION STAFF" is displayed. A prompt "PLEASE ENTER YOUR USERNAME AND PASSWORD !!!" is followed by the "Administration Login" section. This section includes fields for "Username :" and "Password :", each with a text input box. Below these fields are two buttons: "LOGIN" and "CANCEL". At the bottom, a copyright notice reads "Copyright2011@ MINISTRY OF EDUCATION AND VOCATIONAL TRAINING ZANZIBAR".

Fig 8.4: Administration stuff login page.

This page request account section user to provide their login username and password for account select to access the system:



The image shows a login page for the Ministry of Education and Vocational Training, Zanzibar, specifically for the account section. At the top, there is a header with the ministry's logo on the left and the text "MINISTRY OF EDUCATION AND VOCATIONAL TRAINING ZANZIBAR" in the center. Below the header, the text "WELCOME ACCOUNT SECTION STAFF" is displayed. A prompt "PLEASE ENTER YOUR USERNAME AND PASSWORD !!!" is followed by the "Account Login" section. This section includes fields for "Username :" and "Password :", each with a text input box. Below these fields are two buttons: "LOGIN" and "CANCEL". At the bottom, a copyright notice reads "Copyright2011@ MINISTRY OF EDUCATION AND VOCATIONAL TRAINING ZANZIBAR".

Fig 9.4: Account section staff login page.

After staff success to login displays the menu where the staff can able to insert, update, search record and view information in the system:

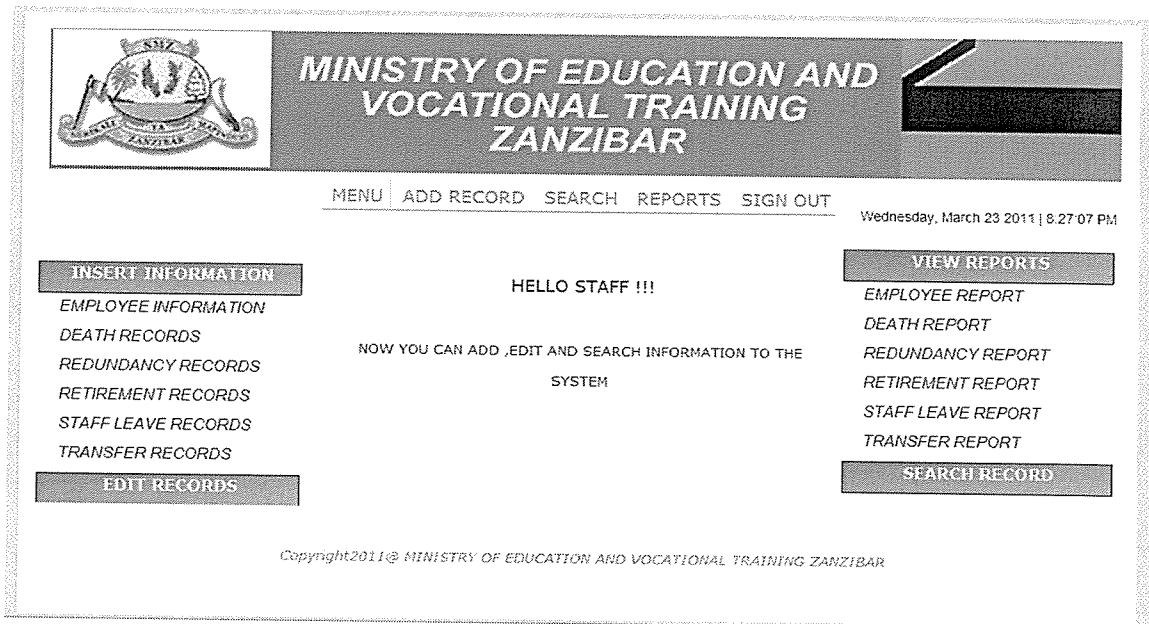


Fig 10.4: Staff menu page.

After head of department success to login displays the menu where the head can able to insert, update, view, delete, search record, adding all user of the system and send information to all employee:

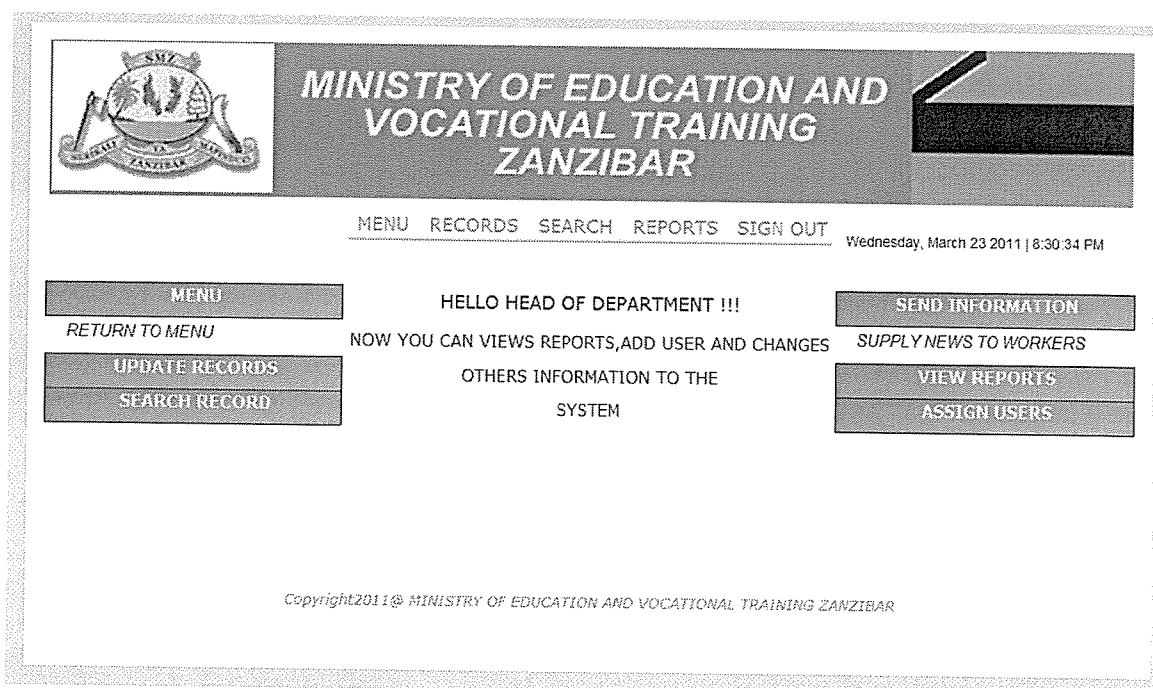


Fig 11.4: Head of Department menu page.

After administration staff and account section staff success to login displays the menu where the staff can able to search record and view information in the system:

The screenshot shows the staff menu page for the Ministry of Education and Vocational Training Zanzibar. The header includes the ministry's logo and name. Below the header is a navigation bar with links: MENU, SEARCH, REPORTS, and SIGN OUT. The date and time are displayed as Wednesday, March 23 2011 | 6:31:54 PM. The main content area is divided into three columns. The left column contains a 'VIEW REPORTS' button and a list of report types: EMPLOYEE REPORT, DEATH REPORT, REDUNDANCY REPORT, RETIREMENT REPORT, STAFF LEAVE REPORT, and TRANSFER REPORT. Below this is a 'SEARCH RECORD' button. The middle column displays 'HELLO!!!' and a message: 'NOW YOU CAN VIEW DIFFERENT REPORTS AND SEARCH INFORMATION TO THE SYSTEM'. The right column contains a 'VIEW REPORTS' button and the same list of report types as the left column, followed by a 'SEARCH RECORD' button. The footer contains the copyright notice: Copyright2011@ MINISTRY OF EDUCATION AND VOCATIONAL TRAINING ZANZIBAR.

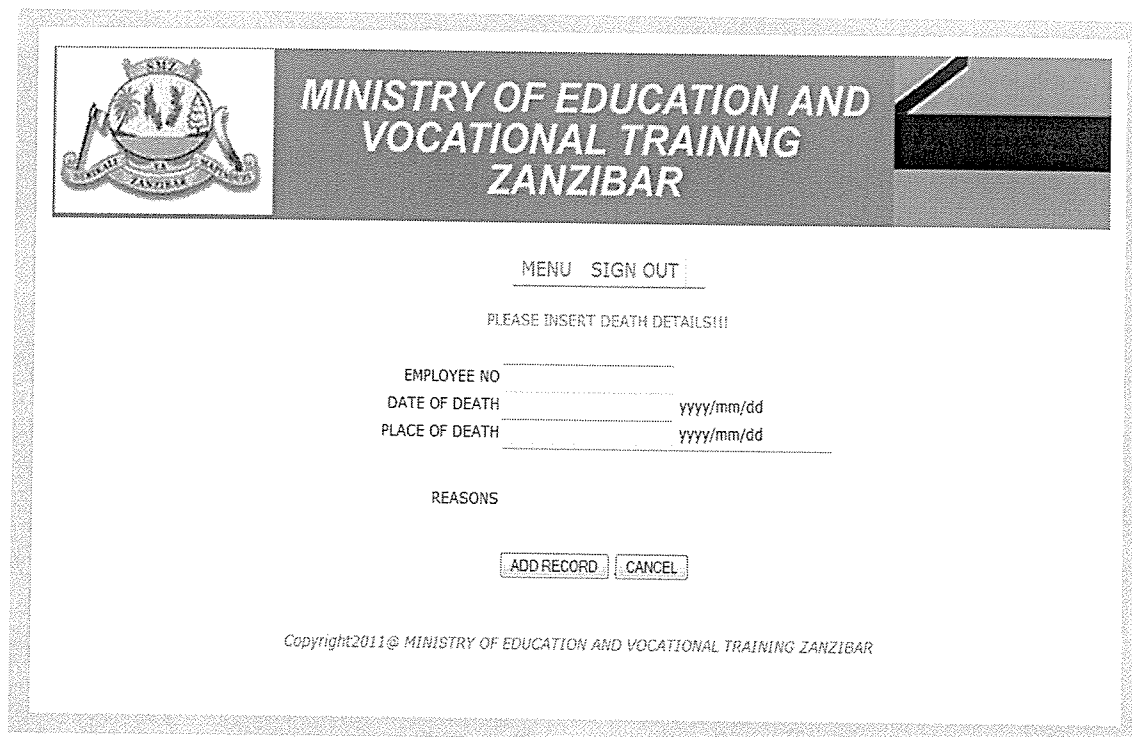
Fig 12.4: Administration and Account section Staff menu page.

This is the form used to capture employee records in the database

The screenshot shows the Employee capture records page. The header includes the navigation links: MENU and SIGN OUT. Below the header is a message: PLEASE INSERT EMPLOYEE DETAILS!!!. The form contains several input fields and dropdown menus. The fields are: EMPLOYEE NO, FULL NAME, GENDER (with a dropdown menu showing MALE), EMAIL, PHONE, DATE OF BIRTH (with a date format placeholder yyyy/mm/dd), CITIZENSHIP ID, RESIDENT, and EMPLOYEE DATE (with a date format placeholder yyyy/mm/dd). Below these fields is a section for QUALIFICATIONS, which includes a DEPARTMENT dropdown menu (showing HUMAN RESOURCE), a STATUS dropdown menu (showing TEACHER), a CONFIRMATION DATE field (with a date format placeholder yyyy/mm/dd), a GRADE ZG TSA dropdown menu, and a COMMENTS field. At the bottom of the form are two buttons: ADD RECORD and CANCEL. The footer contains the copyright notice: Copyright2011@ MINISTRY OF EDUCATION AND VOCATIONAL TRAINING ZANZIBAR.

Fig 13.4: Employee capture records page.

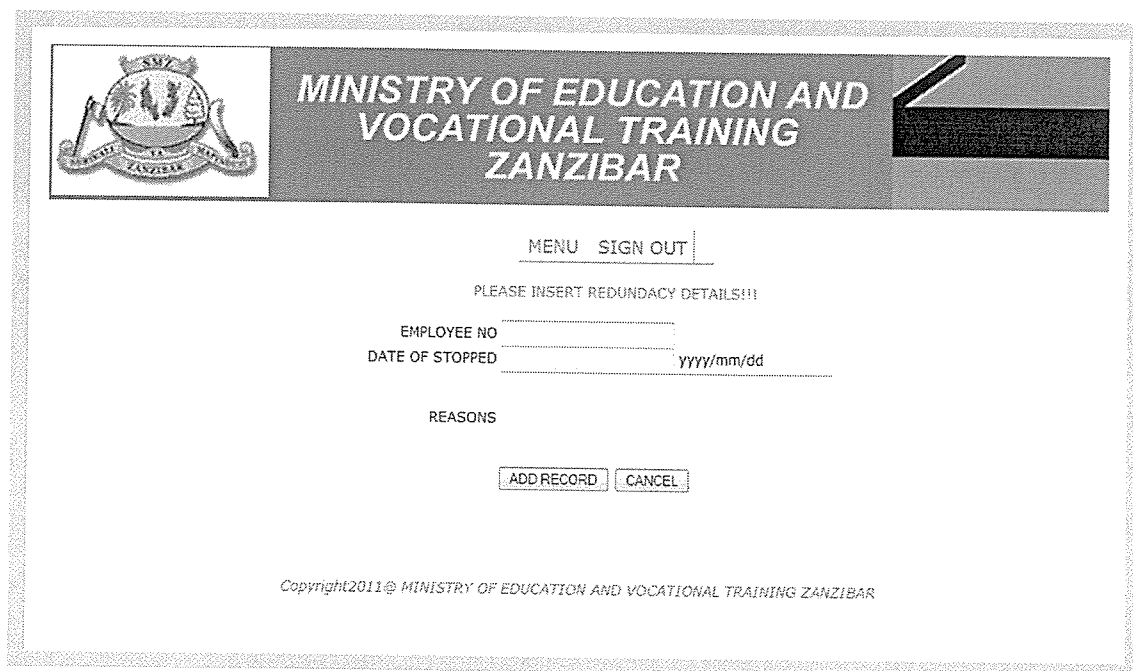
This is the form used to capture death records in the database



The screenshot shows a web application interface for the Ministry of Education and Vocational Training Zanzibar. At the top left is the ministry's logo. The header text reads "MINISTRY OF EDUCATION AND VOCATIONAL TRAINING ZANZIBAR". Below the header, there are links for "MENU" and "SIGN OUT". The main instruction is "PLEASE INSERT DEATH DETAILS!!!". The form includes three input fields: "EMPLOYEE NO" (text), "DATE OF DEATH" (date, format yyyy/mm/dd), and "PLACE OF DEATH" (text, format yyyy/mm/dd). Below these is a "REASONS" label. At the bottom are two buttons: "ADD RECORD" and "CANCEL". The footer text is "Copyright2011© MINISTRY OF EDUCATION AND VOCATIONAL TRAINING ZANZIBAR".

Fig 14.4: Death capture records page.

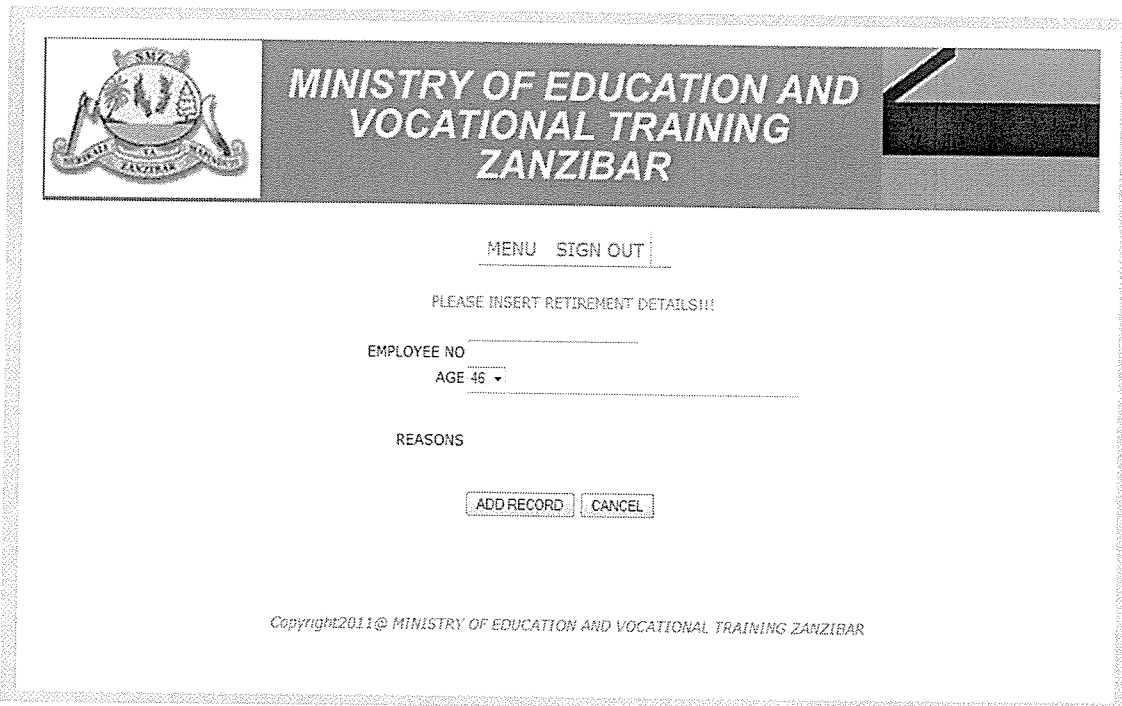
This is the form used to capture employee records that no longer needed or useful in working place.



The screenshot shows a web application interface for the Ministry of Education and Vocational Training Zanzibar. At the top left is the ministry's logo. The header text reads "MINISTRY OF EDUCATION AND VOCATIONAL TRAINING ZANZIBAR". Below the header, there are links for "MENU" and "SIGN OUT". The main instruction is "PLEASE INSERT REDUNDACY DETAILS!!!". The form includes two input fields: "EMPLOYEE NO" (text) and "DATE OF STOPPED" (date, format yyyy/mm/dd). Below these is a "REASONS" label. At the bottom are two buttons: "ADD RECORD" and "CANCEL". The footer text is "Copyright2011© MINISTRY OF EDUCATION AND VOCATIONAL TRAINING ZANZIBAR".

Fig 15.4: Employee capture records that no longer needed page.

This is the form used to capture retirement records in the database



**MINISTRY OF EDUCATION AND VOCATIONAL TRAINING ZANZIBAR**

[MENU](#) [SIGN OUT](#)

PLEASE INSERT RETIREMENT DETAILS!!!

EMPLOYEE NO

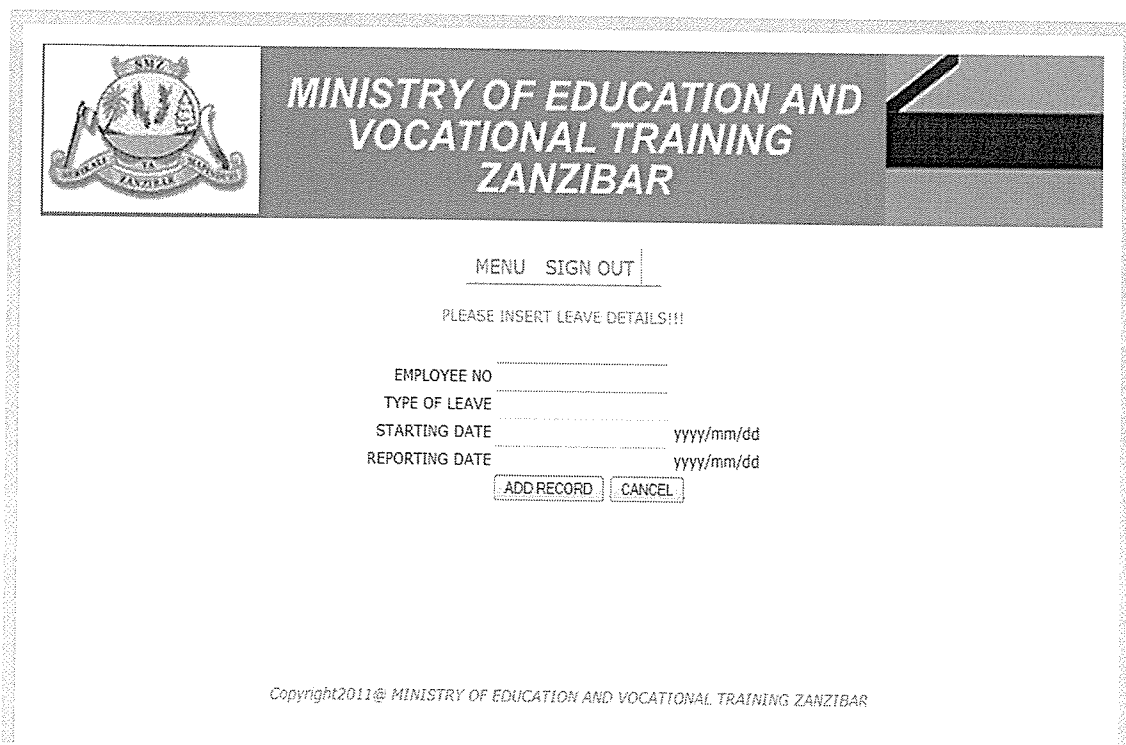
AGE

REASONS

Copyright2011@ MINISTRY OF EDUCATION AND VOCATIONAL TRAINING ZANZIBAR

Fig 16.4: Retirement capture records page.

This is the form used to capture staff leaves records in the database



**MINISTRY OF EDUCATION AND VOCATIONAL TRAINING ZANZIBAR**

[MENU](#) [SIGN OUT](#)

PLEASE INSERT LEAVE DETAILS!!!

EMPLOYEE NO

TYPE OF LEAVE

STARTING DATE

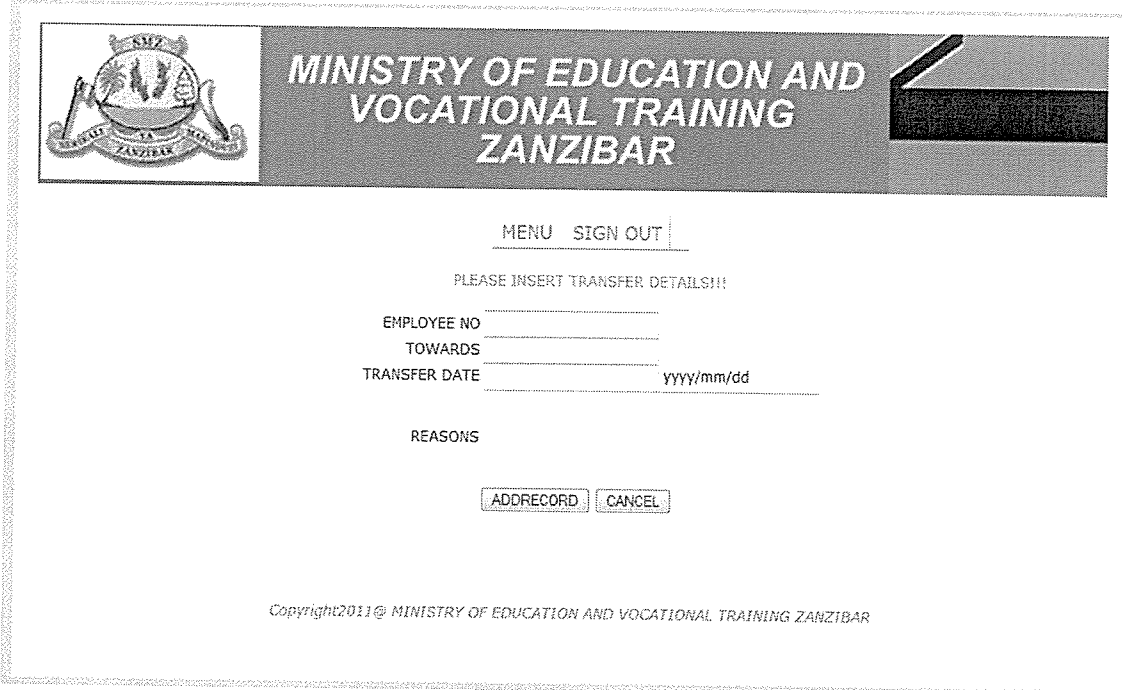
REPORTING DATE

Copyright2011@ MINISTRY OF EDUCATION AND VOCATIONAL TRAINING ZANZIBAR

Fig 17.4: Staff leaves capture records page.



This is the form used to capture transfer records in the database



MINISTRY OF EDUCATION AND VOCATIONAL TRAINING ZANZIBAR

[MENU](#) [SIGN OUT](#)

PLEASE INSERT TRANSFER DETAILS!!!

EMPLOYEE NO: \_\_\_\_\_

TOWARDS: \_\_\_\_\_

TRANSFER DATE: \_\_\_\_\_ yyyy/mm/dd

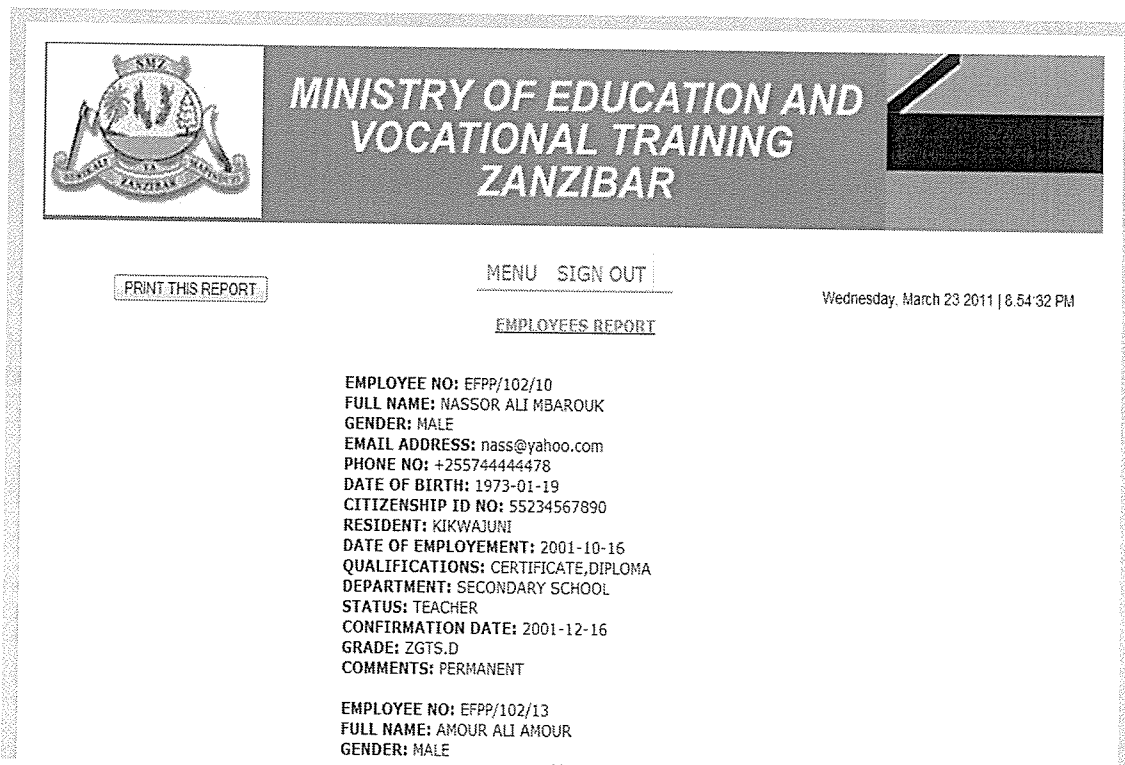
REASONS: \_\_\_\_\_

[ADDRECORD](#) [CANCEL](#)

Copyright2011@ MINISTRY OF EDUCATION AND VOCATIONAL TRAINING ZANZIBAR

Fig 18.4: Transfer capture records page.

This is the page used to display employee report.



MINISTRY OF EDUCATION AND VOCATIONAL TRAINING ZANZIBAR

[MENU](#) [SIGN OUT](#) [PRINT THIS REPORT](#)

[EMPLOYEES REPORT](#)

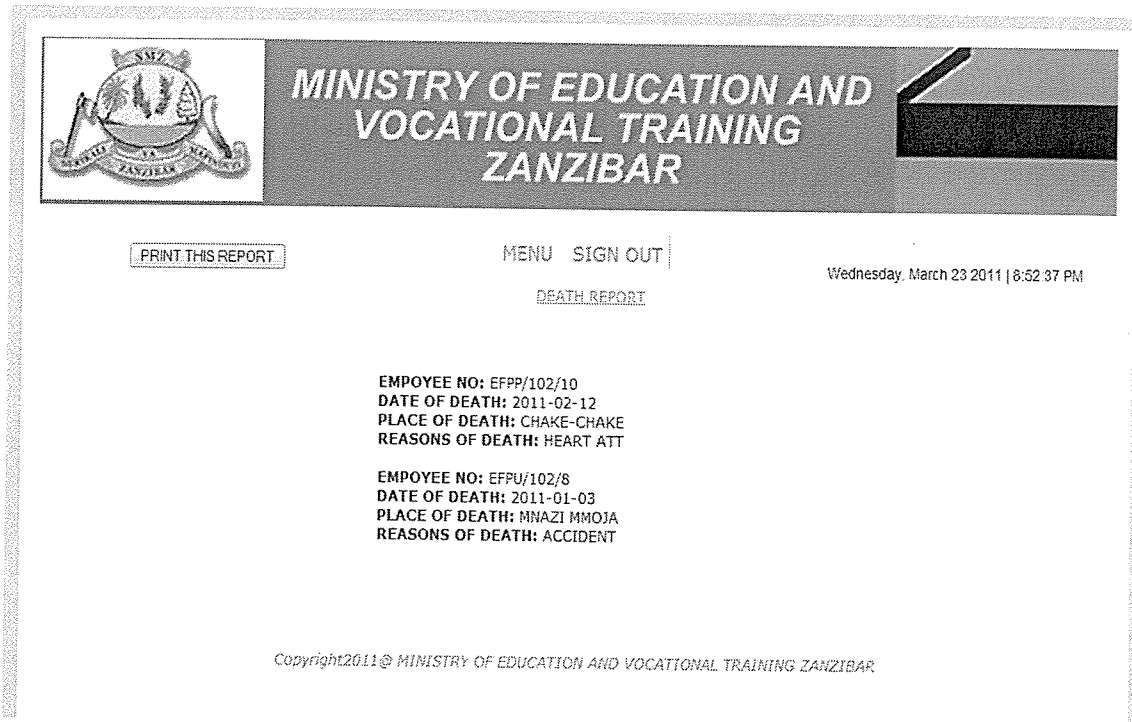
Wednesday, March 23 2011 | 8:54:32 PM

EMPLOYEE NO: EFPP/102/10  
 FULL NAME: NASSOR ALI MBAROUK  
 GENDER: MALE  
 EMAIL ADDRESS: nass@yahoo.com  
 PHONE NO: +255744444478  
 DATE OF BIRTH: 1973-01-19  
 CITIZENSHIP ID NO: 55234567890  
 RESIDENT: KIKWAJUNI  
 DATE OF EMPLOYEMENT: 2001-10-16  
 QUALIFICATIONS: CERTIFICATE, DIPLOMA  
 DEPARTMENT: SECONDARY SCHOOL  
 STATUS: TEACHER  
 CONFIRMATION DATE: 2001-12-16  
 GRADE: ZGTS.D  
 COMMENTS: PERMANENT

EMPLOYEE NO: EFPP/102/13  
 FULL NAME: AMOUR ALI AMOUR  
 GENDER: MALE

Fig 19.4: Employees report page.

This is the page used to display death report



**MINISTRY OF EDUCATION AND VOCATIONAL TRAINING ZANZIBAR**

[PRINT THIS REPORT](#)      [MENU](#)   [SIGN OUT](#)      Wednesday, March 23 2011 | 8:52 37 PM

[DEATH REPORT](#)

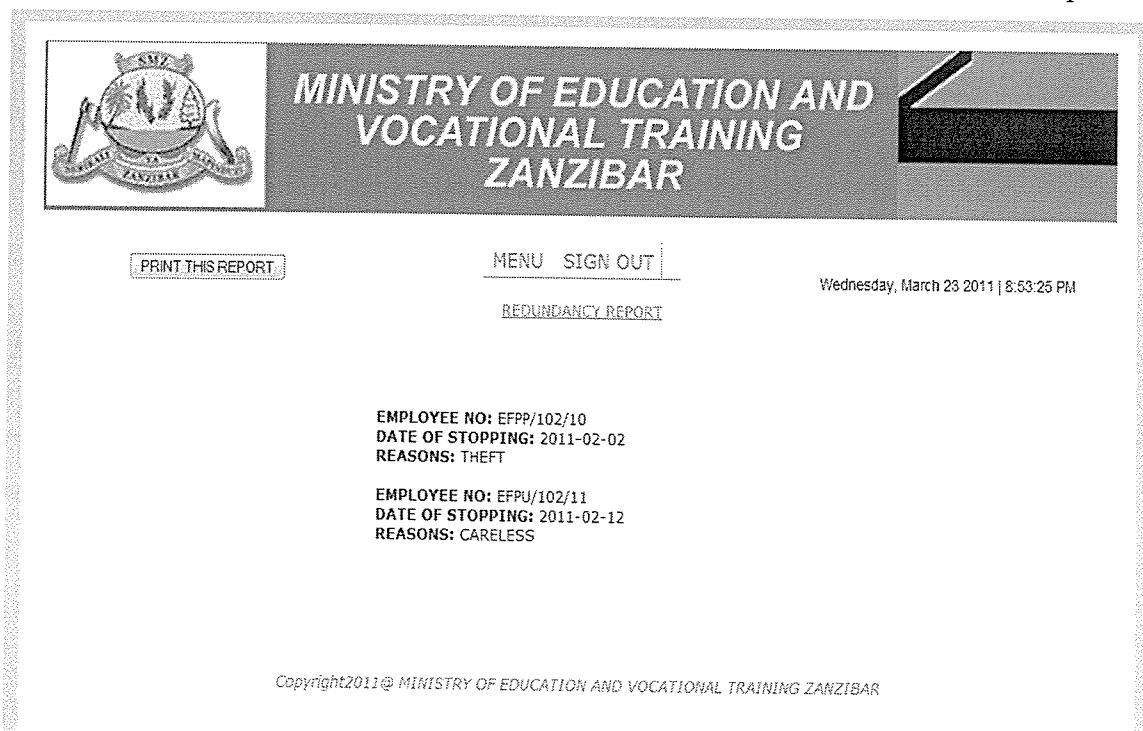
EMPLOYEE NO: EFPP/102/10  
 DATE OF DEATH: 2011-02-12  
 PLACE OF DEATH: CHAKE-CHAKE  
 REASONS OF DEATH: HEART ATT

EMPLOYEE NO: EFPV/102/8  
 DATE OF DEATH: 2011-01-03  
 PLACE OF DEATH: MNAZI MMOJA  
 REASONS OF DEATH: ACCIDENT

Copyright2011@ MINISTRY OF EDUCATION AND VOCATIONAL TRAINING ZANZIBAR

Fig 20.4: Death report page.

This is the page used to display employee who no longer being needed or wanted report.



**MINISTRY OF EDUCATION AND VOCATIONAL TRAINING ZANZIBAR**

[PRINT THIS REPORT](#)      [MENU](#)   [SIGN OUT](#)      Wednesday, March 23 2011 | 8:53:25 PM

[REDUNDANCY REPORT](#)

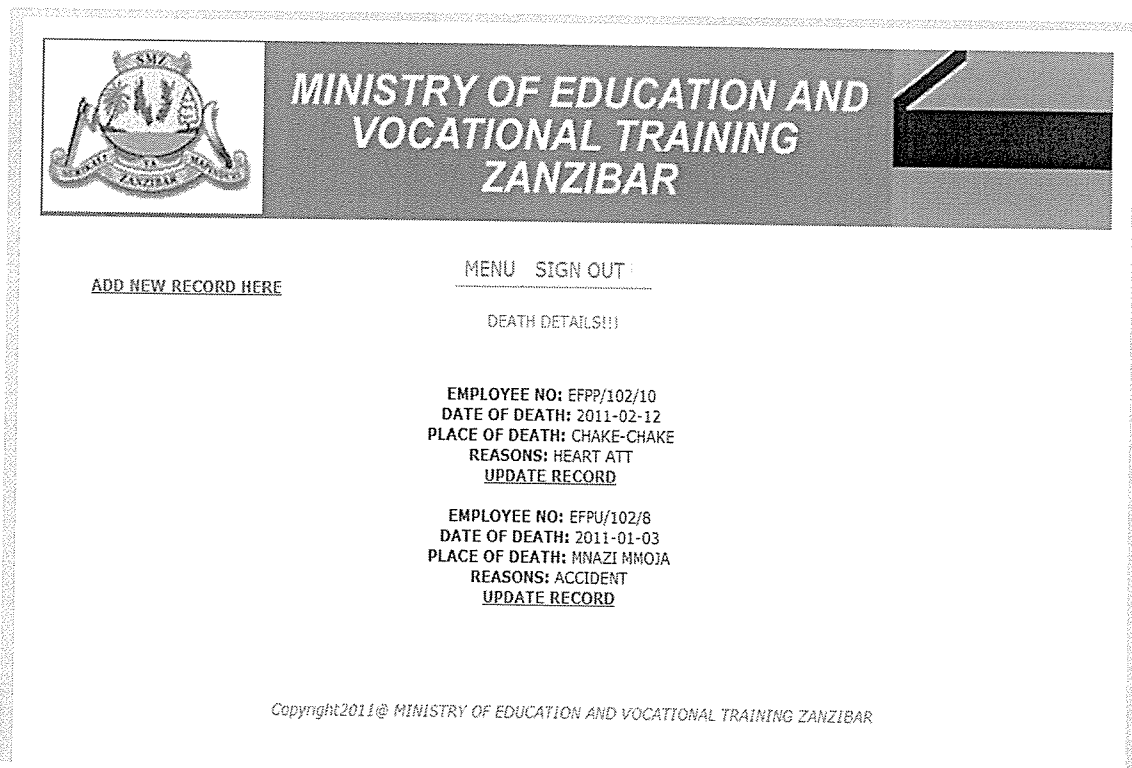
EMPLOYEE NO: EFPP/102/10  
 DATE OF STOPPING: 2011-02-02  
 REASONS: THEFT

EMPLOYEE NO: EFPV/102/11  
 DATE OF STOPPING: 2011-02-12  
 REASONS: CARELESS

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Fig 21.4: Employee who no longer being needed or wanted report page.

This is the page used to display death report can be updated by staff



**MINISTRY OF EDUCATION AND VOCATIONAL TRAINING ZANZIBAR**

[ADD NEW RECORD HERE](#)      [MENU](#)   [SIGN OUT](#)

DEATH DETAILS!!!

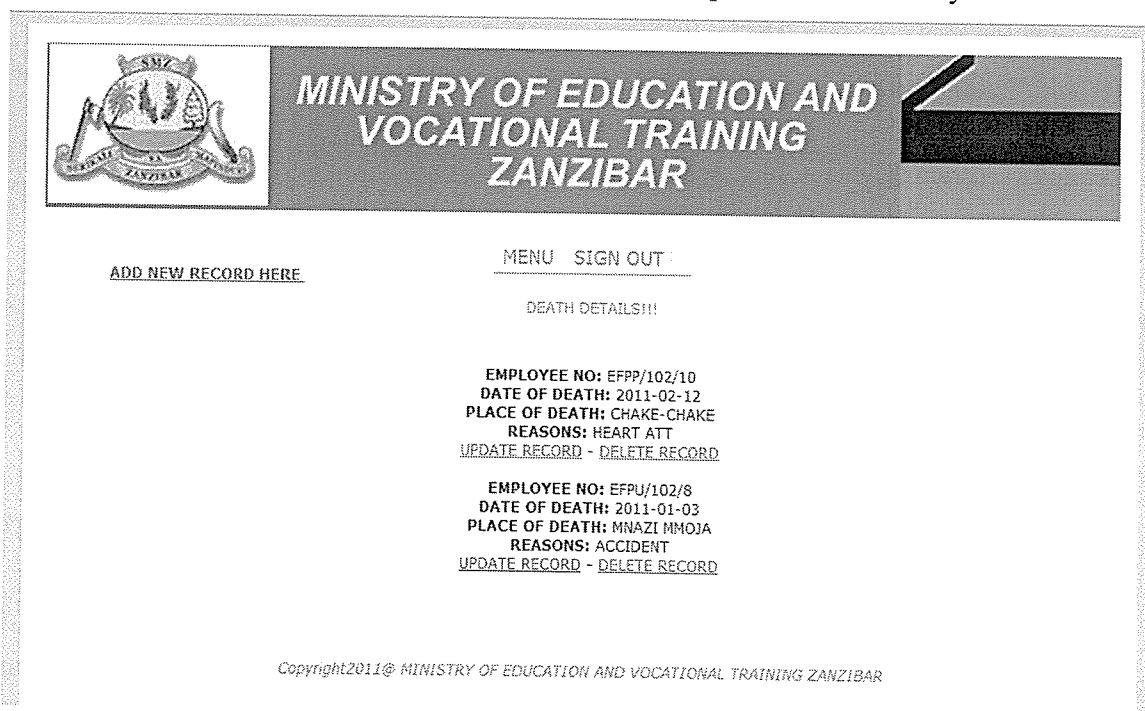
EMPLOYEE NO: EFPP/102/10  
DATE OF DEATH: 2011-02-12  
PLACE OF DEATH: CHAKE-CHAKE  
REASONS: HEART ATT  
[UPDATE RECORD](#)

EMPLOYEE NO: EFPJ/102/8  
DATE OF DEATH: 2011-01-03  
PLACE OF DEATH: MNAZI MMOJA  
REASONS: ACCIDENT  
[UPDATE RECORD](#)

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Fig 22.4: Death report can be updated by staff page.

This is the page is used to display death report can be updated or deleted by head



**MINISTRY OF EDUCATION AND VOCATIONAL TRAINING ZANZIBAR**

[ADD NEW RECORD HERE](#)      [MENU](#)   [SIGN OUT](#)

DEATH DETAILS!!!

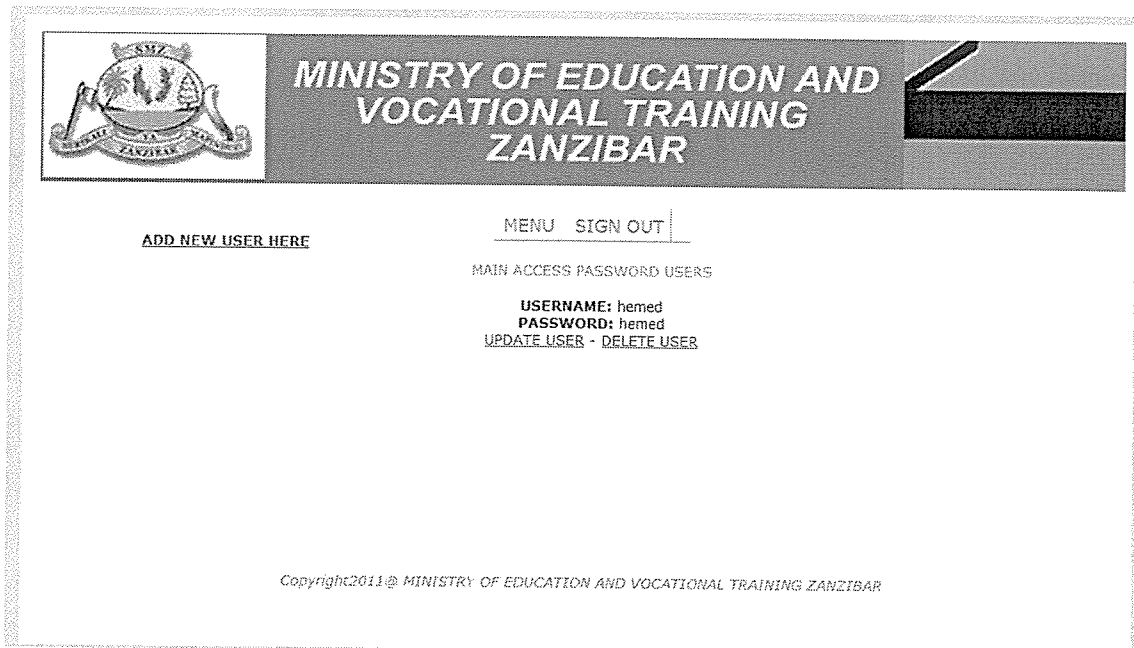
EMPLOYEE NO: EFPP/102/10  
DATE OF DEATH: 2011-02-12  
PLACE OF DEATH: CHAKE-CHAKE  
REASONS: HEART ATT  
[UPDATE RECORD](#) - [DELETE RECORD](#)

EMPLOYEE NO: EFPJ/102/8  
DATE OF DEATH: 2011-01-03  
PLACE OF DEATH: MNAZI MMOJA  
REASONS: ACCIDENT  
[UPDATE RECORD](#) - [DELETE RECORD](#)

Copyright2011@ MINISTRY OF EDUCATION AND VOCATIONAL TRAINING ZANZIBAR

Fig 23.4: Death report can be updated or deleted by head page.

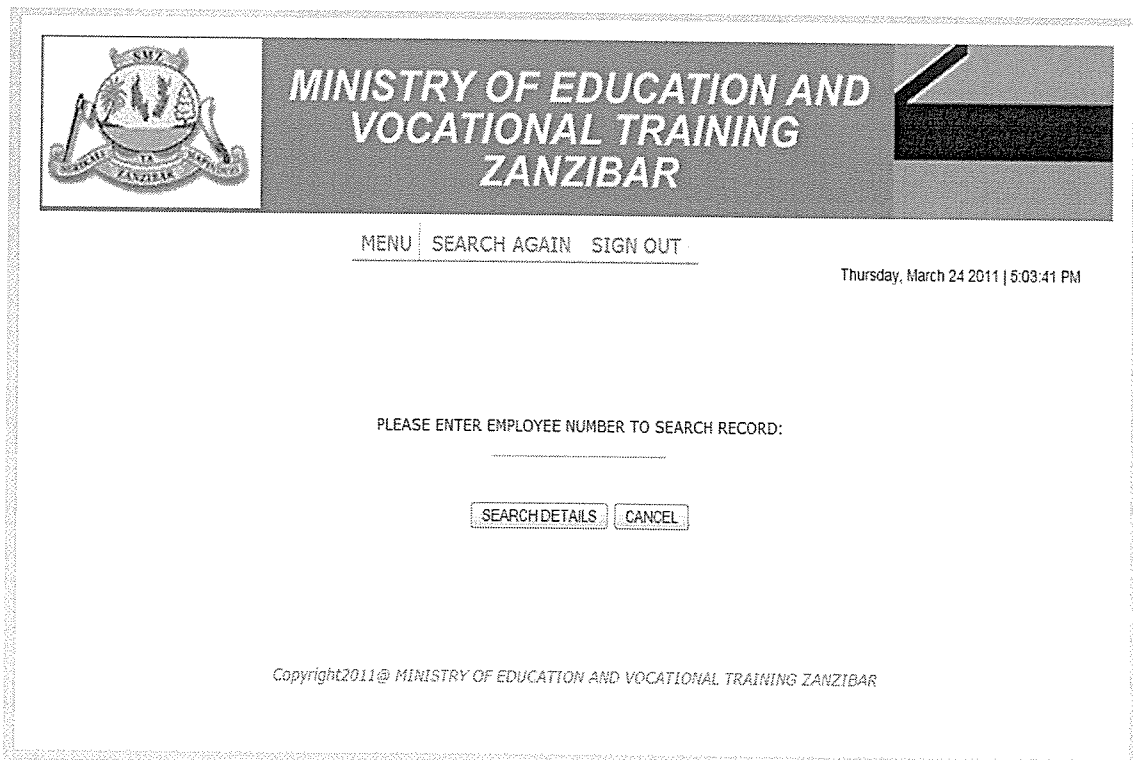
This is the page used to display users of the system can be updated, deleted and added by head:



The screenshot shows the header of the Ministry of Education and Vocational Training Zanzibar. Below the header, there is a link "ADD NEW USER HERE" on the left and "MENU SIGN OUT" on the right. In the center, it displays "MAIN ACCESS PASSWORD USERS" followed by "USERNAME: hemed", "PASSWORD: hemed", and "UPDATE USER - DELETE USER". At the bottom, there is a copyright notice: "Copyright2011@ MINISTRY OF EDUCATION AND VOCATIONAL TRAINING ZANZIBAR".

Fig 24.4: Users of the system can be updated, deleted and added by head page.

This is the page used to search employee information in the system:



The screenshot shows the search record page. The header is the same as the previous page. Below the header, there is a navigation bar with "MENU SEARCH AGAIN SIGN OUT". On the right, the date and time are displayed: "Thursday, March 24 2011 | 5:03:41 PM". In the center, there is a prompt "PLEASE ENTER EMPLOYEE NUMBER TO SEARCH RECORD:" followed by a text input field. Below the input field, there are two buttons: "SEARCHDETAILS" and "CANCEL". At the bottom, there is a copyright notice: "Copyright2011@ MINISTRY OF EDUCATION AND VOCATIONAL TRAINING ZANZIBAR".

Fig 25.4: Search record page.

#### 4.7 System Implementation

This is the part of software development which involves charging the user requirements into operational system. Implementation includes conducting of system tests, conversion from the old system to the new system, system coding and training of users.

**System Testing:** is the process of checking whether the system is working properly and it provides the desirable results. The researchers tested both the database and the WebPages. In the database the researcher tested each table individually by validating the field size, checking the constraints and testing the stored procedures. The researchers tested each and every page individually before testing the entire system. After testing the database and the electronic evaluation system individually, the researchers tested the connectivity between the system and the database by trying to retrieve information from the database and by entering data through the forms to check if the information can be stored and retrieved from the database.

**System conversion:** also called system change over, takes place upon the approval of the system testing. The parallel method of conversion from the current system to the new system was selected as the most appropriate for the current scenario

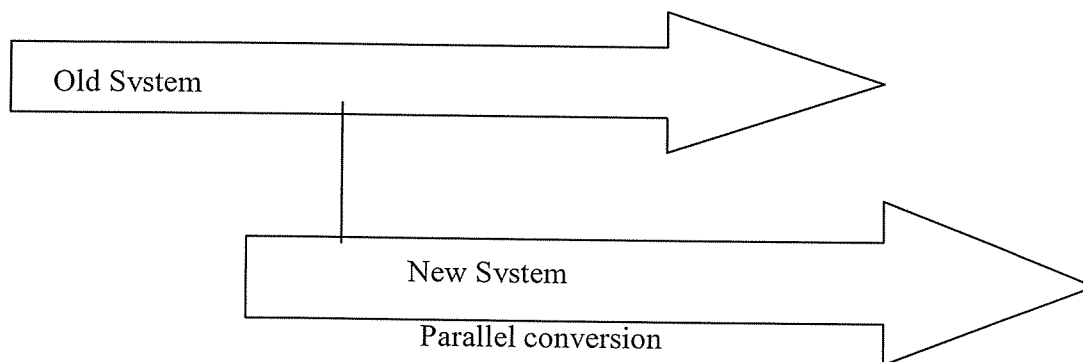


Fig 26.4: System conversion illustration diagram.

**System coding:** researchers designed this system by use of PHP and MYSQL to manipulate database .Refer to Appendix B.

**Training users:** it's necessary to carry out training since it enables users to gain maximum benefits from the new system. Administration should learn that the system is capable of functioning to the benefits of the organization. Staffs need training in data entry and how to retrieve data stored in files.

## CHAPTER FIVE

### EVALUATION, RECOMMENDATIONS AND CONCLUSION

#### 5.0 Introduction

This chapter explains the evaluation, recommendation and conclusion achieved by the researchers.

#### 5.1 Evaluation of the new system

The new employee profile management system if implemented will achieve the following: control data redundancy in the human resource thus improving performance. Also the system will ensure data integrity within the organization since there will be only one single storage area of data.

The ministry will increase efficiency and effectiveness in its operations, making it stand at the competitive environment. For instance, the system will permit only valid entries into the database. To make sure that this is accomplished; the system will validate the user's entries.

The system will permit only authorized users to update the data in the database whenever it's necessary. This will be achieved by use of a passwords and usernames also the system will permit instant data storage, fast retrieval, tracking of records and better management.

Although the new system will achieve the above performances it has appear the following project limitations:

During the data collection phase the researchers found the respondents for question too busy to provide meaningful audience, especially during working hours. Most respondents were not reached because they were not easy to meet them due to appear very busy. It was so expensive to conduct the survey because the respondents were most of the time out of the scope of the appointments and would always say sorry thus not getting always the required data.

Some of the documents were very difficult to be given in the office for analysis, thus did not permit external analysis so why provide hard time to find user requirement of the system.

## 5.2 Recommendations

The researchers recommend that before the application is put into full use, it should be tested in a sample field to estimate any problem that may not have been identified at the time of development.

Password levels may be increased to higher levels depending on the confidentiality of the stored data. The current system has basically low-level of security.

Since the system is in use, it should be run alongside manual files in order to prevent unexpected embarrassments, that is, parallel conversion should be adopted for the system once in conversion stage.

It is recommended for other departments (account department, administration department) to adopt the same system to ensure efficiency and effectiveness in data sharing, storage and retrieval.

Since the system is under operation, the researchers recommend to be involved in system support which includes the following activities: Program maintenance, System recovery, Technical support and System enhancement

If opportunity allows, the researchers hope that the features that have not been implemented in this application but were originally desired features will be taken into consideration in order to improve on the efficiency, reliability and user friendliness of this system.

## 5.3 Conclusion.

This project can be considered to have achieved most of the set goals and objectives as they were intended during the analysis phase. For instance a database to store the information was designed and implemented. This is expected to increase efficiency and proper record keeping.

Also the human resource activities were automated and computerized since all information within the department can be accessed through a computer.

A user interactive system was also designed. The Employee profile system has attractive interfaces which are easy to learn. After the system was developed, it was tested to ensure that it was functioning as expected and to ensure higher data security.

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## Appendix A: Questionnaire

TOPIC: DESIGN AND IMPLEMENT COMPUTERISED EMPLOYEE  
MANAGEMENT SYSTEM

AIM: The aim of this questionnaire is to collect different information that can help the  
Researcher during designing new system in order to simplify the daily activities in  
Human resource department

Your response of this questionnaire will be highly valued and confidentiality. The findings will  
be used for academic purpose.

Please answers the questions carefully and tick the appropriate choice in the box provided below.

1. Which activities are involved in your department?

.....  
 .....  
 .....  
 .....

2. How you keep records of your employee?

.....  
 .....  
 .....  
 .....

3. Do you want the system that can help you to keep records?

.....  
 .....  
 .....

4. Do you have any system that store employee information?

.....  
 .....  
 .....

5. How many sections are in the human resource department?

.....  
 .....  
 .....

6. Do you use computer?

☐ Yes

☐ No

7. Do you use computer to do your work?

☐ Yes

☐ No

8. What type of program do you use to do your work?

.....  
 .....  
 .....

9. Is any methods that use to keep confidential of records of your office

☐ Yes

☐ No

If Yes, can you mention it.....

.....  
 .....

If No, why .....

.....  
 .....

10. Usually do you suppose to write report to the management for how long ?

☐ Month

☐ 3Months

☐ 6Months

☐ Year

Others.....  
 .....

11. What method do to you present report for administration?

☐ Normal way

☐ Using computer

12. Have you heard about information management system?

☐ Yes

☐ No

13. Do you think your department needs to use computerize system?

☐ Yes

☐ No

If Yes, why.....  
 .....

If No, why .....

.....  
 .....

## Appendix B: Source Code

### DATABASE CODES

#### *Employee table:*

```
CREATE TABLE `employee` (
  `empno` varchar(10) NOT NULL default "",
  `name` varchar(15) NOT NULL default "",
  `gender` varchar(6) NOT NULL default "",
  `email` varchar(25) NOT NULL default "",
  `phone` varchar(15) NOT NULL default "",
  `dob` date NOT NULL default '0000-00-00',
  `citid` varchar(15) NOT NULL default "",
  `resident` varchar(15) NOT NULL default "",
  `doemp` date NOT NULL default '0000-00-00',
  `edulevel` text NOT NULL default "",
  `dept` varchar(15) NOT NULL default "",
  `status` varchar(10) NOT NULL default "",
  `confdate` date NOT NULL default '0000-00-00',
  `grade` varchar(6) NOT NULL default "",
  `comments` varchar(15) NOT NULL default "",
  PRIMARY KEY (`empno`),
  UNIQUE KEY `empno` (`empno`)
);
```

#### *Death table:*

```
CREATE TABLE `death` (
  `id` int(6) NOT NULL auto_increment,
  `empno` varchar(20) NOT NULL default "",
  `dod` date NOT NULL default '0000-00-00',
  `pod` varchar(15) NOT NULL default "",
  `reasons` text NOT NULL default "",
  PRIMARY KEY (`id`),
  FOREIGN KEY (empno) REFERENCES employee(empno)
);
```

#### *Redundancy table:*

```
CREATE TABLE `redundancy` (
  `id` int(6) NOT NULL auto_increment,
  `empno` varchar(20) NOT NULL default "",
  `date` date NOT NULL default '0000-00-00',
  `reasons` text NOT NULL default "",
  PRIMARY KEY (`id`),
  FOREIGN KEY (empno) REFERENCES employee(empno)
);
```

#### *Retirement table:*

```
CREATE TABLE `retirement` (
```

```
`id` int(6) NOT NULL auto_increment,
`empno` varchar(20) NOT NULL default "",
`age` varchar(4) NOT NULL default "",
`reasons` text NOT NULL default "",
PRIMARY KEY (`id`),
FOREIGN KEY (empno) REFERENCES employee(empno)
);
```

*Stuff leave table:*

```
CREATE TABLE `rest` (
`id` int(6) NOT NULL auto_increment,
`empno` varchar(15) NOT NULL default "",
`typele` varchar(20) NOT NULL default "",
`datestart` date NOT NULL default '0000-00-00',
`dateorep` date NOT NULL default '0000-00-00',
PRIMARY KEY (`id`),
FOREIGN KEY (empno) REFERENCES employee(empno)
);
```

*Transfer table:*

```
CREATE TABLE `tran` (
`id` int(6) NOT NULL auto_increment,
`empno` varchar(15) NOT NULL default "",
`toward` varchar(20) NOT NULL default "",
`datetran` date NOT NULL default '0000-00-00',
`reasons` text NOT NULL default "",
PRIMARY KEY (`id`),
FOREIGN KEY (empno) REFERENCES employee(empno)
);
```

*Password table:*

```
CREATE TABLE `mainpwd` (
`id` int(4) NOT NULL auto_increment,
`username` varchar(65) NOT NULL default "",
`password` varchar(65) NOT NULL default "",
PRIMARY KEY (`id`)
);
```

```
CREATE TABLE `headpwd` (
`id` int(4) NOT NULL auto_increment,
`username` varchar(65) NOT NULL default "",
`password` varchar(65) NOT NULL default "",
PRIMARY KEY (`id`)
);
```

PHP CODES:

Authentication code:

*Checklogin.php*

```

<?php
$host="localhost"; // Host name
$username="root"; // Mysql username
$password=""; // Mysql password
$db_name="hrmdb"; // Database name
$tbl_name="mainpwd"; // Table name

// Connect to server and select database.
mysql_connect("$host", "$username", "$password")or die("cannot connect");
mysql_select_db("$db_name")or die("cannot select DB");

// username and password sent from form
$myusername=$_POST['myusername'];
$mypassword=$_POST['mypassword'];

// To protect MySQL injection (more detail about MySQL injection)
$myusername = stripslashes($myusername);
$mypassword = stripslashes($mypassword);
$myusername = mysql_real_escape_string($myusername);
$mypassword = mysql_real_escape_string($mypassword);

$sql="SELECT * FROM $tbl_name WHERE username='$myusername' and
password='$mypassword'";
$result=mysql_query($sql);

// Mysql_num_row is counting table row
$count=mysql_num_rows($result);
// If result matched $myusername and $mypassword, table row must be 1 row

if($count==1){
// Register $myusername, $mypassword and redirect to file "login_success.php"
session_register("myusername");
session_register("mypassword");
header("location:menu.php");
}
else {
echo "Wrong Username or Password";
}
?>

```

*login\_success.php*

```

<?
session_start();
if(!session_is_registered(myusername)){
header("location:menu.php");
}
?>

```

```
<html>
<body>
Login Successful
</body>
</html>
```

*Logout.php*

```
<?
// Put this code in first line of web page.
session_start();
session_destroy();
?>
```

*Loginform*

```
<html>

<table width="300" border="0" align="center" cellpadding="0" cellspacing="1"
bgcolor="#CCCCCC">
<tr>
<form name="form1" method="post" action="checklogin.php">
<td>
<table width="100%" border="0" cellpadding="3" cellspacing="1" bgcolor="#FFFFFF">
<tr>
<td colspan="3"><strong>Member Login </strong></td>
</tr>
<tr>
<td width="78">Username</td>
<td width="6">:</td>
<td width="294"><input name="myusername" type="text" id="myusername"></td>
</tr>
<tr>
<td>Password</td>
<td>:</td>
<td><input name="mypassword" type="password" id="mypassword"></td>
</tr>
<tr>
<td>&nbsp;</td>
<td>&nbsp;</td>
<td><input type="submit" name="Submit" value="Login"></td>
</tr>
</table>
</td>
</form>
</tr>
</table>
</html>
```

*User-checklogin.php*

```
<?php
ob_start();
$host="localhost"; // Host name
$username=""; // Mysql username
$password=""; // Mysql password
$db_name="hrmdb "; // Database name
$tbl_name="mainpwd"; // Table name

// Connect to server and select database.
mysql_connect("$host", "$username", "$password")or die("cannot connect");
mysql_select_db("$db_name")or die("cannot select DB");

// Define $myusername and $mypassword
$myusername=$_POST['myusername'];
$mypassword=$_POST['mypassword'];

// To protect MySQL injection (more detail about MySQL injection)
$myusername = stripslashes($myusername);
$mypassword = stripslashes($mypassword);
$myusername = mysql_real_escape_string($myusername);
$mypassword = mysql_real_escape_string($mypassword);

$sql="SELECT * FROM $tbl_name WHERE username='$myusername' and
password='$mypassword'";
$result=mysql_query($sql);

// Mysql_num_row is counting table row
$count=mysql_num_rows($result);
// If result matched $myusername and $mypassword, table row must be 1 row

if($count==1){
// Register $myusername, $mypassword and redirect to file "login_success.php"
session_register("myusername");
session_register("mypassword");
header("location:mainform.php");
}
else {
echo "Wrong Username or Password";
}

ob_end_flush();
?>
```

*Connection code:*

```
<?php
```

```

$hostname='localhost'; /// specify host, i.e. 'localhost'
$user='root'; /// specify username
$pass=''; /// specify password
$dbase='hrmdb'; /// specify database name
$connection = mysql_connect("$hostname" , "$user" , "$pass")
or die ("Can't connect to MySQL");
$db = mysql_select_db($dbase , $connection) or die ("Can't select database.");
?>

```

*Insert code:*

```

<a href="empdisp.php">Back to List</a>
<?php
include("connect.php");
$empno = trim($_POST['empno']);
$name = trim($_POST['name']);
$gender = trim($_POST['gender']);
$email = trim($_POST['email']);
$phone = trim($_POST['phone']);
$dob = trim($_POST['dob']);
$citid = trim($_POST['citid']);
$resident = trim($_POST['resident']);
$doemp = trim($_POST['doemp']);
$edulevel = trim($_POST['edulevel']);
$dept = trim($_POST['dept']);
$status = trim($_POST['status']);
$confdte = trim($_POST['confdte']);
$grade = trim($_POST['grade']);
$comments = trim($_POST['comments']);
$query = "INSERT INTO employee (name, gender, email, phone, dob, citid, resident, empno,
doemp, edulevel, dept, status, confdate, grade, comments)
VALUES ('$name', '$gender', '$email', '$phone', '$dob', '$citid', '$resident', '$empno', '$doemp',
'$edulevel', '$dept', '$status', '$confdte', '$grade', '$comments')";
$results = mysql_query($query);
if ($results)
{
echo "Details added.";
}
mysql_close();
?>

```

*Update code:*

```

<a href="empdisp.php">Back to List</a><br>
<br>
<?php
include("connect.php");
$name = $_POST['name'];
$gender = $_POST['gender'];
$email = $_POST['email'];

```



```

$phone = $_POST['phone'];
$dob = $_POST['dob'];
$citid = $_POST['citid'];
$resident = $_POST['resident'];
$empno = $_POST['empno'];
$doemp = $_POST['doemp'];
$edulevel = $_POST['edulevel'];
$dept = $_POST['dept'];
$status = $_POST['status'];
$confddate = $_POST['confddate'];
$grade = $_POST['grade'];
$comments = $_POST['comments'];
$update = "UPDATE employee SET name = '$name', gender = '$gender', email = '$email',
phone = '$phone', dob = '$dob', citid = '$citid', resident = '$resident', empno = '$empno', doemp =
'$doemp', edulevel = '$edulevel', dept = '$dept', status = '$status', confdate = '$confddate', grade =
'$grade', comments = '$comments' WHERE empno = '$empno' ";
$rsUpdate = mysql_query($update);
if ($rsUpdate)
{
echo "Update successful.";
}
mysql_close();
?>

```

*Display update code:*

```

<?php
include("connect.php");
$empno = $_GET['empno'];
$qP = "SELECT * FROM employee WHERE empno = '$empno' ";
$rsP = mysql_query($qP);
$row = mysql_fetch_array($rsP);
extract($row);
$name = stripslashes($name);
$gender = stripslashes($gender);
$email = stripslashes($email);
$phone = stripslashes($phone);
$dob = stripslashes($dob);
$citid = stripslashes($citid);
$resident = stripslashes($resident);
$doemp = stripslashes($doemp);
$edulevel = stripslashes($edulevel);
$dept = stripslashes($dept);
$status = stripslashes($status);
$confddate = stripslashes($confddate);
$grade = stripslashes($grade);
$comments = stripslashes($comments);
mysql_close();
?>

```

```

<form empno="FormName" action="updatedem.php" method="post" name="FormName">
<table width="448" border="0" cellspacing="2" cellpadding="0">
<tr>
<tr><td width="150"><div align="right">
<label for="empno">empno</label></div>
</td><td>
<input empno="empno" name="empno" type="text" size="25" value="<?php echo $empno ?>"
maxlength="35"></td>
</tr>
<tr><td width="150"><div align="right">
<label for="name">name</label></div>
</td>
<td>
<input empno="name" name="name" type="text" size="25" value="<?php echo $name ?>"
maxlength="35"></td>
</tr>
<tr><td width="150"><div align="right">
<label for="gender">gender</label></div>
</td>
<td>
<input empno="gender" name="gender" type="text" size="25" value="<?php echo $gender ?>"
maxlength="33"></td>
</tr>
<tr><td width="150"><div align="right">
<label for="email">email</label></div>
</td>
<td>
<input empno="email" name="email" type="text" size="25" value="<?php echo $email ?>"
maxlength="35"></td>
</tr>
<tr><td width="150"><div align="right">
<label for="phone">phone</label></div>
</td>
<td>
<input empno="phone" name="phone" type="text" size="25" value="<?php echo $phone ?>"
maxlength="35"></td>
</tr>
</tr>
<tr><td width="150"><div align="right">
<label for="dob">dob</label></div>
</td>
<td>
<input empno="dob" name="dob" type="text" size="25" value="<?php echo $dob ?>"
maxlength="35"></td>
</tr></tr>
<tr><td width="150"><div align="right">
<label for="citid">citid</label></div>
</td>

```

```

<td>
<input empno="citid" name="citid" type="text" size="25" value="<?php echo $citid ?>"
maxlength="35"></td>
</tr></tr>
<tr><td width="150"><div align="right">
<label for="resident">resident</label></div>
</td>
<td>
<input empno="resident" name="resident" type="text" size="25" value="<?php echo $resident
?>" maxlength="35"></td>
</tr></tr>
</tr>
<tr><td width="150"><div align="right">
<label for="doemp">doemp</label></div>
</td>
<td>
<input empno="doemp" name="doemp" type="text" size="25" value="<?php echo $doemp ?>"
maxlength="35"></td>
</tr></tr>
<tr><td width="150"><div align="right">
<label for="edulevel">edulevele</label></div>
</td>
<td>
<input empno="edulevel" name="edulevel" type="text" size="25" value="<?php echo $edulevel
?>" maxlength="35"></td>
</tr></tr>
<tr><td width="150"><div align="right">
<label for="dept">dept</label></div>
</td>
<td>
<input empno="dept" name="dept" type="text" size="25" value="<?php echo $dept ?>"
maxlength="35"></td>
</tr></tr>
<tr><td width="150"><div align="right">
<label for="status">status</label></div>
</td>
<td>
<input empno="status" name="status" type="text" size="25" value="<?php echo $status ?>"
maxlength="35"></td>
</tr></tr>
<tr><td width="150"><div align="right">
<label for="confdate">confdate</label></div>
</td>
<td>
<input empno="confdate" name="confdate" type="text" size="25" value="<?php echo $confdate
?>" maxlength="35"></td>
</tr></tr>
<tr><td width="150"><div align="right">

```

```

<label for="grade">grade</label></div>
</td>
<td>
<input empno="grade" name="grade" type="text" size="25" value="<?php echo $grade ?>"
maxlength="35"></td>
</tr>
<tr>
<tr><td width="150"><div align="right">
<label for="comments">comments</label></div>
</td>
<td>
<input empno="comments" name="comments" type="text" size="25" value="<?php echo
$comments ?>" maxlength="35"></td>
</tr>
<tr>
<td width="150"></td>
<td><input type="submit" name="submitButtonName" value="Update"><input type="hidden"
name="empno" value="<?php echo $empno ?>"></td>
</tr>
</table>
</form>

```

*Delete code:*

```

<a href="empdisp.php">Back to List</a><br>
<br>
<?php
include("connect.php");
$empno = $_GET['empno'];
$delete = "DELETE FROM employee WHERE empno = '$empno' ";
mysql_query($delete);
mysql_close();
echo "Entry deleted";
?>

```

*Allowed delete code:*

```

<?php
$empno = $_GET['empno'];?>
<div align="center">
<h2>Are you sure?</h2>
<h2><a href="deletedem.php?empno=<?php echo "$empno" ?>">Yes</a> - <a
href="index.php">No</a></h2>
</div>

```

*Form code:*

```

<form empno="FormName" action="addededem.php" method="post" name="FormName">
<table width="448" border="0" cellpadding="2" cellspacing="2">
<tr><td width="150"><div align="right"><label for="empno">empno</label></div></td>
<td><input empno="empno" name="empno" type="text" size="25" value="" maxlength="15">

```

```

</td></tr><tr><td width = "150"><div align="right"><label
for="name">name</label></div></td>
<td><input empno="name" name="name" type="text" size="25" value="" maxlength="15">
</td></tr><tr><td width = "150"><div align="right"><label
for="gender">gender</label></div></td>
<td><select empno="gender" name="gender" size="1">
<option value="MALE">MALE</option>
<option value="FEMALE">FEMALE</option>
</select></td></tr><tr><td width = "150"><div align="right"><label
for="email">email</label></div></td>
<td><input empno="email" name="email" type="text" size="25" value=""
maxlength="20"></td></tr><tr><td width = "150"><div align="right"><label
for="phone">phone</label></div></td>
<td><input empno="phone" name="phone" type="text" size="25" value=""
maxlength="10"></td></tr><tr><td width = "150"><div align="right"><label
for="dob">dob</label></div></td>
<td><input empno="dob" name="dob" type="text" size="25" value=""
maxlength="255"></td></tr><tr><td width = "150"><div align="right"><label
for="citid">citid</label></div></td>
<td><input empno="citid" name="citid" type="text" size="25" value=""
maxlength="15"></td></tr><tr><td width = "150"><div align="right"><label
for="resident">resident</label></div></td>
<td><input empno="resident" name="resident" type="text" size="25" value=""
maxlength="15">
</td></tr><tr><td width = "150"><div align="right"><label
for="doemp">doemp</label></div></td>
<td><input empno="doemp" name="doemp" type="text" size="25" value=""
maxlength="255"></td></tr><tr><td width = "150"><div align="right"><label
for="edulevel">edulevel</label></div></td>
<td><textarea empno="edulevel" name="edulevel" rows="4"
cols="40"></textarea></td></tr><tr><td width = "150"><div align="right"><label
for="dept">dept</label></div></td>
<td><select empno="dept" name="dept" size="1">
<option value="HUMAN RESOURCE">HUMAN RESOURCE</option>
<option value="PLANNING AND BUDGETING">PLANNING AND BUDGETING</option>
<option value="PRIMARY SCHOOL">PRIMARY SCHOOL</option>
<option value="SECONDARY SCHOOL">SECONDARY SCHOOL</option>
<option value="ELDER EDUCATION">ELDER EDUCATION</option>
<option value="HIGHER EDUCATION">HIGHER EDUCATION</option>
<option value="SUPERVISING">SUPERVISING</option>
<option value="CURRICULUM">CURRICULUM</option>
<option value="ANTIQUETIES">ANTIQUETIES</option>
<option value="TEACHER'S LEARNING">TEACHER'S LEARNING</option>
</select></td></tr><tr><td width = "150"><div align="right"><label
for="status">status</label></div></td>
<td><select empno="status" name="status" size="1">
<option value="TEACHER">TEACHER</option>
<option value="OFFICER">OFFICER</option>

```

```

<option value="TECHNITION">TECHNITION</option>
<option value="DRIVER">DRIVER</option>
<option value="SECRETARY">SECRETARY</option>
<option value="MECHANIC">MECHANIC</option>
<option value="CLEARK">CLEARK</option>
<option value="WATCHMAN">WATCHMAN</option>
<option value="OTHER WORKER">OTHER WORKER</option>
</select></td></tr><tr><td width = "150"><div align="right"><label
for="confdate">confdate</label></div></td>
<td><input empno="confdate" name="confdate" type="text" size="25" value=""
maxlength="255"></td></tr><tr><td width = "150"><div align="right"><label
for="grade">grade</label></div></td>
<td><select empno="grade" name="grade" size="1">
<option value="ZGTS.A">ZGTS.A</option>
<option value="ZGTS.B">ZGTS.B</option>
<option value="ZGTS.C">ZGTS.C</option>
<option value="ZGTS.D">ZGTS.D</option>
<option value="ZGTS.E">ZGTS.E</option>
<option value="ZGTS.F">ZGTS.G</option>
<option value="ZGTS.H">ZGTS.H</option>
<option value="ZGTS.I">ZGTS.I</option>
</select></td></tr><tr><td width = "150"><div align="right"><label
for="comments">comments</label></div></td>
<td><input empno="comments" name="comments" type="text" size="25" value=""
maxlength="10"></td></tr><tr><td width="150"></td><td>
<input type="submit" name="submitButtonName" value="Add"></td>
</tr></table></form>

```

### Report.php

```

<a href="employee.php">Add entry</a><br>
<br>
<?php
include("connect.php");
$query = "SELECT * FROM employee";
$result = mysql_query($query);
$num = mysql_num_rows($result);
mysql_close();
if ($num > 0 ) {
    $i=0;
    while ($i < $num) {
        $empno = mysql_result($result,$i,"empno");
        $name = mysql_result($result,$i,"name");
        $gender = mysql_result($result,$i,"gender");
        $email = mysql_result($result,$i,"email");
        $phone = mysql_result($result,$i,"phone");
        $dob = mysql_result($result,$i,"dob");
        $citid = mysql_result($result,$i,"citid");
        $resident = mysql_result($result,$i,"resident");
    }
}

```

```

$doemp = mysql_result($result,$i,"doemp");
$edulevel = mysql_result($result,$i,"edulevel");
$dept = mysql_result($result,$i,"dept");
$status = mysql_result($result,$i,"status");
$confddate = mysql_result($result,$i,"confddate");
$grade = mysql_result($result,$i,"grade");
$comments = mysql_result($result,$i,"comments");
$empno = mysql_result($result,$i,"empno");
echo "<b>empno:</b> $empno<br>";
echo "<b>name:</b> $name<br>";
echo "<b>gender:</b> $gender<br>";
echo "<b>email:</b> $email<br>";
echo "<b>phone:</b> $phone<br>";
echo "<b>dob:</b> $dob<br>";
echo "<b>citid:</b> $citid<br>";
echo "<b>resident:</b> $resident<br>";
echo "<b>doemp:</b> $doemp<br>";
echo "<b>edulevel:</b> $edulevel<br>";
echo "<b>dept:</b> $dept<br>";
echo "<b>status:</b> $status<br>";
echo "<b>confddate:</b> $confddate<br>";
echo "<b>grade:</b> $grade<br>";
echo "<b>comments:</b> $comments<br>";
echo "<a href=\"updateem.php?empno=$empno\">Update</a> - <a
href=\"deleteem.php?empno=$empno\">Delete</a>";
echo "<br><br>";
++$i; } } else { echo "The database is empty"; }?>

```