

**DEVELOPING AN AUTHENTIC ONLINE HUMAN RESOURCE RECRUITMENT
AND INFORMATION MANAGEMENT SYSTEM FOR A LARGE
WORKFORCE A CASE STUDY OF KENYA
RAILWAYS/RIFTVALLEY
RAILWAYS**

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**A RESEARCH PROJECT REPORT SUBMITTED TO THE SCHOOL OF COMPUTER
STUDIES IN PARTIAL FULFILLMENT OF THE REQUIREMENTS FOR THE
AWARD OF THE DEGREE OF BACHELOR OF BUSINESS COMPUTING
OF KAMPALA INTERNATIONAL UNIVERSITY**

JUNE, 2010

DECLARATION

We declare that this research project is our original work and has never been presented in any University or any institution of higher learning for the award of a degree.

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APPROVAL

This research project, An Online Human Resource Recruitment and Management System to cater for a large workforce of Rift Valley Railways has been done under my supervision and hereby approve it for examination.

Signature. 

Date 17th June 2010

Fridah Katushemereirwe

SUPERVISOR

DEDICATION

I, Mikala Darlington and Mureithi Davis dedicate this project to both our dear parents who have strongly supported, believed and laid a firm academic foundation for us. Thank you and may God bless you all.

ACKNOWLEDGEMENT

We wish to express our sincere gratitude to the following people without whom the delivery of this project would not have been a success and a joyful journey to take.

I, Davis Mureithi, sincerely thank my dear parents; **Mr. Harun Mureithi and Beatrice Mureithi** for believing that education is the key to a bright future for me, for their continued financial and moral support and for their unconditional love. I love you dad and mum. I also acknowledge my brothers Bernard, Dennis, Geoffrey and Peter. To my classmates and my girlfriend Joan, for their support and contributions towards accomplishment of this project.

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ABSTRACT

This research project was set out to alleviate the problems that Human Resource Departments face from time to time as they undertake the process of looking for prospective employees for their respective corporations. As they are doing this, many impediments arise as to how they can manage to do it as quickly and efficiently as possible. For this, a number of factors arise. These factors affect overall performance of the Human Resource in discharging its responsibilities to the Organization which is the main financier and beneficiary of having a qualified and diverse workforce. The general objective of the project was to examine the factors affecting the recruitment and selection process that has led to loss of time, money and in-efficiency, the project intended to propose measures for improvement in this important yet neglected functionality. The research design used was a case study technique to obtain data from the target population which was the Kenya Railways staff and in particular, the Human resource Department. The study utilized documentation, interviews and observation to obtain the findings.

The Human Resource/Recruitment Management System is a general purpose set of instruction that facilitates the process of advertising, applying and management of various applications of prospective employees; they describe the relational databases as a collection of data, typically describing the activities of one or more related origination; the report covers the fundamentals of the modern Human Resource management system in particular the implementation of a database system. What resulted from this was an efficient mechanism that allowed the proper management of job applications and selection by the Human Resource Staff. From the study we would recommend online application and management system to enable an easy transition from the application process to eventually the end of the recruitment and selection process.

CHAPTER ONE

INTRODUCTION

1.0 General Introduction

In a developing world, every organization is forced to not only adapt upcoming technology, but maintain them for the betterment of their organizations. In recent years we have experienced very fast growth in both communication and information systems around the world; and as development continues, East Africa needs to keep up with this rate of growth. For instance the wireless technology has risen to see the introduction of cheap communication systems using mobile phones around Africa and despite its disadvantages, it brought along a lot of advantages. Communication is a whole lot easier today than before. Apart from the normal communication we have seen the introduction of cheap internet communication. However, most African states lag behind in this area of communication. In most cases most of the developing countries in cannot favorably compete with the developed countries. This is as a result of poor attitude and laxity in implementation of new ideas. Many organizations do not want to change the current working conditions either because it is too risky, expensive or because many workers are going to be sacrificed by the new system.

Human Resource Management System, hypothesizes that the handling of recruitment would be easier if most of it would be handled by a dedicated well organized database that would reduce the trafficking and congestion that is always experienced during recruitment. This would make it easier for managers to understand the kinds of skills their workers possess hence reward them accordingly. We broadly hypothesize that although this is a system which is not in use in many organizations, there has to be a system in place that runs all the organizations' human resource. The project introduces a new technology to reduce the managers' workload, though the success of the system depended on how the system is used, and how much the organization is willing to spend on maintaining the system.

1.1 Background Information

Kenya Railways Corporation (KRC), also Kenya Railways (KR) is the national railway of Kenya. The Kenya Railways Corporation was established by Act of Parliament (Cap 397) of the Laws of Kenya, and commenced operations on January 20, 1978. The overall mandate of the Corporation then is to provide a coordinated and integrated system within Kenya of rail and inland waterways transport services and inland port facilities.

The KR has suffered from inefficient management; (*evidence*) has a bloated work force, and has run deficit operations in spite of its potential. For several years there have been plans to privatize and revitalize the system. In 2005, Rift Valley Railways Consortium (RVRC) from South Africa won the concession to run KR and Uganda Railways Corporation. RVRC took over operations on August 1, 2006 and intended to streamline operations, reduce the work force, and make major investments to upgrade the system. But it has also experienced similar difficulties that have plagued the organization, and this involves poor management of its assets, its inability to pay/compensate its workforce regularly and misappropriation of funds.

1.2 Problem Statement

Kenya Railways experiences a number of problems that affect the organization in general. The central problem for this project is the traditional approach to the management of staff files, which is currently manual and inefficient. The set backs of this manual system include a lot of data redundancy since copies of the same data are scattered repeatedly in many files. There is also the lack of data security due to the fact that most of the data files are kept in unmanned drawers and file cabinets where anyone can be able to gain access to them and tamper with them as well. The other problem facing the corporation is poor data integrity which results in inaccurate information since users do not check the files for errors.

This project is thus directed towards finding a way to manage staff files in an efficient and effective manner, by shifting from the use of ordinary paper system to a modern information system of data storage, with the help of a database management information system to counter these problems.

One of the most commonly faced problems is the pressure to perform; usually production of any organization is directly proportional to the human resource personnel. This enormous pressure to perform is usually a burden to the employees who are given unreasonable goals to accomplish. This builds up to an unhealthy relationship between the two parties. The objective of an organization would always be met when such a system is in place, it would reduce the employee work load.

Usually training and recruitment is a human resource responsibility and it has many challenges. Panels are created which review applications prior to holding interviews. The system of online recruitment would reduce the time taken in the whole recruitment exercise.

1.3 Objectives

1.3.1 Main Objective

- Develop an enhanced online computerized system which would improve the management of the recruitment of workers by capturing, retrieving, manipulating and storing of data.

1.3.2 Specific Objectives

- To eliminate data duplication. Employee data should be input into a secure, access controlled central database. This will in effect eliminate errors, confusion and volumes of data generated by duplicate data inputs.
- Build an electronic system which would be able to automatically select eligible employees during a selection process.
- Reduce the amount of hard copies of documents generated by having electronic copies that facilitate distribution and simultaneous access by multiple users.
- To develop a fully functional website that would be capable of advertising and recruiting employees through the website.

1.4 Significance of the Study

The following are some of the significances of building this web driven database (system):

- Kenya railways would be able to automate her human resource information system, which would in effect facilitate recruit data capture, storage, retrieval, analysis and presentation. It would also ensure data accuracy and security.
- The human resource management system will be used to improve employee development and maintain critical information about employee skills and improvement programs.
- To help management to assess the human resources available in the organization and their specific duties assigned to them and make it easy for prospective employees to apply for jobs online and ease the congestion in the recruitment process.
- It will help to improve the smoothness and the effectiveness of human resources department performance.

1.5 Scope of the study

The study shall be conducted at Kenya Railways/Rift valley Railways. The company is located in Kenya with its main offices situated in the heart of the capital city of Nairobi. It also has a large number of subsidiary offices located across the country that handles a number of tasks/activities. The company has a metropolitan group of employees with most of them coming from Kenya, and due to the foreign investment, some of them other African countries.

The project would be developed with MySQL as the database management system platform having a PHP webpage(s) front end to make the work more user-friendly. The information to be managed would primarily be information available at the recruitment department of the Organization at the time of writing this project although the system would be flexible to allow additional fields to be added as required. At the end of the day, it is supposed to be a system that will be able to control, manage and manipulate all kinds of records concerning the incoming personnel to be hired by the company.

CHAPTER TWO

LITERATURE REVIEW

Literature review is aimed at making a general research on the topic of the project. However, more often; it is part of the introduction to an essay, research or report. The purpose of the chapter is to convey to the reader, what knowledge, ideas have been established, and what their strength and weaknesses are.

2.1 Human Resource Management System

George T. Milkovich (1995) defines human resource as a function within a business organization that monitors the availability of qualified workers, recruits and screens applicants for jobs; helps select qualified employees; plans and implements appropriate orientation, training and development for each employee; and administers employee benefit programs.

Human resource management system is a computerized system that performs the daily, monthly and yearly business processes like recording employee report and departure time, and maintains the information in a database for future use by the management. The system will use a network to enable different levels of management to access the database. PHP Scripting, Dreamweaver and SQL will be used to develop the system. Although Nambissan (2001) is a respected author, his argument that a good human resource management system should be able to keep the investment on human at minimum so that funds can be made available for more reproductive use, he omitted so many other functionality of a good human resource management system. According to McCann, a complete human resource management system is one which minimizes ambiguity during recruitment, employment, control and financing.

Consequently the Human Resource Management System streamlines business' Human Resource processes and provides flexibility, adaptability, and reliability. C.J Date (an Introduction to databases, 2003) states that to make a large collection of data useful, organizations need to use computers and an efficient data management system.

Human Resource Management System is directed towards the joint determination and solution of a wide range of employee problems that may face an organization.. The Human Resource Management system for a business includes both how you are Recruiting, on what basis you recruit, supervise, and keep accounts and records for each employee as well as how you manage their needs in the organization.

2.1.1 Advantages of Human Resource Management System

- Enhanced internal controls
- Data standardization across the enterprise
- Improved user security
- Robust and flexible query and reporting capability
- Lower total cost of ownership
- Reduced dependence on software vendors
- Easier to customize
- Higher level of security
- Do not see a significant advantage

2.2 Databases

For any information system to function to the satisfaction of its need it must have a database to enable the storage of data. Therefore basing on this background we have seen it right and fitting to address a brief view of Databases as the information below depicts.

Data base systems are designed to manage large bodies of information. Management of data involves both defining structures for storage of information. In addition databases ensures safety of information stored , despite system crashes or attempts at an authorized access since this shared data to be shared therefore the system must avoid possible anomalous results.

According to Martin *et al* (1999), A database is a shared collection of logically related data, organized to meet the needs of an organization .A database management system is a support software that is used to create, manage and protect organization data. Data base is a collection of related data and processed by the computer (Gerald and Anderson (1997).

James(1995) [06], found that a data base is an integrated collection of logically related records or objects . DBMS is asset of computer programs that controls the creation, maintenance, and use of databases of an organization and its end-users by O'Brien(1995) [06].

Date (2001) [09], states that the data base is a collection of persistent data that is used by the application systems of some given enterprise. Enterprise is a convenient generic term for any reasonably self contained commercial, scientific, technical or other organization. An enterprise can be a single individual (with a small data base) or a complete corporation or A supermarket, bank. Any organization must necessarily maintain data about its operations .Such data is referred to as “*persistent data*” as referred above Therefore among the persistent data we could have sales made, account data among others.

2.2.1 Advantages of databases

a) Data can be shared;

It might be possible to satisfy the data requirements of the new applications with out having to add new data to the data base (Date, 2001) [09].

b) Redundancy can be reduced;

In file based system redundancy is unavoidable, but with the data base files are integrated and this problem is eliminated as long as the data administrator is aware of the data requirements for both applications (Date, 2001) [09].

c) Inconsistence can be avoided in file based.

Suppose there is a change in one file means changes have to be made in all other files otherwise data becomes inconsistent but for the data base a change in one record is done automatically to all others as well through a process called *Propagating updates* (Date, 2001) [09].

d) Integrity can be maintained;

To ensure that the data in the data base is correct, data is controlled centrally by permitting the data administrator define and the data base administrator implement integrity constraints known as *business rules* (Date,2001) [09]

e) Security can be enforced.

Data access is restricted to those with passwords and proper permissions (Date, 2001) [09].

f) Conflicting requirements can be balanced.

Here the data base administrator under the instruction of the data administrator's direction can so structure the system as to provide an overall service that is "best for the enterprise" to avoid the conflicting requirements issue(Date,2001) [09].

g) Standards can be enforced.

Date (2001) [09], states that the data base administrator under the data administrator's instruction ensures that all applicable standards are enforced in the presentation of data. The applicable standards may include any or all of the following departmental installation, international standards. Standardizing data representation is particularly desirable as an aid to aid interchange or movement between systems.

In each organization there is normally a department that is given the responsibility of data and information processing together with the task of ensuring smooth flow of commodities among all organizations departments this department is IT. The data base originates from in it, it's huge and difficult to explore fully but we shall take a quick look on its subset which is a data base today DB has gained momentum at data management for any Organization to accomplish its activities. DBMS, today the shape of the work has significantly changed where the success of the organization depends entirely on its ability to acquire accurate and timely data about its operations.

2.3 Labour Market considerations

A labour market is a geographic area within which employers recruit workers and workers seek employment. It is also the place where the forces of supply and demand interact. A labour market tends to be unstructured for the most part; it is unorganized. The procedures by which a company recruits workers and the method by which workers go about obtaining jobs are highly variable. Hence a system which is supposed to help in this work should have constraints which will define the boundaries of the labour market consideration.

2.4 Recruitment and selection policy issues

Personnel directors and generally must face several policy issues involved with the conduct of their recruitment and selection programs.

For instance filling of vacancies form within or form outside which raises eyebrows in many organizations, the question one could ask is should we hire from outside or promote the current employees? Hence a system should accommodate both the two groups of employee for the better of the organization.

Equal employment opportunity between employees is required by federal law. Discrimination against individual or groups in regard to hiring, testing, pay, promotion and other conditions of employment on the basis of race, color religion sex national origin or age should not occur and this leaves no exceptions for the system either should allow or give equal channels to all.

2.4.1 Selection standards –credentials barriers

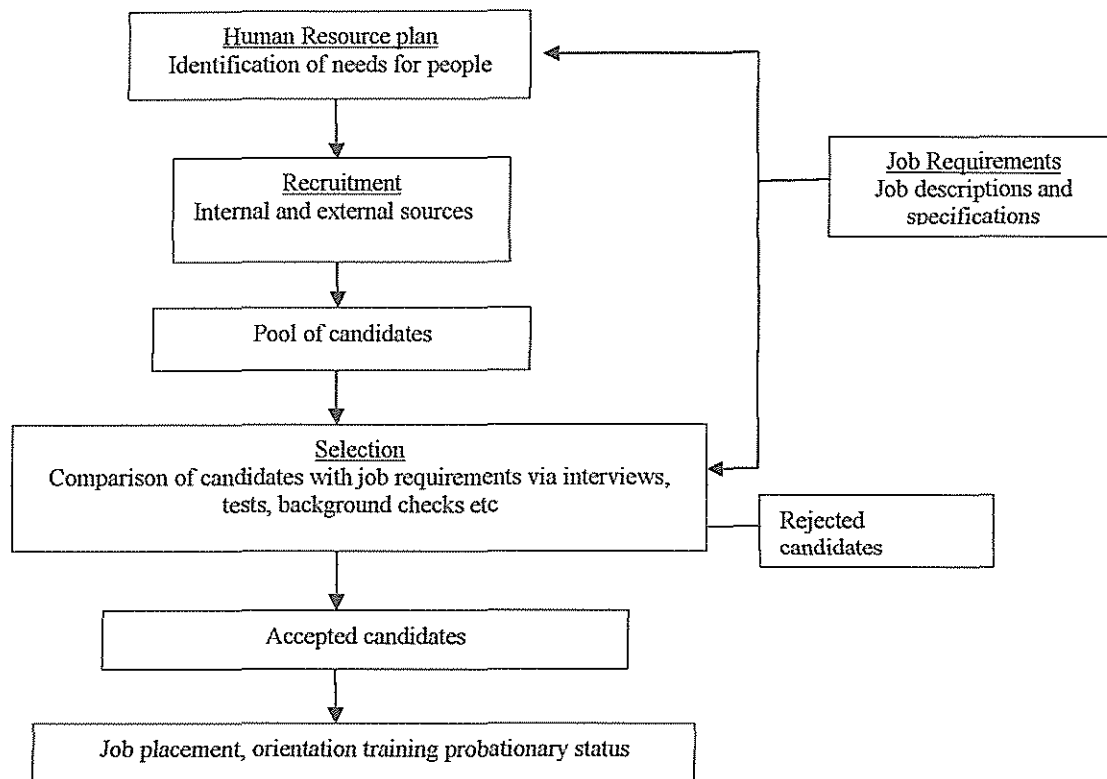
Often, companies adopt qualification requirements that lack a proven relationship to success or failure on the job. Education attainment is a principal selection hurdle used by most organizations this is to say that a system that is to a personal should be able to verify his credentials and confirm through the reference given by the aspirant employee.

2.4.2 The employment process

The employment process is a cumbersome most critical process; usually any recruitment process should have some basic principle elements. The employee process begins with a perceived need to obtain a person (or persons) to perform some job. The job position should be defined in terms of its job description and job specification.

Recruitment involves identifying sources of job opening and attracting applicants who have the requisite qualifications to perform the jobs. This process or principles should be included in system for example.

Figure 2.0 the employment process



Other major issues in recruitment problem could come in when, questions like can we be certain of the sources of labor and manpower for example inside sources, outside sources and recruitment methods, for example unsolicited applicants, labor unions employment agencies, schools and colleges , employee referrals.

2.6 Application area

A database driven website translates into all the possibilities that an organization can offer its shareholders, the traditional manual way of doing things tends to lock information together, it limits the way you convey the message, the way your receiver get the information from you, You can't simply break the chain. The growing mass data availability for processing and high & accurate information need, calls for a more interactive and complexity (security) data storage in a way that makes it easy to manipulate and modify the message conveyed. But this would be made much simpler by use of Database web driven system, because the information can be tailored to

meet an individual need (customized), changes in the information selection and format can be made in seconds, information can be instantly updated in hundreds of places with just a simple input, the whole community of shareholders becomes engaged, and the data integrity and security is automatically checked. Some example of related application of database web system are; online shopping cart, e-commerce software, web – based community content system, online flight booking system and hotel reservation systems.

2.7. Conclusion

The major aim of this chapter is to provide the highlight on the background of the information towards the building of the system. It gives the literature review and the uses of the databases towards the improvement of the human resource department.

CHAPTER THREE

SYSTEMS ANALYSIS

3.0 Introduction

This chapter introduces the general idea in detail of the system analysis as far as data collection, analysis of the current system, system procedure of the study, and specifications of the new system proposed by the user, are concerned.

At the end of the System Analysis phase, the analysis was able to determine the following:

- What are the strengths and weaknesses of the current system?
- What do we need to overcome the weaknesses

3.1 Data Collection

Data collection involved the primary and secondary sources. Primary sources included the employees and customers of Rift valley Railways who were interviewed by the researchers, and other sources included reviewing the organizations documentation, journals, books and reports.

3.2 Fact finding techniques

They are the major components of a research practice and yield the main results.

3.2.1 Observation

This is the cheapest method of data collection. According to Zwass, observation is done by the work of an intended user or by actually participating in the work. The analyst learns first hand information about the inadequacy of the existing system. On the same note Whitten et al. (2001) say observation is a fact finding technique wherein the system analyst participates in or watches

a person perform activities to learn about the system. Important data was captured in the human resource department.

Observation has several advantages for instance data gathered by observation can be highly reliable as this method is conducted to verify the validity of data obtained directly from Rift valley Railways employees.

3.2.2 Interviews

We carried out interview schedules by directly asking questions to the respondents who were expected to give immediate answers for record purposes. An interview is an oral administration of a questionnaire; interviews therefore are face-to-face encounters and to get you need to create maximum co-operation from respondents and thus a need for establishing a friendly relationship with the respondent prior to conduction the interviews.

3.2.3 Documentation

This is written history, maintenance and description of the functions of a system. Documentation helps the user understand how the system works. Documentation are usually vital, because they assist the analyst learn about the history and application of current system. However not all is usually documented hence analyst cannot depend on them fully. Never the less they provide evidence which one agreed was very crucial, analyst use the data to continue their dialogues and interviews.

3.3 Analysis of the manual system

We carried out an analysis of the manual system from the human resource personnel through observation so that we were able to come up with a new system. The manual system had weaknesses and strengths as explained below:

3.3.1 Strengths of the manual system

The manual system reduces the problem of complete data loss which is caused by a system crash and is common in an electronic system.

The system is not prone to the problems involved with hacking and password cracking. This is also an issue with the electronic system.

3.3.2 Weaknesses of the manual system

There is a lot of redundant data where by some information may be duplicated in several places.

Locating specific information is tedious. This is because many copies are difficult to locate as the process is done manually.

It is difficult to enforce security measures for the manual system.

3.4 Requirements

Here, we examined the requirements of the current system and these specify criteria that can be used to judge the operation of a system and specific behaviors or functions. In most cases the system requirements help the designer describe the quality of service a deployed system must provide to meet the business requirements arrived at through business analysis.

3.4.1 User requirements of the new system

Data will be entered into the system database where by, it can be edited, updated or deleted by the human resource personnel who entered it or any person who is authorized to enter the database. Reports concerning the employee's recruitment and departments they are involved was generated by the database system so that the human resource personnel can analyze them.

3.4.2 Functional Requirements

Some of the functional requirements of the new system are:

- Input requirements- the system should allow the Human resource personnel to input information on client's side as they register/apply online with the organization. Also the system should be able to maintain, validate, insert, delete and modify records stored within the database to those whom they have given the privileges of doing so by the Database Administrator.
- Output requirements- the system will be able to access and produce all information required upon any query designed to accept it.

3.4.2 Non-functional requirements

Some of the non-functional requirements are:

- The system should be easy to use.
- The system should provide quick response time.
- The system should provide quick search.

3.4.3 Security requirements

The system should provide the following security features

a) Restricted access

The system should only grant access to authorized users. This should be realized through the creation of user accounts

b) Passwords

All users should have encrypted passwords to guard against unauthorized entry.

3.5 System Requirements

The normal requirements for the system to operate were as classified below:

Hardware requirement:

The following hardware were identified,

- A personal computer with the following specification
 - Processor speed of at least 400Mhz
 - RAM 128Mb
 - 20 GB hard disk

Software requirement:

The Software requirement were as follows

- Window XP operating system
- Microsoft internet explorer
- Macromedia Dreamweaver
- Wamp (My SQL)
- Fireworks (Image designer)

3.6 Expected value of the system

The system is expected to improve efficiency in conducting the business processes, hence saving time and money. For instance if the part of the recruitment procedure is maintained automatically then few employees will be employed hence saving cost and increasing the company's profitability and efficiency status. The system will also increase the security of the customer's information from unauthorized persons. Sensitive information will also be protected from access by unauthorized persons by using views and granting of privileges in the database.

3.7 Conclusion

The whole chapter is about how the system was analyzed and the methods to be used to collect data i.e. System specification (Functional and Non-Functional requirements).

CHAPTER FOUR

SYSTEM DESIGN

4.0 Introduction

This chapter explains the logical design, of the database developed by the researcher, entity relationship diagram, data flow diagram. The new system is designed to meet the needs of Rift valley railways as far as human resource is concerned. It is also designed to ensure accurate record keeping and provide better services to customers and ease the work of employees. It will be expected to overcome the shortfalls associated with the current system.

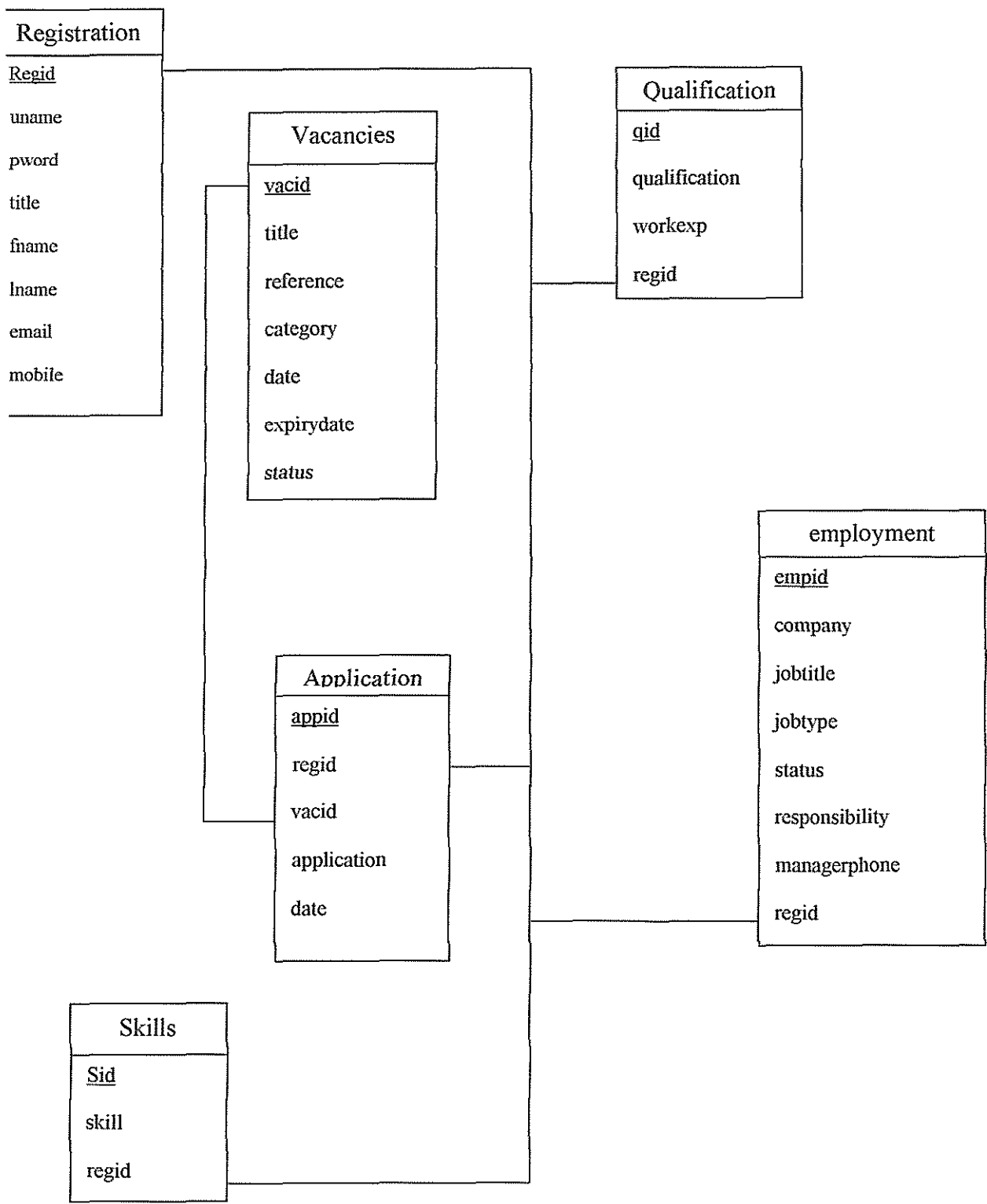
4.1 Logical Database Schema

With the help of this tool we can achieve 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. This can be shown through the use of entity relations diagrams.

4.1.1 Entity Relationship Diagram

The entity relationship model is part of system development methodology; its duty is to provide an understanding of the logical data requirement of a system independently of the systems' organization and process. It also reflects a static view of the relationship between different entities of the database in the system.

Figure 4.0 ER Diagram of the human resource management database



From the above diagram, which is a breakdown of the major components of the database, the relation shows how the system is backed up by the database. The users have to undergo a registration process that will lead to the access of the vacancies, which in turn leads to verification of the qualification as provided by the users. This can be achieved by referring to the referees, then confirming the employment by a letter of acceptance or a confirmation of the receivership of the application.

4.2 Logical Database Schema

In this phase we use the database schema to define the Database's structure, its tables, relationships, domains and business rules. The schema is design, the foundation on which the database and the application is going to be built. It transforms the logical design material into real computer work and describes how the logical structure is to be physically implemented in the target database management system.

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VACANCIES (VAC_ID NOTNULL int (11), TITLE varchar (255), REFERENCE varchar (255), CATEGORY int (11) ,SUMMARY text, CONTENT text, DATE date, EXPIRYDATE date, STATUS varchar (255))

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APPLICATION text, DATE date,))

CATEGORY (CAT_ID NOTNULL int (11), NAME varchar (255), DESC text)

EMPLOYMENT (EMP_ID NOTNULL int (11), COMPANY varchar (255), SIZE varchar
(255),SECTOR varchar (255) , LOCATION varchar (255), JOBTITLE varchar (255),
EMPFROM varchar(255), EMPTO varchar(255), JOBTTYPE varchar(255), STATUS varchar
(255),REASONSLEAVE text, ACCOMPLISHMENT text, RESPONSIBILITY text,
MANAGERSPHONE varchar (255), REG_ID int (11))

EXAM (E_ID NOTNULL int (11), NAME varchar (255), GRADE varchar (255),REG_ID int
(11))

LANGUAGE (L_ID NOTNULL int (11), LANGUAGE varchar (255), LEVEL varchar (255),
SPEAK varchar (255), READ varchar (255), WRITE varchar (255), REG_ID int (11))

PERSONAL (PERSON_ID NOTNULL int (11), GENDER varchar (255), DISABLE varchar
(255),DESC text, STATUS varchar (255), NATIONALITY varchar (255),IDNO
varchar(255),MOBILE varchar(255), ADDRESS text, CITY varchar (255), CODE varchar
(255), COUNTRY varchar (255), REG_ID int (11))

PROFASSOCIATION (PROF_ID NOTNULL int (11),ORGANIZATION varchar (255),
LOCATION varchar (255),MEMBERSHIPDATE varchar (255) , REGISTERED varchar (255),
ACTIVITIES varchar (255), REG_ID int (11))

QUALIFICATION (Q_ID NOTNULL int (11),QUALIFICATION varchar (255), WORKEXP
varchar (255),LICENCE varchar (255) , SALARY varchar (255),PACKAGE varchar (255),
REG_ID int (11))

REFEREES (REF_ID NOTNULL int (11), TITLE varchar (255),FNAME varchar (255),
LNAME varchar (255) ,COMPANY varchar (255), JOBTITLE varchar (255),MOBILE

varchar(255), TEL varchar(255), EMAIL varchar(255), CANCONTACT varchar (255), REG_ID int (11))

SKILLS (S_ID NOTNULL int (11), SKILL varchar (255), LEVEL varchar (255),SKILLEXP varchar (255) , LASTUSED varchar (255), REG_ID int (11))

USERS (USER_ID NOTNULL int (11), FNAME varchar (255), LNAME varchar (255),USERNAME varchar (255) ,PWDWORD varchar (255), PHONE varchar (255), ADDRESS text, ACTIVE varchar(255), GROUP varchar(255))

The above is transformed to the following tables; Field shows the attributes in the table, Type shows the data type and data size of each attribute while Null describes whether the field should be left blank or not (null or not null). The types used in this database are int which is of integer type, varchar which contains both variables and characters, text which allows only the insertion of text variables and date which shows the date and time. The default settings allow the attribute to assume the former state as designed by user and the comments describe the attribute. The underlined attribute is the primary key of that particular table.

Academic rec

Field	Type	Null	Default	Comments
<u>Acid</u>	Int(11)	NO		Academic records identification
Institution	Varchar(255)	NO		Institution information
Qualification	Varchar(255)	NO		Personal capabilities and qualification
Type	Varchar(255)	NO		Type of job sought
Status	Varchar(255)	NO		Status of the applicant
Date	Varchar(255)	NO		Date and time
Location	Varchar(255)	NO		Location
Country	Varchar(255)	NO		Country of origin

Regid	Int(11)	NO	Registration identification
-------	---------	----	-----------------------------

Application

Field	Type	Null	Default	Comments
<u>Appid</u>	int(11)	NO		Application identification
Regid	int(11)	NO		Registration identification
Vacid	int(11)	NO		Vacancy identification
Application	text	NO		Application (personal profile)
Date	Date	NO		Date and time

Category

Field	Type	Null	Default	Comments
<u>Catid</u>	Int(11)	NO		Category identification
Name	Varchar(255)	NO		Job category name
Desc	Text	NO		Description of the job

Employment

Field	Type	Null	Default	Comments
<u>Empid</u>	Int(11)	NO		Employment identification
Company	Varchar(255)	NO		Institution information
Size	Varchar(255)	NO		Size
Sector	Varchar(255)	NO		Sector where the job lies
Location	Varchar(255)	NO		Location of the user

Jobtitle	Varchar(255)	NO	The job type
Empfrom	Varchar(255)	NO	Employment from
Empto	Varchar(255)	NO	Employment to
Jobtype	Varchar(255)	NO	The type of job the user wants
Status	Varchar(255)	NO	Current status of the user
Reasonsleave	Text	NO	Reasons for leaving previous job if any
Accomplishment	Text	NO	Accomplishments of the user
Responsibilities	text	NO	Responsibilities of the user
Managerphone	Varchar(255)	NO	Managers contacts
Regid	Int(11)	NO	Registration identification

Language

Field	Type	Null	Default	Comments
<u>Lid</u>	Int(11)	NO		Language identification
Language	Varchar(255)	NO		Types of language known by user
Level	Varchar(255)	NO		Current position held by user
Speak	Varchar(255)	NO		Competences in speaking
read	Varchar(255)	NO		Competences in reading
Write	Varchar(255)	NO		Competences in writing
Regid	Int(11)	NO		Registration identification

Personal

Field	Type	Null	Default	Comments
<u>Personid</u>	Int(11)	NO		Personal identification
gender	Varchar(255)	NO		Male or female

Disabled	Varchar(255)	NO	Personal defects
Desc	Text	NO	Type of job description
Status	Varchar(255)	NO	Status of the applicant
Nationality	Varchar(255)	NO	Country of origin
Idno	Varchar(255)	NO	Identification number
mobile	Varchar(255)	NO	Contact
Address	Text	NO	Contact address
City	Varchar(255)	NO	City of origin
Code	Varchar(255)	NO	Country code
Country	Varchar(255)	NO	Country of origin
Regid	Int(11)	NO	Registration identification

Prof-association

Field	Type	Null	Default	Comments
<u>Profid</u>	Int(11)	NO		Prof-association identification
organization	Varchar(255)	NO		Organization
institution	Varchar(255)	NO		Institution
Location	Varchar(255)	NO		Location
Membershipdate	Varchar(255)	NO		Membership
Registered	Varchar(255)	NO		Registered
activities	text	NO		Activities
Regid	Int(11)	NO		Registration identification

Qualification

Field	Type	Null	Default	Comments
<u>Qid</u>	int(11)	NO		Qualification identification
qualification	Varchar(255)	NO		Qualification
Workexp	Varchar(255)	NO		Work experience

Lisence	Varchar(255)	NO	License
Salary	Varchar(255)	NO	Salary package
Package	Varchar(255)	NO	Package
Regid	int(11)	NO	Registration identification

Referees

Field	Type	Null	Default	Comments
<u>Refid</u>	Int(11)	NO		Referee identification
Title	Varchar(255)	NO		Title
Fname	Varchar(255)	NO		First name
Lanme	Varchar(255)	NO		Last name
Company	Varchar(255)	NO		Institution of the referee
Jobtitle	Varchar(255)	NO		Position held by referee
Mobile	Varchar(255)	NO		Contact mobile
Tel	Varchar(255)	NO		Telephone contact
Email	Varchar(255)	NO		Email contact
Concontract	varchar(255)	NO		Con contract
Regid	Int(11)	NO		Registration identification

Registration

Field	Type	Null	Default	Comments
<u>Regid</u>	Int(11)	NO		Registration identification
Uname	Varchar(255)	NO		Users name
Pword	Varchar(255)	NO		Password

Title	Varchar(255)	NO	Title
Fname	Varchar(255)	NO	First name
Lname	Varchar(255)	NO	Last name
Email	Varchar(255)	NO	Email address
Mobile	Varchar(255)	NO	Contact mobile
Availability	Varchar(255)	NO	Users availability
Expertise	Varchar(255)	NO	Users expertise
Natureofemp	Varchar(255)	NO	Nature of employment
Howyouknew	Varchar(255)	NO	How you got to know
Active	Varchar(255)	NO	Activation

Skills

Field	Type	Null	Default	Comments
<u>Sid</u>	Int(11)	NO		Skills identification
Skill	Varchar(255)	NO		Type of skill
Level	Varchar(255)	NO		Level of skill
Skillexp	Varchar(255)	NO		Skill experience
Lastused	Varchar(255)	NO		Last used
Regid	Int(11)	NO		registration identification

Users

Field	Type	Null	Default	Comments
<u>Userid</u>	Int(11)	NO		User identification
Fname	Varchar(255)	NO		First name
Lname	Varchar(255)	NO		Last name

Username	Varchar(255)	NO	Username
Pword	Varchar(255)	NO	Password security
Phone	Varchar(255)	NO	Phone contact
Address	Text	NO	Contact
Active	Varchar(255)	NO	Activation
Group	Int(11)	NO	Group

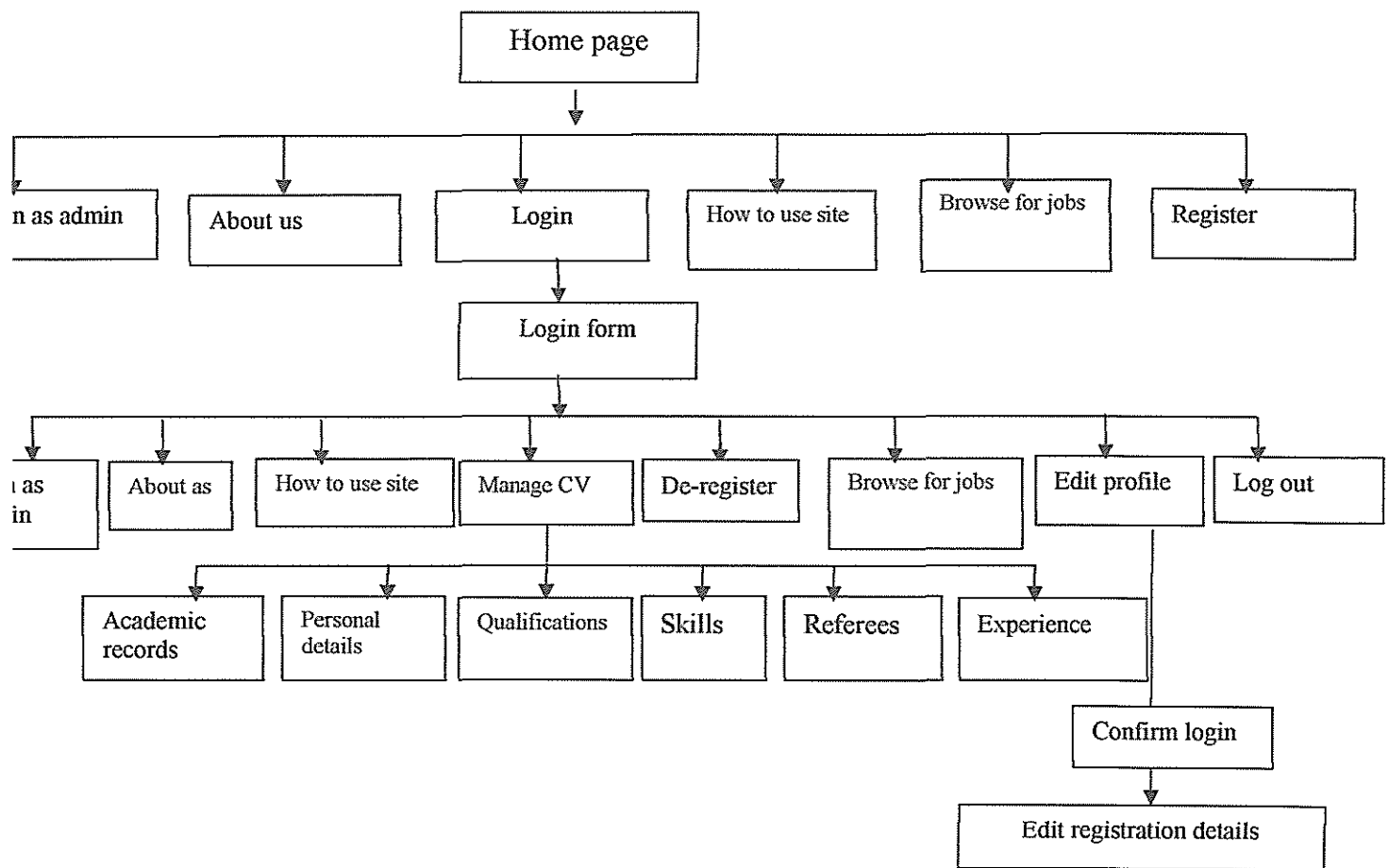
Vacancies

Field	Type	Null	Default	Comments
<u>Vacid</u>	Int(11)	NO		Vacancies identification
Title	Varchar(255)	NO		Title information
Reference	Varchar(255)	NO		Reference
Category	Int(11)	NO		Category
Summary	Text	NO		Summary
Content	Text	NO		Content
Date	Date	NO		Date and time
Expirydate	Date	NO		Date of expiry
Status	Varchar(255)	NO		The vacancy status

4.3 User Navigation Diagram

The diagram below presents a high-level view of the functions performed by the system, as well as the decomposition of functions into sub functions.

Figure 4.1 User navigation diagram



4.4 User Interface Design

Graphical user interface is the boundary between the program and the user, simply put; it is how the user interacts with the application. Graphical user interface includes the following: a pointing device, typically a mouse which highlights a link if pointed, a window that graphically displays what the computer is doing, icons which are graphical images that represent either a link or an advert and moving.

The design of the interface should be similar and unanimous for all the views the different kinds of users are going to achieve. This is to differentiate them and serve them to the fullest incase of any anomalies. The user interface is supposed to be easy to navigate and should not have much

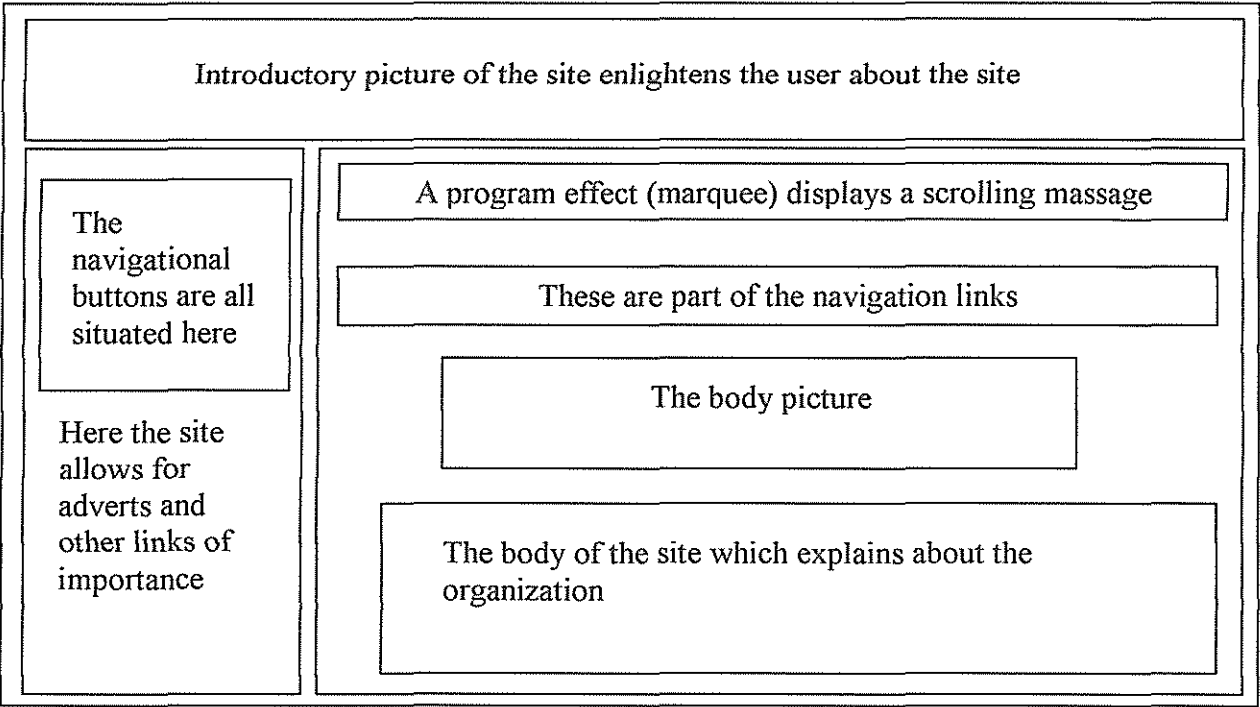
functionality. The system should grey out some of the functionality, to allow the users to know that such a function or utility is available.

The user interface is design to accommodate two kinds of users; the public and the administrators who will be responsible for the well being of the system. This includes the updating and maintenance of the site and database.

4.4.1 Public User Interface Design

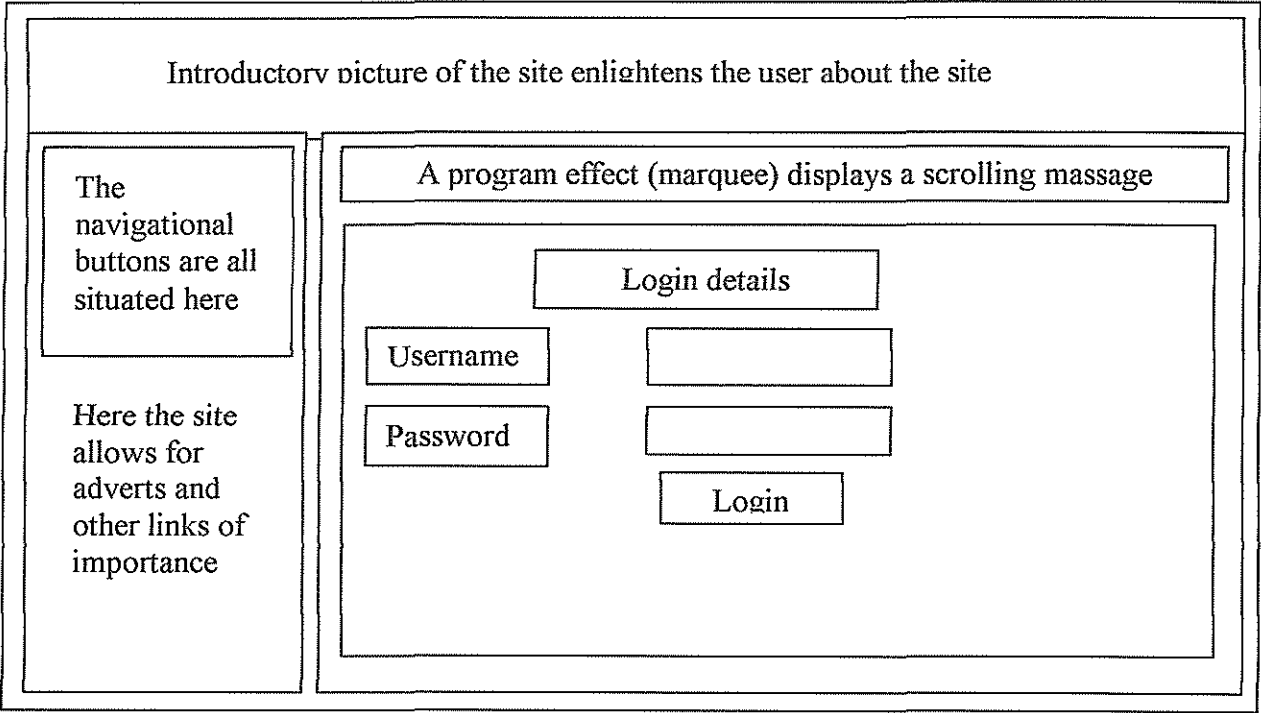
To achieve consistency, the colour should not interchange, and buttons and links should be consistent. This means if a user clicks on an item/ link on another page of the site, it will execute the same command as the first and the buttons should be in a consistent place all together. The colour skin should match the whole site for uniformity. The site should support both the novices and experts since they operate differently.

Figure 4.2 user interface design model



The background colour is white and uniform for each page in the site and as the user navigates through the site it changes accordingly. For instance, when a user wants to log in the page will change to the following.

Figure 4.3 login form design model



4.5 Administrative User Interface Design

The administrative user interface is similar to the public user interface, only that security is a major priority. As with the previous design, we have to achieve a consistency, the colour should not interchange, and buttons and links should be consistent too. This means if a user clicks on an item/ link on another page of the site, it is to execute the same command as the first and the buttons should all be in a consistent place. The colour skin should match the whole site for uniformity. In case of warnings the message boxes should explain the source of the error of bridge that has occurred.

Figure 4.4 administrative user interface design model

Introductory picture of the site enlightens the user about the site

HR ADMINISTRATOR LOGIN

Username

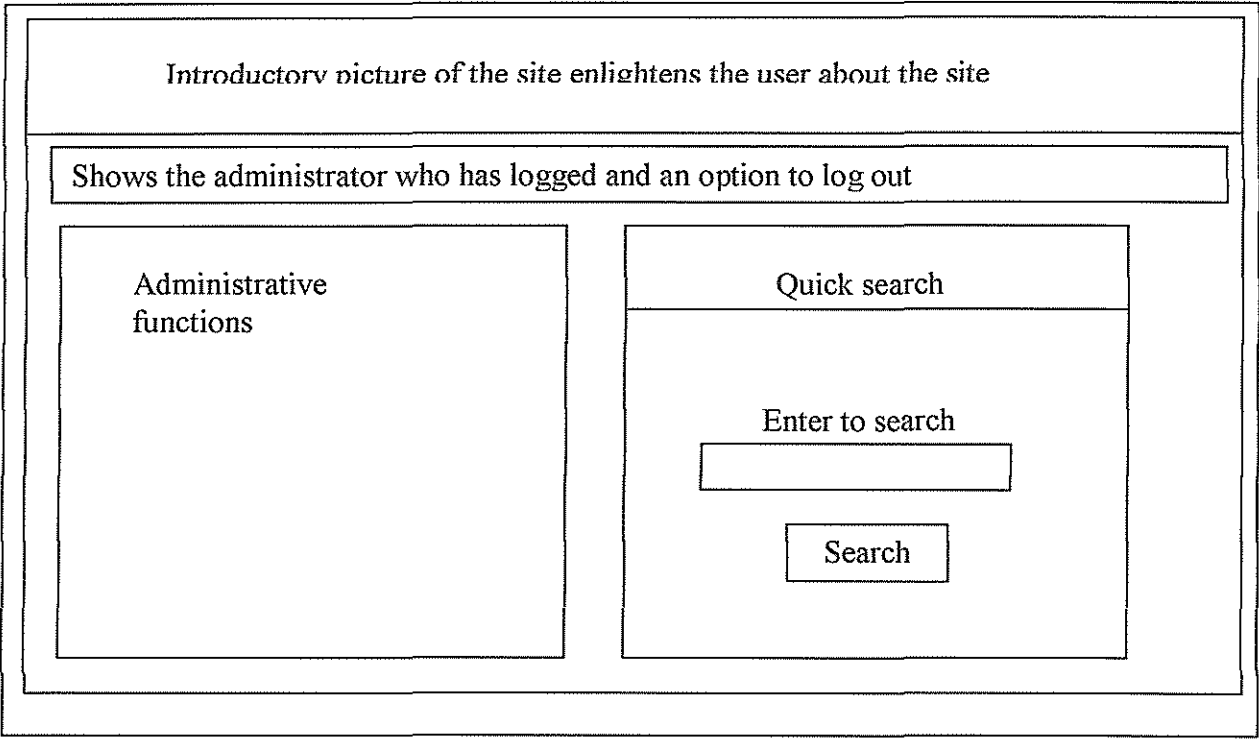
Password

Submit

Pictorial background accompanied with links to other sites

After login form the structure changes to a more controlled structured page that will allow the navigation of the public user interface more useable and easy to maneuver. It has controls that either activates or deactivates functionality on the site. The following is the structure:

Figure 4.5 administrative login user interface design model



4.6 Network Design

The network design allows the stakeholders to understand how the connection will run, although it consequently names the components that can be part of the network and the different technologies used. It covers the count of the peripherals that appear in a certain private network; how many personal computers, servers, network devices and cabling needed. This also goes hand in hand with the kind of IP addresses that are supposed to be chosen, for instance, if it is a growing network it should be of a class A and not of C because in future there could be more installation.

4.7 Conclusion

This chapter gives light on the logical design of a system and feeds into the next curial phase of implementation and testing of the system. The overall objective is to make it easier for the stakeholders and the system developers to understand the system.

CHAPTER FIVE

SYSTEM IMPLEMENTATION

5.0 Introduction

This chapter contains program testing, project implementation and system conversion. System implementation comprises construction of the new system and delivery of that system into production. Prior to system implementation, it is necessary to carry out testing and training since it enables users to gain maximum benefits from the new system. Managers consequently should be aware that the system is capable of functioning for the benefit of the organization and this is achieved by testing the application. Operators need training in management of the site, data uploading and retrieval. The goals are to convert the system models specified as a structure chart, into a set of program modules.

5.1 User Interface Displays

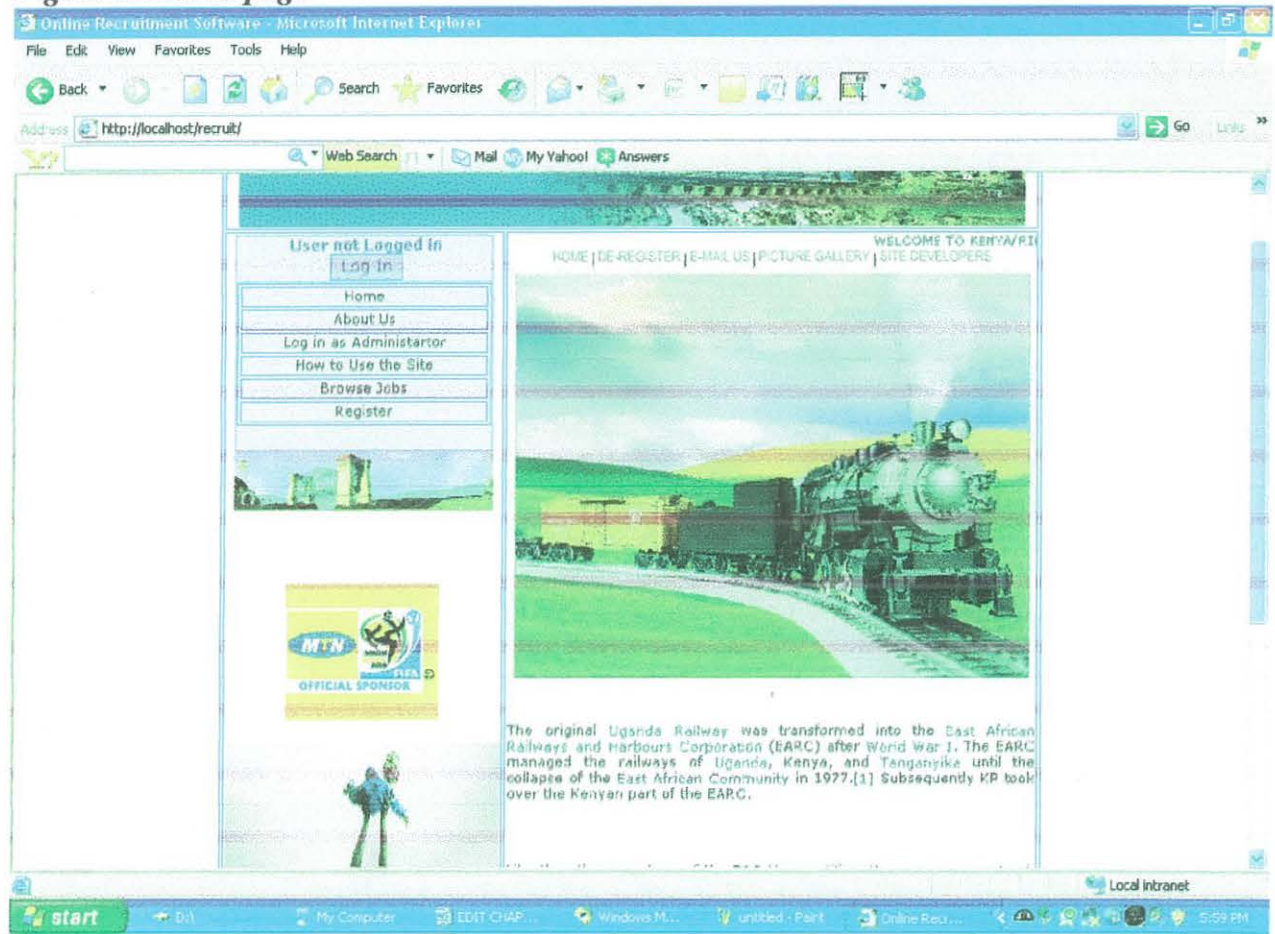
After the systems design this are actual web pages that users are going to interact with and it covers more of the structural representation of the system. The site is auto adjustable and adjusts according to the content of the page.

5.1.1 Home Page

This is the index page that loads first; it is more of an introductory page and talks about the organization, its history and background. It introduces the site to the user and acts as a very important advertising tool to the organization. The home page contains some pictures which show what kind of business the organization involves itself with. It also contains other pictures and links with leads to other sites hence the sites help in advertising for other institutions and

businesses. The home page has less functionality compared to a user who has logged in to the system.

Figure 5.1 home page



5.1.2 Login Form

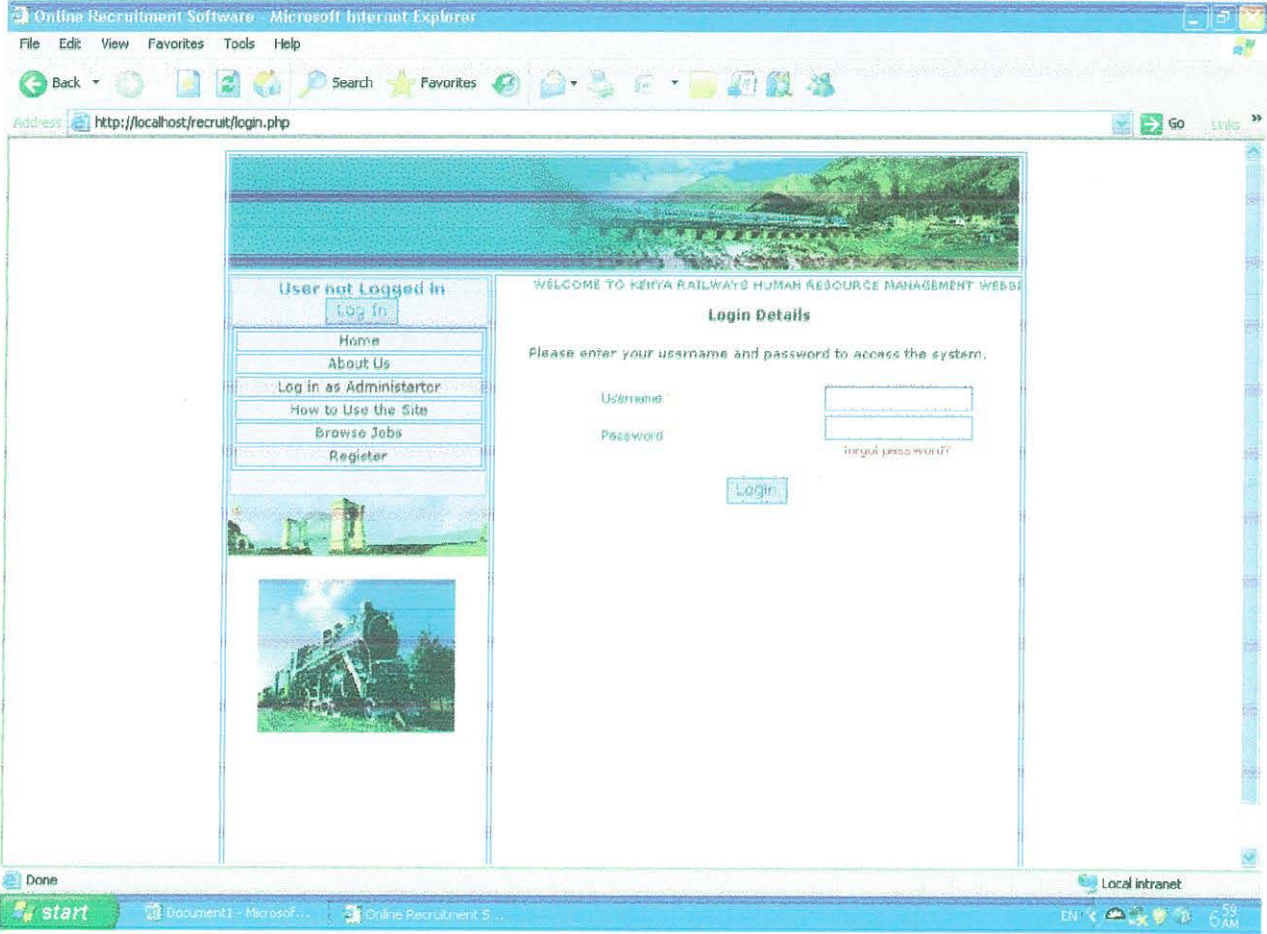
The system invests more on security to guard the system against unauthorized access and data theft.

When the site loads, there is information about the organization and advertisements. To access more information about the jobs and vacancies a user should be a registered member, hence is required to either register or login if already a member.

When a user enters his/her username and password, the system checks in the database and looks for the username and password provided by the user, if they do not match with what is in the database, access will be denied. Below is the login form.

User rights have been assigned to every user who logs into the system. To guarantee this a button for add user has been included which will allow the site to authenticate the user. The current administrator with rights is the only one who can give privileges to the other administrators according to their duties.

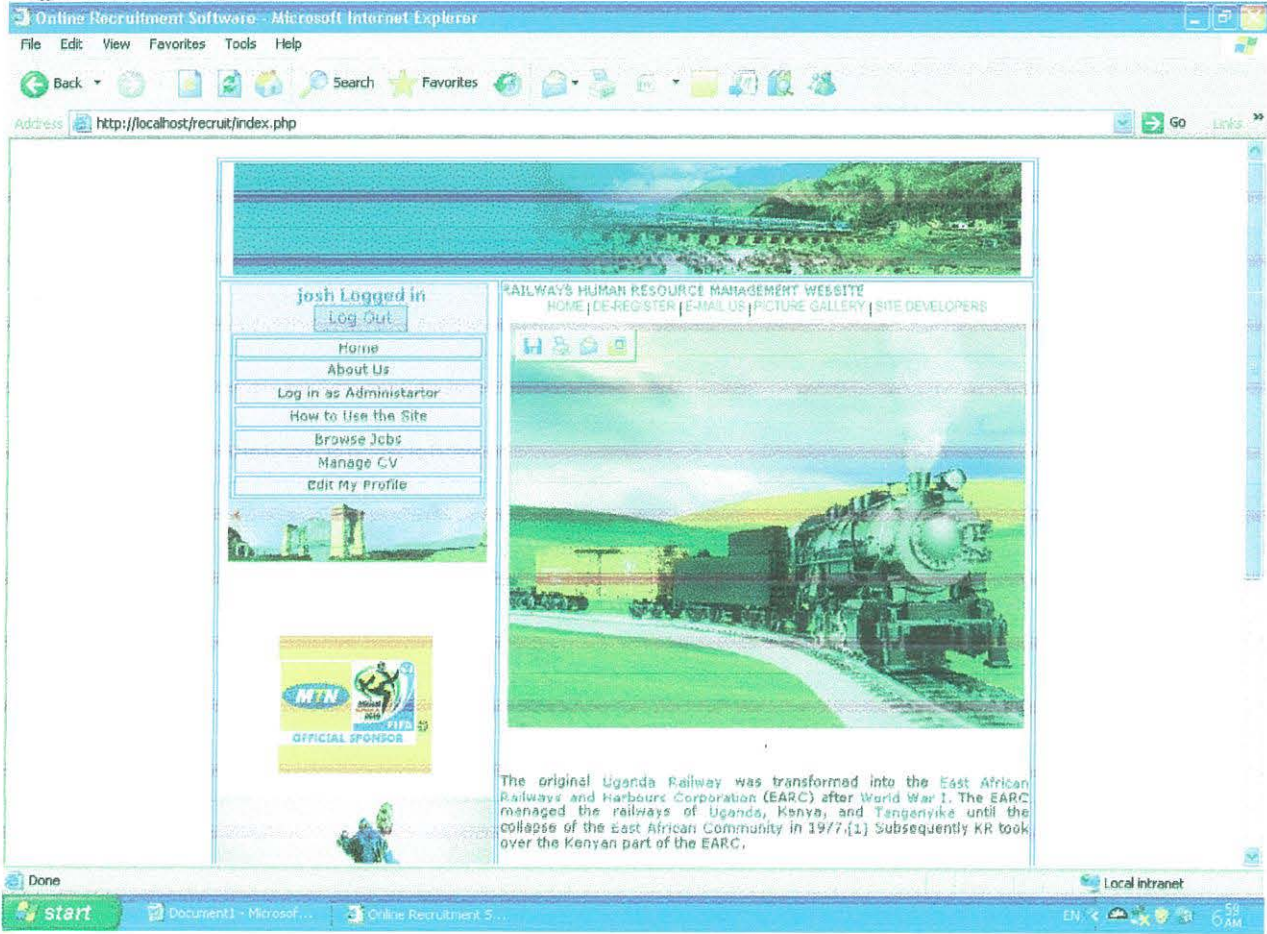
Figure 5.2 login form



5.1.3 User Form

Once logged the system identifies the user by name. The functions that were not visible at first are activated for the user. These are: manage CV, Edit my profile, and browse for jobs. These functions help the user manage their CVs, edit their account profiles and browse for suitable jobs.

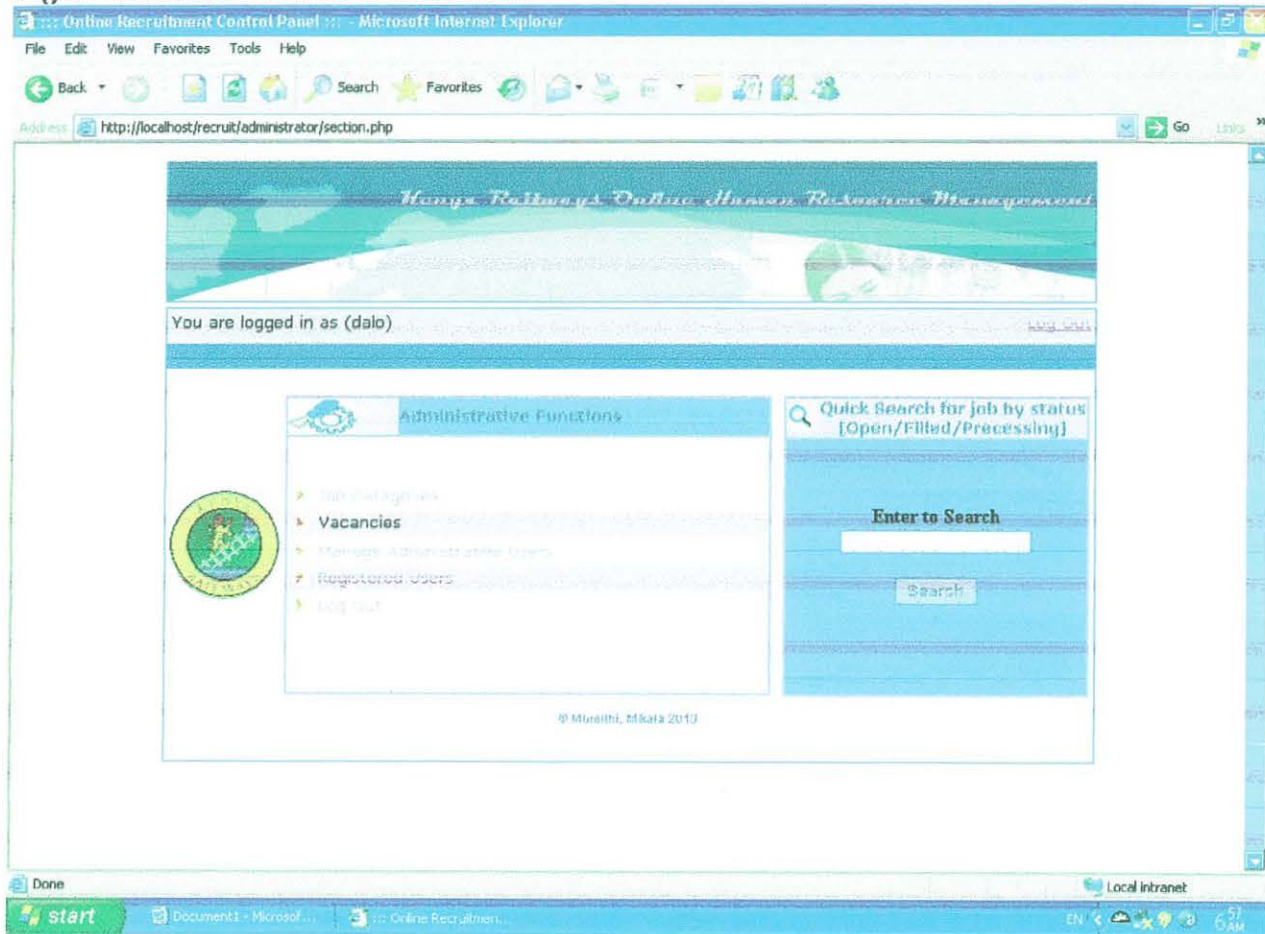
Figure 5.3 user form



5.1.4 Administrator User Accounts

This account enables the administrator to accomplish his/her administrative functions. These are: edit and maintain the job categories, maintain and advertise the available vacancies, manage the administrative users, manage and control the registered users.

Figure 5.4 Administrator Use Accounts

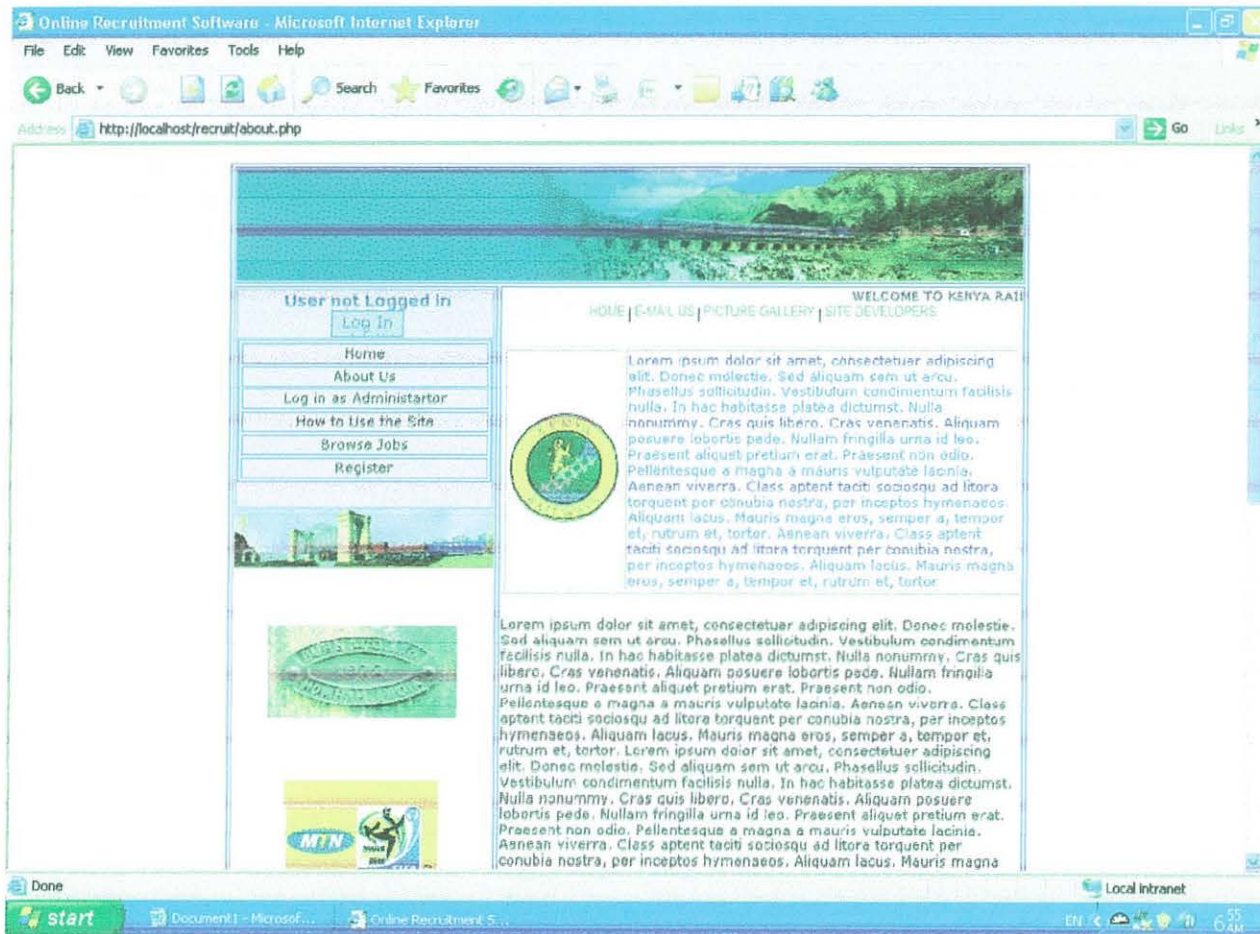


5.1.5 About Us Form

This is a page of the website that talks about the institution in detail and its functions. It contains the evolution of its growth, the goals objectives its mission statement and contact information

about the organization. It also gives information about the developers of the site and its functions.

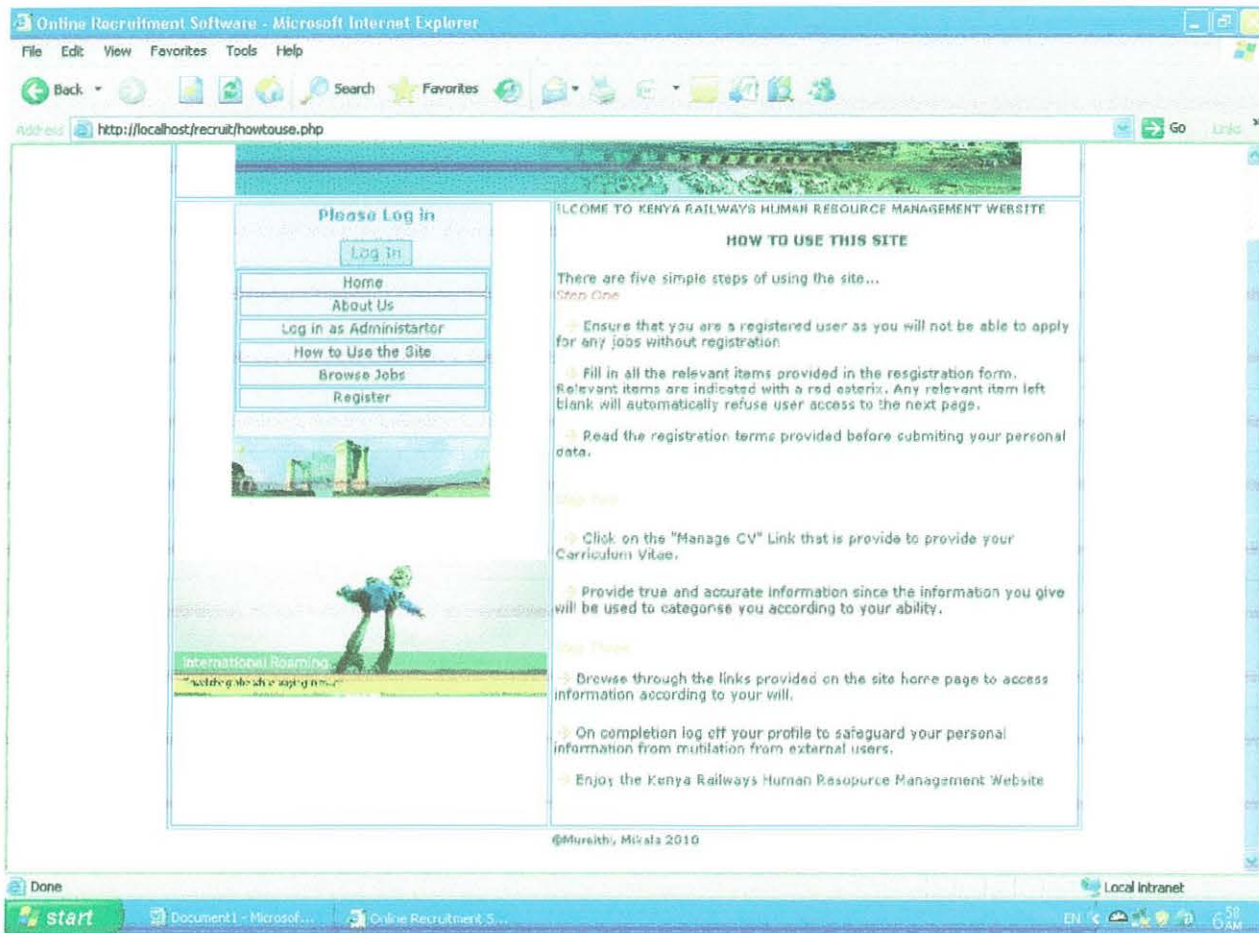
Figure 5.5 About us form



5.1.6 How to use the site

This page gives information on how to use the site and the actual functions of the website.

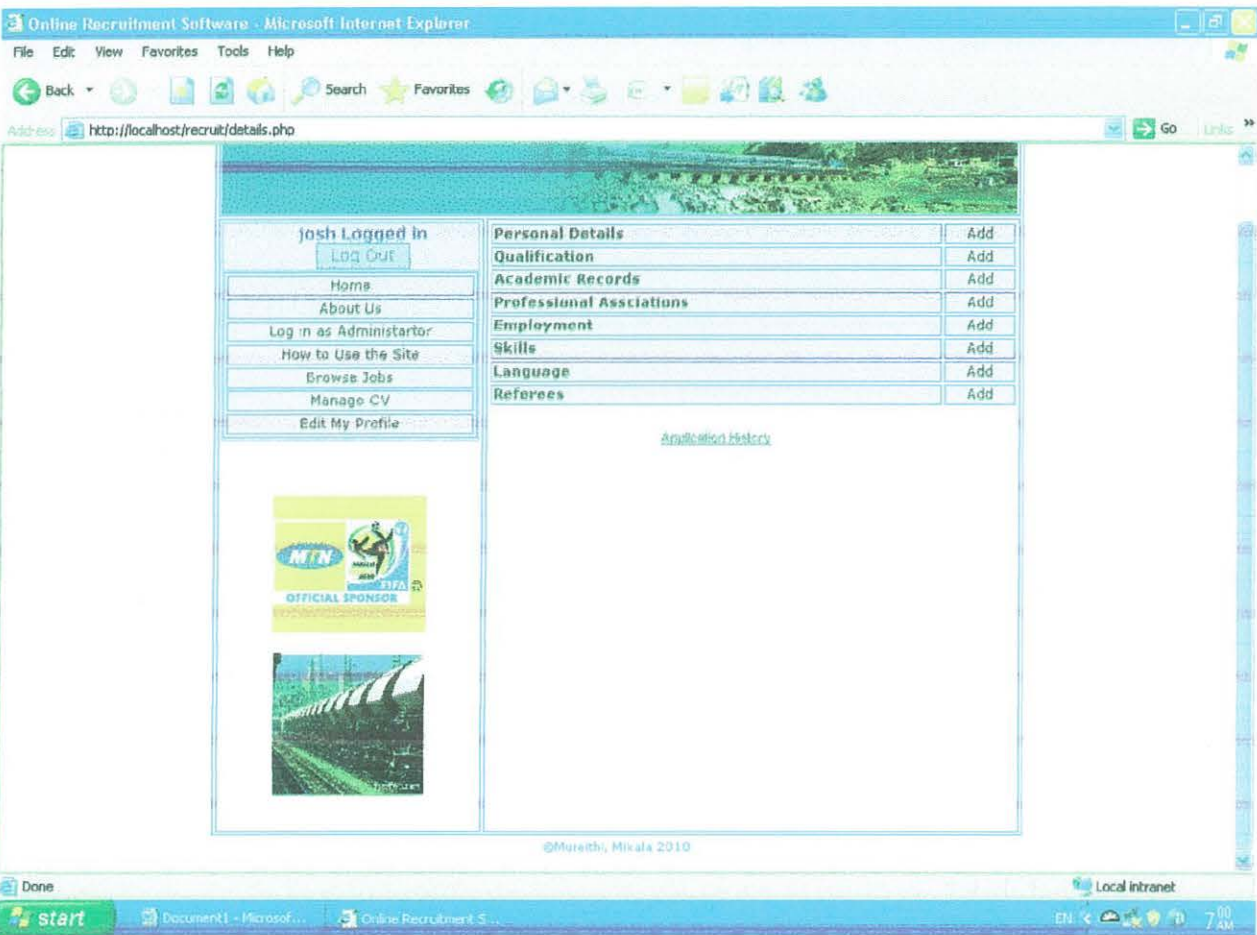
Figure 5.6 How to use the site



5.1.7 Manage CV

This page allows for editing the profile and adding more qualification as attained. These are personal details, qualification, academic records, professional associations, employment, skills, languages and referees.

Figure 5.1.7 How to manage CV



5.2 System Installation and Requirements

The system like any other will have to be installed and therefore has its own requirements. This includes both hardware and software requirements. Without proper requirements the system will not be able to run properly. The system can only be installed on a networked environment; this will depend on the user preference. The installation will be done by use of a CD on a central server.

5.2.1 Hardware Requirements

The system will run on a Pentium IV, 1.2 GHZ processor, 256MB RAM and 20 GB hard drive. There should be a 52 speed CD drive for installation and for creating backup copies of the company's data. Any kind of a printer compatible with the organization's system can be used. A stabilizer or uninterruptible power supply of 220 – 240 volts and 4A for power stability and storage to keep PC working will be required, so that power losses do not lead to data loss.

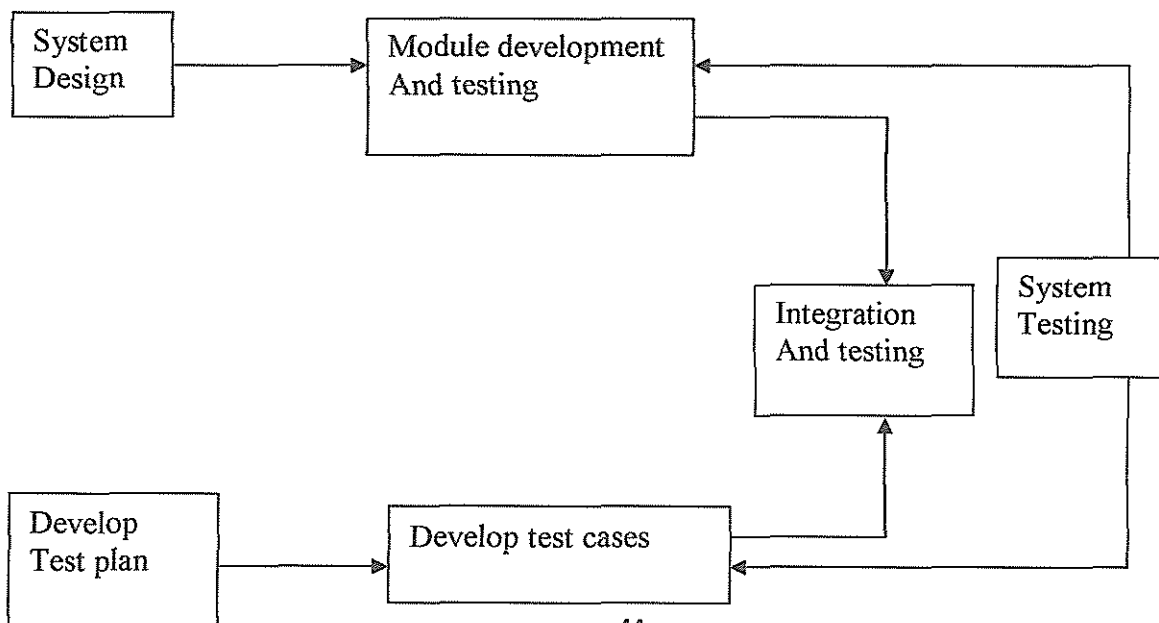
5.2.2 Application Requirements

The system application will run on a windows platform 9x, 2000 or XP or even Vista without hanging or breaking down easily. In order for the database to run, MYSQL Wamp server should be installed in the system.

5.3 Program Testing

Program testing is recognized as an important part of quality assurance. Testing proceeds in parallel with system development, as shown below. Here a test plan is developed in parallel with system design. Testing proceeds through a number of steps.

Figure 5.1 Program testing illustration



5.3.1 Unit Testing

This is the first stage of testing; this is done by using written test planning and prepared test data. The path consists of a number of test runs such as valid paths through the codes. For each test run, there is a list of condition tested, the test data used and expected results. All the forms that are on the system are tested against the test plan and conditions.

5.3.2 Integration Testing

This is the integration of the components of the entire system so that all can work together to produce required results. Each module/interface is linked to others, allowing them to interact. The whole process must be in a specific sequence and within a specified response time. The integration between the component and sub-components created in PHP scripting language and the database created in MYSQL is fully tested to ensure that they are effectively connected.

5.3.3 System Testing and Implementation

This tests the whole system after linking together all the subsystems. Bugs are identified and categorized in order of priority and are fixed since those with less priority can be addressed in the follow-up releases in the process of evolution. The following activities are also carried out: Performance testing validates the response times specified in the functional specifications. It involves timing the system to respond to a user's request, timing normal operations and also exception cases.

Regression test tests the key functions and ensures that no new bugs are introduced during correction.

Security test ensures any kind of security concern that may render the website vulnerable is addressed especially on the database. Security measures like passwords and encrypted digital signatures are therefore enforced.

Acceptance testing is a proof by the client, that the system meets the business requirement agreed upon, in the functional specification. The tested data is replaced with live data provided by the client. The client records all errors and other necessary aspects. They are discussed with the developer and the errors are corrected and changes are implemented at the expense of the client.

5.4 Conclusion

This chapter summarizes the implementation and presentation phase of the system and it is expected that at this stage the user is supposed to have little knowledge of how the system operates. The next step is to implement and allow the users to have a preamble before the system is officially launched. At this stage the organization should have accepted the system and its maintenance.

CHAPTER SIX

EVALUATION, RECOMMENDATIONS AND CONCLUSION

6.0 Introduction

The chapter explains the evaluation, recommendation and conclusion arrived at by the researchers. These recommendations are essential and the developers strongly feel they should be put in place for effective use of the system and general running of the organization. It also highlights the discipline required by an organization to run the system without complications bearing in mind that it serves both the members of the organization and the public.

6.1 Evaluation of the new system.

The new website application will achieve the following: the information system will control data redundancy within the organization thus improving performance. The system will also ensure data integrity within the organization since there will be only one single database to enhance security.

The organization will be streamlined in its operations, making it stand out in a competitive environment. To make sure that this is accomplished, the system will be dedicated and expected to have a recovery plan in place in case of emergency.

The website application will permit only authorized users (administrators) to update the data in the database whenever it is necessary. This will be achieved by use of passwords and usernames. The system will be able to run on real time hence interaction with the user will be enhanced.

Although the new system is expected to achieve the above performances it has some limitations. Such limitations are however unavoidable. This is because not many members of the public have

access to the internet, neither are other members computer literate, and the few who are do not trust the systems and are wary of providing their personal private information.

Consequently technology sometimes fails us with periodic loss of network when online. This could be solved if we embark on better ways of sourcing for the equipment and the providers of this precious resource.

6.2 Conclusion

This project can be considered to have achieved most of the set goals and objectives as it was set out to overcome that had come to our attention during the analysis phase. For instance a database to store the customer's information was designed and implemented. This is expected to increase efficiency and ease of work for the human resource department and also aid in identifying and stopping the growing rate of malpractices by officials of signing up for ghost workers.

The Rift valley railways organization website application has attractive interfaces which are easy to learn. This has reduced the time and money spent by the organization on training new employees.

After the system was developed, it was tested to ensure that it was functioning as expected and to ensure that it had no bugs, logical errors and that the results were as expected. System testing avoids future system breakdowns which may cost the organization the much needed revenue that it generates.

6.3 Recommendation

Rift valley railways should adopt this system for efficient running of their operations. This is especially in the current age of technology where computers are used in every organization. The website application system improves on its services and attracts more clients who use the service.

Rift valley railways limited should adopt the database storage system to act as a backup and support the preliminary system (web application system) in order to store customers' information separate from the daily reports of the organization hence differentiating the human resource department information and that of the public.

Rift valley railways organization should also test the website application in order to ensure that it is of the expected quality. Testing the system avoids unexpected failure or break down which may lead to loss of customer loyalty. Testing the system ensures that bugs are identified and taken deleted before full system implementation takes place.

Rift valley railways organization should also adopt the user-interactive website application because it is easy for the users to learn how to use it. Interactive user systems have a short learning curve which is cost effective and also saves time.

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APPENDIX A

INTERVIEW GUIDE

- 1) What is your name?
.....
- 2) Do you work in the Human resource department?
.....
- 3) What is your experience in your work place?
.....
- 4) What are the recruitment methods used by your department?
.....
- 5) How would you rate the use of information technology in your department?
.....
- 6) What methods do you use to advertise the vacancies that are available in your organization?
.....
- 7) How do prospective employees apply for vacancies in your Organization?
.....
- 8) Approximately how many applications do you receive on average when you advertise?
.....
- 9) Are you able to screen through all those applications effectively?
.....
- 10) What are the major problems facing the recruitment process?
.....
.....
- 11) What do you feel about having a computerized system to assist in the recruitment process?

APPENDIX B

MYSQL Database codes

```
-- phpMyAdmin SQL Dump
-- version 2.11.6
-- http://www.phpmyadmin.net
--
-- Host: localhost
-- Generation Time: Jul 14, 2008 at 08:57 AM
-- Server version: 5.0.51
-- PHP Version: 5.2.6

SET SQL_MODE="NO_AUTO_VALUE_ON_ZERO";

--
-- Database: `recruit`
--

-----

--
-- Table structure for table `academicrec`
--

CREATE TABLE `academicrec` (
  `acid` int(11) NOT NULL auto_increment,
  `institution` varchar(255) NOT NULL,
  `qualification` varchar(255) NOT NULL,
  `type` varchar(255) NOT NULL,
  `status` varchar(255) NOT NULL,
  `date` varchar(255) NOT NULL,
  `location` varchar(255) NOT NULL,
  `country` varchar(255) NOT NULL,
  `regid` int(11) NOT NULL,
  PRIMARY KEY (`acid`)
) ENGINE=MyISAM DEFAULT CHARSET=utf8 AUTO_INCREMENT=4 ;

--
-- Dumping data for table `academicrec`
--
```

```
INSERT INTO `academicrec` (`acid`, `institution`, `qualification`, `type`, `status`, `date`,
`location`, `country`, `regid`) VALUES
(3, 'makerere', 'B.Cs', 'Bachelors Degree', 'In Progress', '12/12/2008', 'kampala', 'uganda', 6);
```

```
-- -----
```

```
--
-- Table structure for table `applications`
--
```

```
CREATE TABLE `applications` (
  `appid` int(11) NOT NULL auto_increment,
  `regid` int(11) NOT NULL,
  `vacid` int(11) NOT NULL,
  `application` text NOT NULL,
  `date` date NOT NULL,
  PRIMARY KEY (`appid`)
) ENGINE=MyISAM DEFAULT CHARSET=utf8 AUTO_INCREMENT=3 ;
```

```
--
-- Dumping data for table `applications`
--
```

```
INSERT INTO `applications` (`appid`, `regid`, `vacid`, `application`, `date`) VALUES
(1, 1, 1, 'I am competent and qualilfied for the job because I have experience in the field
spanning more than three years....', '2007-11-08'),
(2, 1, 2, 'reasons', '2008-06-19');
```

```
-- -----
```

```
--
-- Table structure for table `category`
--
```

```
CREATE TABLE `category` (
  `catid` int(11) NOT NULL auto_increment,
  `name` varchar(255) NOT NULL,
  `desc` text NOT NULL,
  PRIMARY KEY (`catid`)
) ENGINE=MyISAM DEFAULT CHARSET=utf8 AUTO_INCREMENT=7 ;
```

```
--
-- Dumping data for table `category`
--
```

--
-- Table structure for table `employment`
--

```
CREATE TABLE `employment` (  
  `empid` int(11) NOT NULL auto_increment,  
  `company` varchar(255) NOT NULL,  
  `size` varchar(255) NOT NULL,  
  `sector` varchar(255) NOT NULL,  
  `location` varchar(255) NOT NULL,  
  `jobtitle` varchar(255) NOT NULL,  
  `empfrom` varchar(255) NOT NULL,  
  `empto` varchar(255) NOT NULL,  
  `jobtype` varchar(255) NOT NULL,  
  `status` varchar(255) NOT NULL,  
  `reasonsleave` text NOT NULL,  
  `accomplishment` text NOT NULL,  
  `responsibilities` text NOT NULL,  
  `managerphone` varchar(255) NOT NULL,  
  `regid` int(11) NOT NULL,  
  PRIMARY KEY (`empid`)  
) ENGINE=MyISAM DEFAULT CHARSET=utf8 AUTO_INCREMENT=3 ;
```

--
-- Dumping data for table `employment`
--

```
INSERT INTO `employment` (`empid`, `company`, `size`, `sector`, `location`, `jobtitle`,  
`empfrom`, `empto`, `jobtype`, `status`, `reasonsleave`, `accomplishment`, `responsibilities`,  
`managerphone`, `regid`) VALUES  
(2, 'clique internet cafe', '1-20', 'information technology', 'kampala', 'Administrator', '12/12/2007',  
'12/12/2008', 'Data admin', 'temporary', '', '+254721837746', 6);
```

--
-- Table structure for table `exam`
--

```
CREATE TABLE `exam` (  
  `eid` int(11) NOT NULL auto_increment,  
  `name` varchar(255) NOT NULL,  
  `grade` varchar(255) NOT NULL,  
  `acid` int(11) NOT NULL,
```

```
PRIMARY KEY (`eid`)  
) ENGINE=MyISAM DEFAULT CHARSET=utf8 AUTO_INCREMENT=1 ;
```

```
--  
-- Dumping data for table `exam`  
--
```

```
--  
-- Table structure for table `language`  
--
```

```
CREATE TABLE `language` (  
  `lid` int(11) NOT NULL auto_increment,  
  `language` varchar(255) NOT NULL,  
  `level` varchar(255) NOT NULL,  
  `speak` varchar(255) NOT NULL,  
  `read` varchar(255) NOT NULL,  
  `write` varchar(255) NOT NULL,  
  `regid` int(11) NOT NULL,  
  PRIMARY KEY (`lid`)  
) ENGINE=MyISAM DEFAULT CHARSET=utf8 AUTO_INCREMENT=5 ;
```

```
--  
-- Dumping data for table `language`  
--
```

```
INSERT INTO `language` (`lid`, `language`, `level`, `speak`, `read`, `write`, `regid`) VALUES  
(4, 'English', 'Advanced', 'Advanced', 'Advanced', 'Advanced', 6);
```

```
--  
-- Table structure for table `personal`  
--
```

```
CREATE TABLE `personal` (  
  `personid` int(11) NOT NULL auto_increment,  
  `gender` varchar(255) NOT NULL,  
  `disabled` varchar(255) NOT NULL,  
  `desc` text NOT NULL,  
  `status` varchar(255) NOT NULL,  
  `nationality` varchar(255) NOT NULL,  
  `idno` varchar(255) NOT NULL,
```

```

`mobile` varchar(255) NOT NULL,
`address` text NOT NULL,
`city` varchar(255) NOT NULL,
`code` varchar(255) NOT NULL,
`country` varchar(255) NOT NULL,
`regid` int(11) NOT NULL,
PRIMARY KEY (`personid`)
) ENGINE=MyISAM DEFAULT CHARSET=utf8 AUTO_INCREMENT=5 ;

```

```

--
-- Dumping data for table `personal`
--

```

```

INSERT INTO `personal` (`personid`, `gender`, `disabled`, `desc`, `status`, `nationality`, `idno`,
`mobile`, `address`, `city`, `code`, `country`, `regid`) VALUES
(2, 'Male', 'No', '', 'Single', 'Kenyan', '22162679', '+254721937404', '54820', 'Nairobi', '00200',
'Kenya', 1),
(3, 'Male', 'No', '', 'Single', 'kenyan', '23452079', '+254721854447', '31732', 'kisumu', '00600',
'kenya', 3),
(4, 'Female', 'No', '', 'Single', 'kenyan', '23452079', '+254721854447', '31732', 'Nairobi', '00600',
'kenya', 6);

```

```

-- -----
--
-- Table structure for table `profassociation`
--

```

```

CREATE TABLE `profassociation` (
  `profid` int(11) NOT NULL auto_increment,
  `organization` varchar(255) NOT NULL,
  `institution` varchar(255) NOT NULL,
  `location` varchar(255) NOT NULL,
  `membershipdate` varchar(255) NOT NULL,
  `registered` varchar(255) NOT NULL,
  `activities` text NOT NULL,
  `regid` int(11) NOT NULL,
  PRIMARY KEY (`profid`)
) ENGINE=MyISAM DEFAULT CHARSET=utf8 AUTO_INCREMENT=3 ;

```

```

--
-- Dumping data for table `profassociation`
--

```

```

INSERT INTO `profassociation` (`profid`, `organization`, `institution`, `location`,
`membershipdate`, `registered`, `activities`, `regid`) VALUES

```

(2, 'Asterixs Ltd.', 'Accounts', 'kampala', '12/12/2000', 'yes', 'everything', 6);

--
-- Table structure for table `qualification`
--

```
CREATE TABLE `qualification` (  
  `qid` int(11) NOT NULL auto_increment,  
  `qualification` varchar(255) NOT NULL,  
  `workexp` varchar(255) NOT NULL,  
  `license` varchar(255) NOT NULL,  
  `salary` varchar(255) NOT NULL,  
  `package` varchar(255) NOT NULL,  
  `regid` int(11) NOT NULL,  
  PRIMARY KEY (`qid`)  
) ENGINE=MyISAM DEFAULT CHARSET=utf8 AUTO_INCREMENT=6 ;
```

--
-- Dumping data for table `qualification`
--

```
INSERT INTO `qualification` (`qid`, `qualification`, `workexp`, `license`, `salary`, `package`,  
`regid`) VALUES  
(2, 'Masters Degree', '6-10 years', 'yes', 'Kenya Shillings', '1000000', 1),  
(4, 'Bachelors Degree', '<2 years', 'yes', 'Kenya Shillings', '350,000', 3),  
(5, 'Bachelors Degree', '<2 years', 'yes', 'Kenya Shillings', '200,000', 6);
```

--
-- Table structure for table `referees`
--

```
CREATE TABLE `referees` (  
  `refid` int(11) NOT NULL auto_increment,  
  `title` varchar(255) NOT NULL,  
  `fname` varchar(255) NOT NULL,  
  `lname` varchar(255) NOT NULL,  
  `company` varchar(255) NOT NULL,  
  `jobtitle` varchar(255) NOT NULL,  
  `mobile` varchar(255) NOT NULL,  
  `tel` varchar(255) NOT NULL,  
  `email` varchar(255) NOT NULL,  
  `cancontact` varchar(255) NOT NULL,
```

```
`regid` int(11) NOT NULL,
PRIMARY KEY (`refid`)
) ENGINE=MyISAM DEFAULT CHARSET=utf8 AUTO_INCREMENT=4 ;
```

```
--
-- Dumping data for table `referees`
--
```

```
INSERT INTO `referees` (`refid`, `title`, `fname`, `lname`, `company`, `jobtitle`, `mobile`, `tel`,
`email`, `cancontact`, `regid`) VALUES
(3, 'MR', 'Japheth', 'Gaya', 'Kswiss6', 'director', '+254721854447', '020384756',
'b_n9ne@yahoo.com', 'Yes', 6);
```

```
-----
```

```
--
-- Table structure for table `registration`
--
```

```
CREATE TABLE `registration` (
  `regid` int(11) NOT NULL auto_increment,
  `uname` varchar(255) NOT NULL,
  `pword` varchar(255) NOT NULL,
  `title` varchar(255) NOT NULL,
  `fname` varchar(255) NOT NULL,
  `lname` varchar(255) NOT NULL,
  `email` varchar(255) NOT NULL,
  `mobile` varchar(255) NOT NULL,
  `availability` varchar(255) NOT NULL,
  `expertise` varchar(255) NOT NULL,
  `natureofemp` varchar(255) NOT NULL,
  `howyouknew` varchar(255) NOT NULL,
  `active` varchar(255) NOT NULL,
  PRIMARY KEY (`regid`)
) ENGINE=MyISAM DEFAULT CHARSET=utf8 AUTO_INCREMENT=7 ;
```

```
--
-- Dumping data for table `registration`
--
```

```
-----
```

```
--
-- Table structure for table `skills`
--
```

```

-----
--
-- Table structure for table `vacancies`
--

CREATE TABLE `vacancies` (
  `vacid` int(11) NOT NULL auto_increment,
  `title` varchar(255) NOT NULL,
  `reference` varchar(255) NOT NULL,
  `category` int(11) NOT NULL,
  `summary` text NOT NULL,
  `content` text NOT NULL,
  `date` date NOT NULL,
  `expirydate` date NOT NULL,
  `status` varchar(255) NOT NULL,
  PRIMARY KEY (`vacid`)
) ENGINE=MyISAM DEFAULT CHARSET=utf8 AUTO_INCREMENT=4 ;

--
-- Dumping data for table `vacancies`
--

INSERT INTO `vacancies` (`vacid`, `title`, `reference`, `category`, `summary`, `content`, `date`,
`expirydate`, `status`) VALUES

```