

HUMAN RESOURCES MANAGEMENT SYSTEM FOR SRI LANKA AIR FORCE

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Due to the advancement of the computer technology most of the organizations attempt to use Human Resources Management Systems (HRMS). Usually a HRMS consists of three primary resources: technology, information and people. HRMS will generally responsible in providing personal information which is needed to handle a particular organization effectively. In order to achieve this goal system must be designed by identifying the domain of the organization.

Here we consider designing and developing a HRMS for Sri Lanka Air Force that is an government organization which provides national security. Currently they are following a manual documentation procedure and therefore analyzing data for managerial decision making is quite difficult. Therefore the developed system is capable of reduce their effort on manual documentation while support the managerial decision making process and also supporting the organization's HR division for HR functionalities. More over the system embedded with various functionalities and reports that will support the employees.

Main feature of this system is the ability to maintain personal information of the service personnel effectively and securely. Only the authorized users can access the information. Report generated through the system are used for the managerial decisions which is another feature. Information terminal is used to authenticate the user using the finger print scanner and display personal information. SMS technology is used to alert service personnel on their promotions which is another attractive feature in this system.

The developed HRMS is tested both in the developer's environment and the client's environment and feed backs were taken. According the results, it is identified that the newly implemented HRMS is capable of addressing the issues had with the manual system and also consists with important and attractive new set of features which are very useful.