

P-1751



**MODERATION TOOL**  
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Of

**KUMARAGURU COLLEGE OF TECHNOLOGY**  
**COIMBATORE**

A PROJECT REPORT  
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of*

**MASTER OF COMPUTER APPLICATIONS**

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Coimbatore-641006  
Department of Computer Applications

**Bonafide Certificate**

Certified that this project report titled **MODERATION TOOL** bonafide work of **Mr.A.Sivakumar (Reg No. 71203621051)** who carried out the research under my supervision. Certified further, that to the best of my knowledge the work reported herein does not form part of any other project report or dissertation on the basis of which a degree or award was conferred on an earlier occasion on this or any other candidate.

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May 24, 2006.

**TO WHOMSOEVER IT MAY CONCERN**

This is to certify that A Sivakumar is pursuing an internship with Accenture Services Pvt. Ltd.; the period of internship is from January 19, 2006 to July 19, 2006.

During this period, the intern has been working on a project entitled as "Moderation Tool".

Till date, we found the intern's conduct satisfactory.

Yours Sincerely

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**ABSTRACT**

The project titled "Moderation Tool" is codenamed as MT. A Web based tool for facilitating the Moderation Process of Employee Ratings. The tool will be used by the 'HR and Management team' to record the moderated Employee Ratings so as to comply with overall rating guidelines.

The project is done with Windows XP operating system using .NET technologies as front end and Microsoft SQL Server2000 as backend. In moderation Tool we followed the V-model. The V-Model specifies that activities in one stage must be completed before moving on to the next stage. The V-Model saves time and money in development while increasing the result quality and the delivery reliability.

The process activities involved in Moderation Tool , include creating Annual performance cycle, Rating Distribution, Define the structure, promotion control, Add/Modify/Delete Employee details, Forums in laddering and moderation structure and promotion summary.

The objective of Moderation Tool is to help the HRs and the management in conducting the performance appraisal process for all the employees of an organization. Although the flavors of the workforce vary, the application would enable all the workforces to conduct the process in a similar fashion.

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## TABLE OF CONTENTS

	PageNo
<b>ABSTRACT</b>	iii
<b>LIST OF TABLES</b>	vii
<b>LIST OF FIGURES</b>	viii
<b>LIST OF ABBREVIATIONS</b>	x
<b>Chapter 1 INTRODUCTION</b>	1
1.1 INTRODUCTION	1
1.2 OVERVIEW	2
1.3 OBJECTIVES	5
<b>Chapter 2 SYSTEM REQUIREMENTS AND SPECIFICATION</b>	6
2.1. REQUIREMENT ANALYSIS	6
2.2 FUNCTIONAL REQUIREMENTS	6
2.3 EXTERNAL INTERFACE REQUIREMENTS	9
2.4 HARDWARE REQUIREMENTS	9
2.5 SOFTWARE REQUIREMENTS	9
2.6 USER INTERFACE	9
2.7 COMMUNICATION INTERFACE	10
2.8 LITERATURE SURVEY	10
2.9 SQL STORED PROCEDURE	12
<b>Chapter 3 SYSTEM ANALYSIS</b>	13
3.1 DEFINITION	13
3.2 EXISTING SYSTEM	13
3.3 PROPOSED SYSTEM	14
<b>Chapter 4 SYSTEM DESIGN</b>	16
4.1 CONTEXT FLOW DIAGRAM	16
4.2 LEVEL 1 DFD	17

4.3 TABLE RELATIONSHIP DIAGRAM	18
4.4 DATABASE DESIGN	19
4.5 INPUT DESIGN	25
4.6 OUTPUT DESIGN	26
<b>Chapter 6 IMPLEMENTATION</b>	27
6.1 VERIFICATION	27
6.2 VALIDATION	27
6.3 SYSTEM TESTING	29
<b>Chapter 7 CONCLUSION</b>	
7.1 CONCLUSION	31
<b>APPENDICES</b>	32
<b>REFERENCE</b>	43

## LIST OF TABLES

TABLE DESCRIPTION	PAGE NO
4.1 Setup	19
4.2 Rating Cycle	19
4.3 Org Structure	19
4.4 Rating Distribution	20
4.5 Moderation Iteration	20
4.6 Employee	21
4.7 Param	21
4.8 Forum	22
4.9 Forum Viewers	22
4.10 Forum Employees	22
4.11 Forum Revision	23
4.12 Forum Rating	23
4.13 Other Rating	24
4.14 Users	24
4.15 Data Inputs from Excel	24

## LIST OF FIGURES

FIGURE DESCRIPTION	PAGE NO
2.1 Communicational Interface	10
4.1 Context Flow Diagram	16
4.2 DFD level 1	17
4.3 Table Relationship Diagram	18
A.1.1 V-model	32
A.1.2 Login	33
A.1.3 Annual Performance Cycle	34
A.1.4 Add Annual Performance Cycle	34
A.1.5 List/Edit Annual Performance Cycle	35
A.1.6 Add Rating Distribution	35
A.1.7 List/Edit Rating Distribution	36
A.1.8 Laddering/Moderation Structure	36
A.1.9 Add Promotion Control	37
A.1.10 List/Edit Promotion Control	37
A.1.11 Search Employee	38
A.1.12 Setup	38
A.1.13 Mail Log	39
A.1.14 Summary	39
A.1.15 Performance Cycle Trail	40
A.1.16 Rating Distribution Trail	40
A.1.17 Iteration Level Trail	41
A.1.18 Promotion Control Trail	41
A.1.19 Rating in Forum	42
A.1.20 All rating details report	42
A.1.21 Employee rating details report	42

## CHAPTER 1

### INTRODUCTION

#### 1.1 INTRODUCTION

A Web based tool for facilitating the moderation process of employee ratings. Moderation Tool is an application that will help the HRs and the management in conducting the performance appraisal process for all the employees of the organization. Although the flavors of the workforce vary, the application would enable all the workforces to conduct the process in a similar fashion.

#### 1.2. OVERVIEW

##### Login

If the LDAP authentication is enabled "Connect to Enterprise Server" appears at the top of the screen and the label "User name" has a text of "Enterprise ID. If the development authentication is enabled "Sign-in" appears at the top of the screen and the label "User name" has a text of "User ID. In case of production environment, if strong password is entered and if the LDAP authentication succeeds, the strong password for the user is verified against database. The strong password is encrypted and compares the encrypted value against the strong password stored in the DB.

## LIST OF ABBREVIATIONS

DFD	: Data Flow Diagram
SQL	: Structured Query Language
PIE	: Performance Iteration Rating Edit Users
PIV	: Performance Iteration Rating View Users
MT	: Moderation Tool
HR	: Human Resource Representative
LDAP	: Light Weight Directory Access Protocol
CC	: Career Counselor
JSE	: Junior software Engineer
SE	: Software Engineer
DU	: Delivery Unit
DB	: Data Base

#### Annual Performance Cycle.

The Performance cycle is used to identify and study the performance of the employees in the organization. This is done annually. The administrator will decide the start and end date of the performance cycle. The Administrator has rights to add, edit, view, and delete the performance cycle.

#### Rating Distribution

The rating is decided by the HR for each performance cycle.(ex: A,A+,B,B+ etc). This rating will be assigned to each employee by their corresponding senior leads. This is done based on their performance. The performance is evaluated based on factors such as level, project, skills etc.

Two pages are used for rating distribution, one for adding the new ratings and modifying the existing ratings and another for listing the ratings. The list page contains data grid to display the rating details with delete and edit option.

#### Laddering and Moderation structure

In Laddering and Moderation structure, admin will decide the level of the structure (eg.Laddering/Moderation/Final).In each level the moderated employees should be identified and rating is provided. The following options are available for admin.

1. Add Iterations
2. List/Edit Iterations

### Promotion Control

The Promotion Control section is used for configuring the promotion control criteria of the performance cycles. This section is meant to list the existing designation/career Levels, add a new career level, edit and delete the existing career levels.

### Employee Master

The Employee master maintains the data for moderation employees. This is meant to add new employee, search, and edit and delete the existing employees. This also captures employee's prelim rating and other rating information (if any). Provision is also provided to import employee details from excel sheet. Employees details will be encrypted and stored in the database during add and update of employee.

### Forums in Laddering and Moderation Structure

A forum is used to add employee who are selected for the promotion process based on the rating. Laddering deals with level by level (ex: JSE, SE, SSE). Forums in Laddering / Moderation structure used to add / edit and view the forum details, assign employees to the forum and configure the forum Properties. The forums are created based on Iteration levels i.e. Laddering and Moderation structure. Sub forums are applicable only for non-leaf iteration levels. Forum status (PIE to confirm / Counselor Consent / Active / Not Ready / Closed) used to know the status at any point of time.

### Rating for Employee

The Ratings for Employees screen shows the details of the rating for employees in the forum. This page is accessible only to the career counselor and the counselor can view only the details of the employees for whom he/ she is the counselor.

The counselor can agree or disagree with the rating given to the employees. Also the counselor can provide his/ her own rating. If the counselor disagrees with the project lead/ DU lead's rating, he/ she can provide the reason for disagreement and comments for his rating for the employee. Also the counselor can see the employee details and rating information details by clicking on the details link for the employee in the display grid.

### Configuration Setting

Configure Application is used to configure the administrator of the system and edit the counselor reason texts.

### Rating Dump

Rating Dumps is used to display the rating for all the employees for the performance cycle, for all iterations of the performance cycle.

### Mail Log

Mail Log screen shows the details of the e-mails sent to counselors and PIEs.

### Audit Trails

A trail is used to view the details of any modifications done in any of the records.

### Project Lead/DU leads Summary

The details can be viewed against different iteration levels and by selecting different project/ DU Lead. A project Lead/ DU Lead can view only the details of the employee who belong to him. HR can view the details of employees in all the DUs under him/her.

### 1.3. OBJECTIVES

A Web based tool for facilitating the moderation process of employee ratings. The tool will be used by the 'HR and Management team' to record the moderated employee ratings so as to comply with overall rating guidelines.

The web based application is required to handle the following:

- Automate the process of rating – preliminary to final
- Allow stakeholders involved in the process to have an online system to access, update and view data related to their employee set
- Process requirement for each entity will be different hence need to incorporate variances -Allow to set guidelines, hierarchy and levels for each entity
- Have appropriate security controls and encryption as would be required for sensitive data.

## CHAPTER 2

### SYSTEM REQUIREMENTS AND SPECIFICATION

#### 2.1. REQUIREMENTS ANALYSIS

Requirements analysis, in systems engineering and software engineering, encompasses all of the tasks that go into the instigation, scoping and definition of a new or altered system. Requirements analysis is an important part of the system design process; whereby requirements engineers, business analysts, along with systems engineers or software developers, identify the needs or requirements of a client; having identified these requirements they are then in a position to design a solution.

#### 2.2. FUNCTIONAL REQUIREMENTS

##### Login

This module should provide the ability to allow PIE, PIVs, HR, CC and Admin to access the Moderation Tool via Enterprise ID.

##### Annual Performance Cycle

Annual Performance Cycle module should provide the ability to add, delete, update and view the performance cycles. It must also allow users to edit and sort the data.

### Rating Distribution

Rating Distribution module should provide the ability to add, delete, and update the rating distribution.

### Laddering & Moderation Structure

Laddering and Moderation module should provide the ability to add, modify, display and delete the levels/iterations for the current annual performance cycle.

### Promotion Control

Promotion control module should provide the ability to add, modify, display and delete the Designation/Career levels for the current annual performance cycle.

### Rating in Forums

The PIE should highlight any changes in the list of employees to the HR rep before confirmation. Changes in the employee list should not be possible after confirmation. These details should also be shown as a note to the user. After the PIE confirms the forum employees, the forum status should become 'Active'.

The list of forums should be shown to the user. The user should select a specific forum to view its details. Iteration closure date should be shown to the user. This date is the end date of the levels/iteration defined in the 'Laddering/Moderation Structure'. Hence end date should be defined before

going to ratings to forum. Otherwise the user should be shown a message to define the end date in Laddering/Moderation Structure to proceed with ratings in forums.

### Setup

The Administrator of the application can be altered. A search option should be provided to list all the users of the application, from which the admin can be selected. Counselor reason can be configured. A maximum of 10 counselor text can be added. The user should be able to add/view/edit the counselor reason text.

### Rating in Dumps

The user should be able to open the excel or save it. All roles can download the rating dumps. However sensitive field should be allowed only if the user logs in with strong password.

### Audit Trails

A trail is used to view the details of any modifications done in any of the records. Trail must be maintained for the following modules.

1. Performance Cycle
2. Rating Distribution
3. Promotion
4. Employee
5. Rating in forum

### Project Lead/DU lead summary

The Project Lead/DU lead summary should be displayed in textual and graphical format.

### 2.3. EXTERNAL INTERFACE REQUIREMENTS

#### System Environment

The database should be MS SQL Server 2000 (or Higher) as special feature(s) of this database are used. The Ideal hardware and software requirements for this application are given below:

### 2.4. HARDWARE REQUIREMENTS

- x86 machine (Pentium or Higher) – Microsoft Windows Compatible Hardware (to run ASP.NET and MS SQL Server)

### 2.5. SOFTWARE REQUIREMENTS

- Windows NT/2000/2003/XP
- IIS (Internet Information Services) Web Server (part of windows installation)
- MS SQL Server 2000 or Higher
- .NET Redistributable Framework and SDK (for ASP.NET support)

### 2.6. USER INTERFACES

The User Interface of Moderation tool is GUI (Graphical User Interface). We can use this software online also. So here we are using ASP.NET as front end tool. In Moderation tool, forms are used to gather the information from

various internal users. The gathered data will be stored in MS SQL server database. If any error data is given as an input, the error will be displayed in the form immediately.

### 2.7. COMMUNICATION INTERFACE

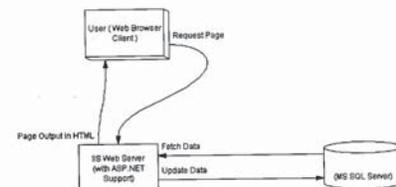


Figure 2.1 Communicational Interface

The user, through a web browser connects to Community web application that resides on the IIS web server. Community application that is based on ASP.NET executes the appropriate aspx files which could connect to the community database to get data that shall be sent to the user for display in the Internet explorer web browser.

### 2.8. LITERATURE SURVEY

#### DOTNET FRAMEWORK

Every component of the .NET Framework can take advantage of the large pre-built library of classes called the Framework Class Library (FCL). Once

everything is put together, the code that is created is executed in the common language runtime. Common Language Runtime is designed to allow any .NET-compliant language to execute its code. At the time of writing, these languages included VB .Net, C# and C++ .NET, but any language can become .NET-compliant.

#### The Common Language Runtime (CLR):

The heart of .net framework is Common Language Runtime (CLR). All .NET-compliant languages run in a common, managed runtime execution environment. With the CLR, you can rely on code that is accessed from different languages. This is a huge benefit. One coder can write one module in C#, and another can access and use it from VB .Net. Automatic object management, the .NET languages take care of memory issues automatically.

#### Microsoft Intermediate Language (MSIL):

Microsoft has provided with higher-level languages, such as C#, that one can use. Before the code is executed, the MSIL must be converted into platform-specific code. The CLR includes something called a JIT compiler in which the compiler order is as follows.

Source Code => Compiler => Assembly =>Class Loader =>Jit Compiler  
=>Managed Native Code=>Execution.

The above is the order of compilation and execution of programs. Once a program is written in a .Net compliant language, the rest all is the responsibility of the frame work

## 2.9. SQL STORED PROCEDURE

### Definition: Stored Procedures

A stored procedure is a group of SQL statements that form a logical unit and perform a particular task. Stored procedures are used to encapsulate a set of operations or queries to execute on a database server. For example, operations on an employee database (hire, fire, promote, lookup) could be coded as stored procedures executed by application code. Stored procedures can be compiled and executed with different parameters and results, and they may have any combination of input, output, and input/output parameters.

### Benefits of using stored procedures

Applications that use stored procedures have the following advantages:

#### Reduced network usage between clients and servers

A client application passes control to a stored procedure on the database server. The stored procedure performs intermediate processing on the database server, without transmitting unnecessary data across the network. Only the records that are actually required by the client application are transmitted. Using a stored procedure can result in reduced network usage and better overall performance.

## CHAPTER 3

### SYSTEM ANALYSIS

#### 3.1 DEFINITION

System analysis and Design is concerned with investigating, analyzing, designing, implementing and evaluating the information system in an organization. System analysis is used to gain an understanding of an existing system and what is required. System design is made to study the requirements and to meet those requirements. System analysis relates to all functions of analysis and design.

#### 3.2. EXISTING SYSTEM

Existing system is a manual system. The organization maintains the performance appraisal based on the excel.

#### Disadvantages in Existing System

- Increases processing overheads.
- Very low security over data.
- Processing takes a lot of time.
- Less flexibility.
- Speed of processing is very low.
- Process is very complex.

### 3.3. PROPOSED SYSTEM

The proposed system is developed to overcome the common difficulties that are found in the existing system. Proposed application is an intranet application, so HR and management team can access this site through online.

#### Modules

The modules involved in the proposed system are as follows

- 1) Login
- 2) Annual Performance Cycle
- 3) Rating Distribution
- 4) Laddering and Moderation Structure
- 5) Promotion Control
- 6) Rating in Forums.
- 7) Employee
- 8) Forum Ratings
- 9) Trials
- 10).Summary

#### Features of proposed system

- Reduces the excel work involved in maintaining rating and promotion information during the annual process, hence reducing the opportunity of error.
- Gives the ownership of the rating and promotion information to the line by reducing their reliance on the HR Rep for providing them with data.
- Helps reduce administrative work given the large population that is assessed as a part of the annual process.

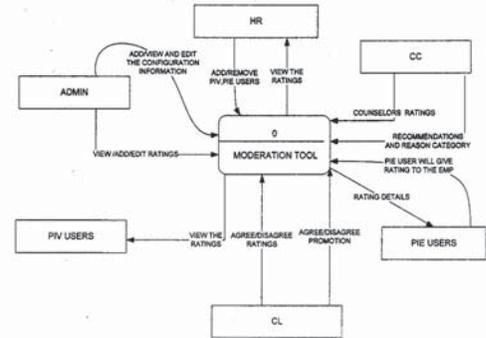
- Gives a status overview of the process on a real time basis during the annual process.
- Since this is a web enabled application, it can be accessed by stakeholders who are locationally spread out

**Advantages**

- Access the application through online.
- More security
- Performance is faster than Existing system.
- More Reliability.

**CHAPTER 4  
SYSTEM DESIGN**

**4.1. CONTEXT FLOW DIAGRAM**



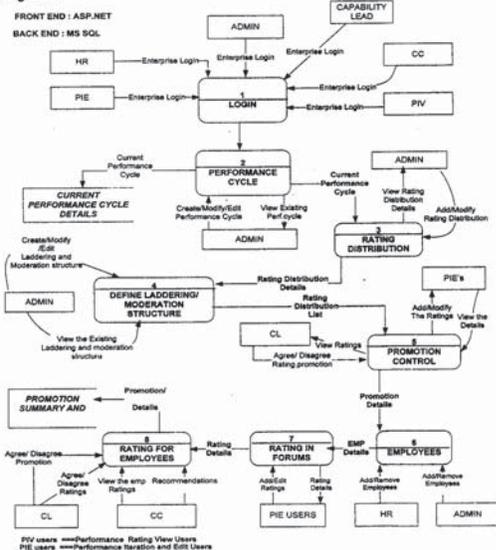
**Figure 4.1 Context Flow Diagram**

In this context diagram, the information provided to and received from the external entities is identified. The arrows represent the information received or

generated by the external entity. The closed boxes represent the set of entities and provide the information to the system.

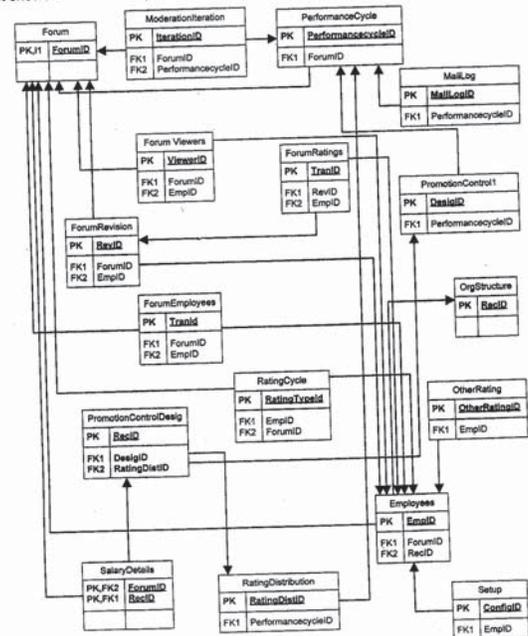
**4.2 LEVEL 1 DFD**

A level 1 DFD depicts the main functional areas of the system under investigation.



**Figure 4.2. Level 1 Data Flow Diagram**

**4.3 TABLE RELATIONSHIP DIAGRAM**  
It shows the relationship between the tables.



**Figure 4.3 Table Relationship Diagram**

4.4. DATABASE DESIGN

Tables and Views

Given below are the lists of Tables that shall be part of Community Web Portal:

Table 4.1. Setup

Description: A Master Table that identifies the application instance.	
Fields	Data Type
RecID	Int (primary key) - IDENTITY (1, 1) NOT NULL
Created	Int NULL
UpdtDt	Smalldatetime NULL
UserID	Int NULL
Name	Varchar (100) NULL
AdminId	Int NOT NULL
SMTPAddress	Varchar (20) null

Table 4.2. Rating Cycle

Description: Defines the Rating Cycle.	
Fields	Data Type
RecID	Int (primary key) - IDENTITY (1, 1) NOT NULL
Created	Int NULL
UpdtDt	Smalldatetime NULL
UserID	Int NULL
DeptId	Int NULL
Name	Varchar (100)
StartDate	Date Time
EndDate	Date Time
AdminId	Int null

Table 4.3. OrgStructure

Description: Defines the Organization Tree Structure.	
Fields	Data Type
RecID	Int (primary key) - IDENTITY (1, 1) NOT NULL

Table 4.3 Continued

Created	Int NULL
UpdtDt	Smalldatetime NULL
UserID	Int NULL
ParId	Int not null
Name	Varchar (100) NULL

Table 4.4. RatingDistribution

Description: Defines the Rating Distribution for the Current Rating Cycle.	
Fields	Data Type
RecID	Int (primary key) - IDENTITY (1, 1) NOT NULL
Created	Int NULL
UpdtDt	Smalldatetime NULL
UserID	Int NULL
RatingCycleId	Int not null
SrNo	Int not null
Name	Varchar(100)
ShortName	Varchar(20)
Percentage	Money

Table 4.5. ModerationIteration

Description: Defines the Rating Distribution for the Current Rating Cycle.	
Fields	Data Type
RecID	Int (primary key) - IDENTITY (1, 1) NOT NULL
Created	Int NULL
UpdtDt	Smalldatetime NULL
UserID	Int NULL
RatingCycleId	Int not null
SrNo	Int not null
Name	Varchar(100)
ShortName	Varchar(20)
EndDate	Date

Table 4.6. Employee

Description: Employee Master Data	
Fields	Data Type
RecID	Int (primary key) - IDENTITY (1, 1) NOT NULL
Created	Int NULL
UpdtDt	Smalldatetime NULL
UserID	Int NULL
Name	Varchar(100)
RollNo	Varchar(20)
OrgStructureId	Int
Grade	Varchar(5)
JoiningDate	Date Time
DateOfBirth	Date Time
GenderId	Int
HRRRepEnterprisId	Varchar(20)
CounselorEnterprisId	Varchar(20)
PrelimRating	Varchar(5)

Table 4.7. Param

Description: This table is used for storing Standard Listings such as User Type etc.	
Fields	Data Type
RecID	Int (primary key) - IDENTITY (1, 1) NOT NULL
Created	Int NULL
UpdtDt	Smalldatetime NULL
UserID	Int NULL
ParId	Int Null
Description	Varchar(100)
Code	Varchar(20)

Table 4.8. Forum

Description: Defines the Forum and its properties. This is the parent table in the Forum structure.	
Fields	Data Type
RecID	Int (primary key) - IDENTITY (1, 1) NOT NULL
Created	Int NULL
UpdtDt	Smalldatetime NULL
UserID	Int NULL
RatingCycleId	Int Null
ModerationIterationId	Int Null (Values for Laddering / Moderation etc)
HRRRepUserid	Int
PIEUserid	Int
CounselorConsentRqd	Bit (Boolean)
MaxRevisions	Int
PrelimRatingRqd	Bit (Boolean)

Table 4.9. ForumViewers

Description: List of Users who have access to view the Forum pages.	
Fields	Data Type
RecID	Int (primary key) - IDENTITY (1, 1) NOT NULL
Created	Int NULL
UpdtDt	Smalldatetime NULL
UserID	Int NULL
ForumId	Int Null
UserId	Int Null

Table 4.10. ForumEmployees

Description: Lists the Employees who are attached to a Forum.	
Fields	Data Type
RecID	Int (primary key) - IDENTITY (1, 1) NOT NULL
Created	Int NULL

Table 4.10 Continued

UpdtDt	Smalldatetime NULL
UserID	Int NULL
ForumId	Int Null
EmployeeId	Int Null (this field is used if Mod. Forum is at Level 1)
PreviousForumId	Int Null (this field is used to identify the Employees if the Forum is at Level > 1)

Table 4.11. ForumRevision

<b>Description:</b> Records the Revision information of the Forum.	
Fields	Data Type
RecID	Int (primary key) - IDENTITY (1, 1) NOT NULL
Created	Int NULL
UpdtDt	Smalldatetime NULL
UserID	Int NULL
ForumId	Int Null
PIEUserid	Int Null
ClosedOn	Date
CounselorMustRespondBefore	Date

Table 4.12. ForumRating

<b>Description:</b> Records Rating information..	
Fields	Data Type
RecID	Int (primary key) - IDENTITY (1, 1) NOT NULL
Created	Int NULL
UpdtDt	Smalldatetime NULL
UserID	Int NULL
ForumRevid	Int Null
EmployeeId	Int Null
Ranking	Varchar (5)
Rating	Varchar (5)
PromotionRecommended	Bit
Comments	Varchar(1000)
CounselorAgrees	Bit
CounselorAgreedOn	Date
CounselorComments	Varchar(1000)

Table 4.15 Continued

Name	Ravi Kulkarni
Business	BPO
DU	Deal Q
Project	Project Health
Function	Unit Testing
SubFunction	
SubSubFunction	
JoiningDate	20-Jan-1995
DateOfBirth	20-Jan-1980
Gender	M
SupervisorEnterpriseld	Srinivas.varmasi
HRRRepEnterpriseld	Maresh.gosh
CounselorEnterpriseld	Shyam.ram
PrelimRating	B

#### 4.5. INPUT DESIGN

In this system, the screen includes appropriate labels or prompts for data entry. The system also includes some screen design rules that are important for user satisfaction. They are given below.

- 1) The same format is used with related screens, users can identify easily where the selections are made while placing orders.
- 2) The screen is not over crowded. Often too neat, and eye pleasing. It facilitates the user to identify the labels easily and enter the data's.
- 3) Provides validation instructions if the user enters a numeric field in a character field.
- 4) The consistent terminology is used which coordinate forms and screen designs.

Hence the input design will be easy to follow and does not induce errors.

The screen designs are shown in appendix.



Table 4.13. OtherRating

<b>Description:</b> Records Rating given by Customers, Peers etc.	
Fields	Data Type
RecID	Int (primary key) - IDENTITY (1, 1) NOT NULL
Created	Int NULL
UpdtDt	Smalldatetime NULL
UserID	Int NULL
EmployeeId	Int Null
Rating	Varchar (5)
RatedBy	Varchar(100)
Comments	Varchar(1000)
RatedOn	Date

Table 4.14. Users

<b>Description:</b> Records Rating given by Customers, Peers etc.	
Fields	Data Type
RecID	Int (primary key) - IDENTITY (1, 1) NOT NULL
Created	Int NULL
UpdtDt	Smalldatetime NULL
UserID	Int NULL
Name	Varchar(100)
Enterpriseld	Varchar(20))
RollNo	Varchar(20)
RollTypeld	Int -- from Param

Table 4.15. Data Inputs from Excel

<b>Description:</b> An Excel Sheet with the following column structure will be used for uploading Employee Data	
Excel Column	Description/Example
RollNo	986543A
Enterpriseld	ravi.kulkarni

#### 4.6. OUTPUT DESIGN

Output of the Moderation Tool is specified in reports. Internal users should use the following two types of reports.

- All Rating Details report
- Employee Rating Details report

Initially employee data is displayed in the datagrid. Sort option is provide in the datagrid.

Export option is provided in report form for internal users. It is used to upload the employee details in to excel. Then the user can get a hard copy from the excel.

The output will include the following information.

1. Employee Id
2. Name
3. Hire Date
4. Career Level
5. Project
6. Account Group
7. Career Counselor.

## CHAPTER 6

### IMPLEMENTATION

#### 6.1 VERIFICATION

The verification is used to run the system in the production environment using sample data. The sample test is to primarily looking for error and omission regarding end user and design specification.

The verification procedure is to check each record, data item or field based on specific criteria. Verification means check "Are we building the Product Right". Verification starts with requirement review and continuous through design and code review to application testing. Code review is performed for each module. Based on this code review, we can identify the actual coding standard of the application.

#### 6.2 VALIDATION

In Moderation Tool, there are two types of validations are performed.

1. Functional Validation
2. Field Level Validation

#### Functional validation:

All the operational functionalities are checked and validated in this step. For example, Default View: When the link of this page is clicked, Add Performance cycle page is displayed. The User can enter the necessary details and click on "save" Button.

Cancel: On clicking this, the data entered by the user will be cleared

#### Field Level validations:

The valid values that can be entered in the particular field, such as its data type, length, format etc. are validated using the following Validators.

- The RequiredFieldValidation Control
- The CompareValidator Control
- The RangeValidator Control
- The RegularExpressionValidator Control
- The CustomValidator Control

Ex: Name: Name should not exceed 100 characters

Order: Order No should not exceed 5 decimal numbers

Short name: Application should not allow you to enter more than 10 characters.

Percentage: Numeric value with 2 decimal. Value within range 0 to 100. Default is 0.

Tolerance Plus: Numeric value with 2 decimal. Value within range 0 to 100. Default is 0

Tolerance Minus: Numeric value with 2 decimal. Value within range 0 to 100. Default is 0.

#### 6.3 SYSTEM TESTING

##### Unit Testing

In Unit testing, we consider each Screen as a module. We performed the field level testing and functional level testing.

Field Level Testing:

Eg: Password should be minimum 6 characters

Functional Level Testing:

Eg: Sorting link: The data grid can be sorted based on any of the data grid columns.

##### Integration Testing

After the complete testing of all modules, they are put together and integrated. The primary concern is the compatibility of individual modules. The specification for data type, length and name in each module is also tested for compatibility. As I already mentioned before we consider each screen as a separate module. If we do some changes in one screen, it will affect another module.

Eg: Annual Performance Cycle tree contains two links

1. Add Annual Performance Cycle
2. List/Edit Annual Performance Cycle

If I add new performance new cycle, it will be listed in Datagrid.

#### User Acceptance Testing

User Acceptance testing is performed in the client environment. If the end user found any error in the application, he will have an option for sending the mail to administrator of the application. Based on that, administrator of the application will provide the maintenance and support for the application.

CHAPTER 7  
CONCLUSION

7.1 CONCLUSION

Moderation Tool solved problems in the existing manual system. It reduced the workload and provides the accurate results. The necessary reports are generated for the view of the internal users over on-line.

Before developing Moderation Tool, the whole process is maintained in Excel. It takes lot of time to complete the performance appraisal. It is complex too. As I already mentioned the Moderation Tool is web based application, so user can access, update, view the information through intranet in an organization.

The new system is effective in speed of collection of information. All efforts have been put to make sure that the system can take care of almost all the requirements of the company. The performance of the application is very high. All reviews like requirements review, design review, code review, and test case review are performed against the application. Feedback analysis is carried out and it is viewed that the new system is successfully working for the test data provide by the authors and they hope that the software will be extremely helpful to the company.

APPENDIX 1

1.1. METHODOLOGY: V-Model

The V-Model is a proven, industry standard framework that defines the standard development life cycle. The V-Model requires that each deliverable be verified in an attempt to identify defects as early as possible and ensure that specifications are complete and correct. The V-Model specifies that activities in one stage must be completed before moving on to the next stage. The V-Model saves time and money in development while increasing the result quality and the delivery reliability.

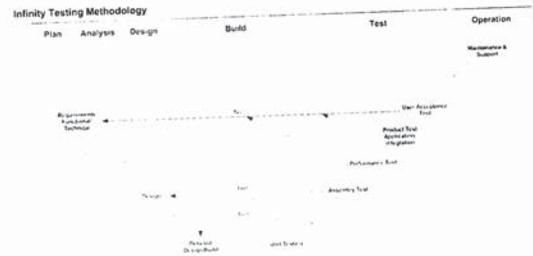


Figure A1.1 v-model

1.2. SCREEN SHOTS:

Login



Figure A.1.2.Login

Annual Performance Cycle.

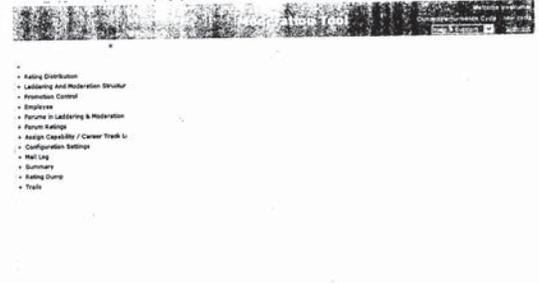


Figure A.1.3 Annual Performance Cycle

Add Annual Performance Cycle

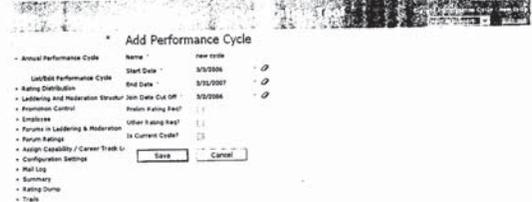


Figure A.1.4 Add Annual Performance Cycle

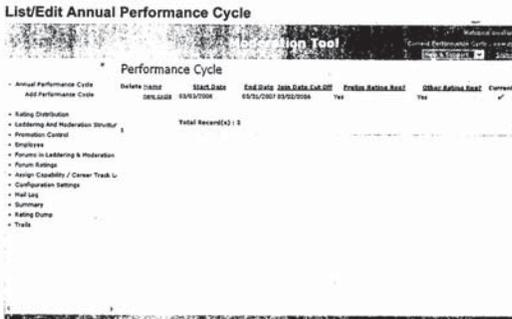


Figure A.1.5 List/Edit Annual Performance Cycle

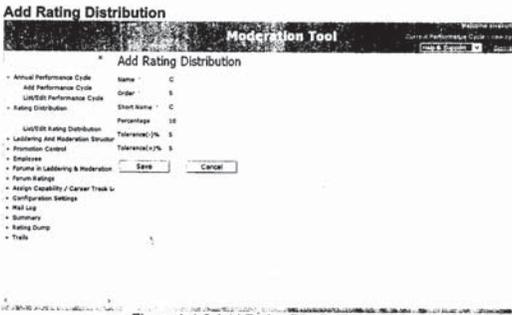


Figure A.1.6 Add Rating Distribution

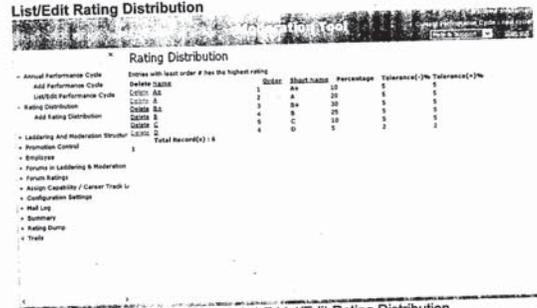


Figure A.1.7 List/Edit Rating Distribution

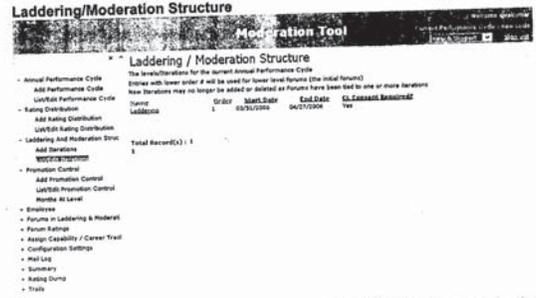


Figure A.1.8 Laddering/Moderation Structure

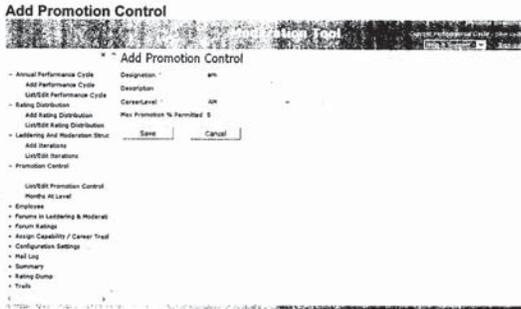


Figure A.1.9 Add Promotion Control



Figure A.1.11 Search Employee

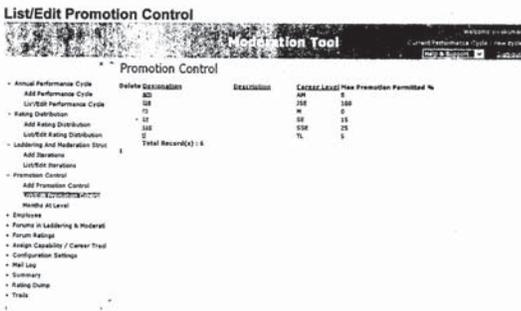


Figure A.1.10 List/Edit Promotion Control

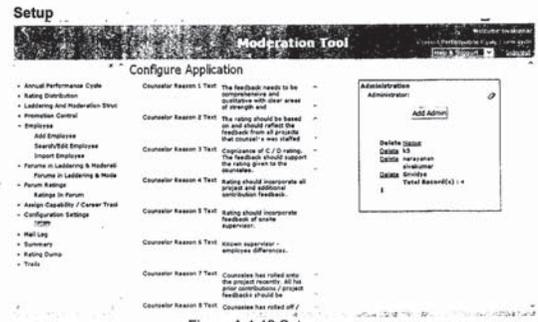


Figure A.1.12 Setup

Mail Log

**Log of Mails Sent**

Search: [ ] Clear [ ]

Name	Status	Date
...	...	...

Figure A.1.13 Mail Log

Summary

**Summary**

Iteration Level: [ ]  
Project Lead / DU Lead: [ ]

Rating Type	Target	Actual	Protein Rating %	Protein Rating	Current Rating %	Current Rating
A	30	30	66.7	18.00	0.00	0.00
B	30	30	0.00	0.00	0.00	0.00
C	13	13	0.00	0.00	0.00	0.00
D	0	0	0.00	0.00	0.00	0.00

Figure A.1.14 summary

Trails

Performance Cycle Trail

**Performance Cycle Trail**

Name	Start Date	End Date	Trail Type	Trail Status
...	...	...	...	...

Figure A.1.15 Performance Cycle Trail

Rating Distribution Trail

**Rating Distribution Trail**

Name	Start Date	End Date	Percentage	Tolerance
...	...	...	...	...

Figure A.1.16 Rating Distribution Trail

Iterations Level Trail

**Iteration Levels Trail**

Name	Start Date	End Date	Iteration Level
...	...	...	...

Figure A.1.17 Iteration level Trail

Rating in Forum

**Ratings in Forum Trail**

Name	Start Date	End Date	Forum Rating
...	...	...	...

Figure A.1.19 Rating in Forum Trail

Promotion Control Trail

**Promotion Control Trail**

Name	Start Date	End Date	Promotion Control
...	...	...	...

Figure A.1.18 Promotion Control Trail

1.3. REPORTS

All Rating Details report

A	B	C	D	E	F	G	H	I	J	K	L
1	1001	Emp 1	Inactive	IN AC	1/1/2008	A-A	LevelA	303	CYTRC	Abuse Capability	client1
2	1001	Emp 10	Inactive	IN AC	1/1/2008	A-A	LevelA	303	CYTRC	Abuse Capability	client1
3	1010	Emp 10	Inactive	IN AC	1/1/2008	A-A	LevelA	303	CYTRC	Abuse Capability	client1
4	1011	Emp 11	Active	IN AC	1/1/2008	A-A	LevelA	303	CYTRC	Abuse Capability	client1
5	1012	Emp 12	Active	IN AC	1/1/2008	A-A	LevelA	303	CYTRC	Abuse Capability	client1

Figure A.1.20 All rating details report

Employee Rating Details report

A	B	C	D	E	F	G	H	I	J	K	L
1	1001	Emp 1	Inactive	IN AC	1/1/2008	A-A	LevelA	303	CYTRC	Abuse Capability	client1
2	1001	Emp 10	Inactive	IN AC	1/1/2008	A-A	LevelA	303	CYTRC	Abuse Capability	client1
3	1010	Emp 10	Inactive	IN AC	1/1/2008	A-A	LevelA	303	CYTRC	Abuse Capability	client1
4	1011	Emp 11	Active	IN AC	1/1/2008	A-A	LevelA	303	CYTRC	Abuse Capability	client1
5	1012	Emp 12	Active	IN AC	1/1/2008	A-A	LevelA	303	CYTRC	Abuse Capability	client1

Figure A.1.21 Employee rating details report

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