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THE IMPLEMENTATION OF MANAGEMENT INFORMATION SYSTEM AT DIRECTION PLACEMENT CONSULTANCY, CHENNAI.

Submitted by

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Under the guidance of

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A PROJECT REPORT

submitted

In partial fulfilment of the requirements

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of

MASTER OF BUSINESS ADMINISTRATION

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Kumaraguru College of Technology

(An autonomous institution affiliated to Anna University, Coimbatore)

Coimbatore - 641 049

May, 2012

BONAFIDE CERTICICATE

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BONAFIDE CERTIFICATE

Certified that this project report titled **"THE IMPLEMENTATION OF MANAGEMENT INFORMATION SYSTEM AT DIRECTION PLACEMENT CONSULTANCY, CHENNAI"** is the bonafide work of **Ms. B.SARANYA, Reg No: 1020400050,** who carried out the project 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.

Faculty Guide

(Mrs. Priya Dharshini A)

Assistant Professor

KCTBS

Director

Dr. Vijila Kennedy

KCTBS

Submitted for the Project Viva-Voce examination held on 18.05.2012

Internal Examiner

External Examiner

CERTIFICATE

Direction
WE DIRECT YOUR FUTURE

07 May 2012

TO WHOMSOEVER IT MAY CONCERN

This is to certify that **Ms. Saranya.B**, Final Year MBA student from KCT Business School, Kumaraguru College of Technology, Coimbatore affiliated to Anna University has completed the Project "**The Implementation of Management Information System**". The duration of the project was from 03 Feb 2012 to 05 May 2012.

She has done commendable work during this period and has shown great commitment and responsibility towards her work. She was proactive and conscientious in her work. I wish all the best in her endeavours and bright career.

V. Divya 7/5/12

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Senior HR Officer

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DECLARATION

I affirm that the project work titled "**THE IMPLEMENTATION OF MANAGEMENT INFORMATION SYSTEM AT DIRECTION PLACEMENT CONSULTANCY, CHENNAI**" being submitted in partial fulfillment for the award of master of business administration is the original work carried out by me. It has not found the party other project work submitted for award of any degree or diploma, either in this or any other university.

Signature of the Candidate

B. SARANYA

Reg no: 1020400050

I certify that the declaration made above by the candidate is true.

Signature of the Guide

Mrs. PRIYA DHARSHINI A

Assistant Professor

ACKNOWLEDGEMENT

I express my sincere gratitude to our beloved chairman **Arutchelvar Dr. N. Mahalingam and Management** for the prime guiding spirit of Kumaraguru College of Technology.

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ABSTRACT

In today's organizations Human Resource is considered as one of the key resources of business organizations. The transaction processing layer of MIS in human resource function deals with routine activities like storing employee details, candidate's details for decision making. The operational level activities also include maintaining the employee and candidate records which is used as a basis for strategic layers for decision making for future usage. With the growing importance of human resource management and increasing size of the organizations, maintenance of employee and candidate's related data and generating appropriate reports are the crucial aspects of any organization (consultancy). Therefore more and more organizations are adopting computer based human resource management systems (HRMS). This paper is an attempt to design and implement an MIS for the consultancy and show how it helps in taking management decisions related to management function especially for the top management and employees.

INTRODUCTION

CHAPTER -1

INTRODUCTION

1.1 INTRODUCTION TO THE STUDY

The Management Information System is a collection of men, tools, procedures and software to perform various business tasks at various levels in the organization. Many organizations have separate MIS departments which are involved in maintaining and storing records, performing transactions, report generations and consolidation of the important information which will be supplied to the various levels of the management. MIS primarily serves the functions of controlling and decision making at the managerial level. MIS has three basic levels: operational, middle management and top management where the information is passed from bottom to top. This paper is an attempt to implement the Management Information System (MIS) for Direction placement consultancy, which involves conducting interviews to candidate and maintaining candidate's tracker for future decision making which will be used in monitoring the employees, control over the tracker and reporting to the top management and show how it is useful in decision making at top level. The Management Information System (MIS) has evolved as an important tool and technique in business management area in the current opportunities and business threats. Right information at right time in right format will decide the managements' Human resource decisions. MIS is one of the important functions of management. In the 21st century the organizations need the information which is accurate, timely and reliable. The MIS plays an important role in providing the information required for crucial decision making which affects directly to the performance of the organization.

The initial concept of MIS was to process data from the organization and presents it in the form of reports at regular intervals. The system was largely capable of handling the data from collection to processing. It was more impersonal, requiring each individual to pick and choose the processed data and use it for his or her requirements. The MIS differs since the people in two organizations involved in the same business. The MIS, therefore, is a dynamic concept subject to change, time and again, with a change in the business management process. It continuously interacts with the internal and the external

described in a number of ways. It is also popularly known as the Information System, the Information and Decision System, the Computer-based Information System. The MIS has more than one definition, some of which are given below:

1. The MIS is defined as a system which provides information support for decision making in the organization.

2. The MIS is defined as an integrated system of man and machine for providing the information to support the operations, the management and the decision making function in the organization.

3. The MIS is defined as a system based on the database of the organization evolved for the purpose of providing information to the people in the organization.

4. The MIS is defined as a Computer based Information System.

Thought there are a number of definitions, all of them converge on one single point, i.e., the MIS is a system to support the decision making function in the organization. The MIS is defined as an integrated system of man and machine for providing the information to support the operations, the management, and the decision-making function in the organization. An MIS deals with information that is systematically and routinely collected in accordance with a well-defined set of rules. In other words, data collection is a planned activity for which resources are allocated and rules are defined.

A classical systems and software engineering approach is recommended to assure the development of a management information system that is fully responsive to a client's performance objectives and resource constraints. This approach includes the following major components:

o Systems analysis, which includes information needs assessment, requirements analysis, and requirements specification

o Systems design, which includes synthesis of alternatives, cost-effectiveness analysis of alternatives, specification of criteria for selecting a preferred alternative, selection of a preferred alternative, top-level design, and detailed design

o Systems implementation, which includes forms development, specification of

procedures, software coding and testing, development of training materials and training, integration of the software components with other system components (e.g., personnel, communications, data transfer and assembly, report preparation and distribution, feedback), and system-level testing

o Systems operation and support, which includes not only routine operating procedures but also provision for on-going system financing and management, quality control, software maintenance and updating, personnel training, and system maintenance and improvement (including periodic review of system performance and diagnosis and correction of problems)

WHAT IS DATABASE

In earlier days database meant a collection of fields and records. But in a client/server environment, the term database refers to all the data, scheme, indexes, rules, triggers, and stored procedures associated with a system. In access terms, a database is a collection of tables, queries, form, reports, macros and modules that compose a complete system.

A database is an organized list of data (information) that can be queried to find information quickly and easily based on a chosen reference point, such a report in a newspaper organized around simple reference point, and doesn't allow systematic access. Therefore a report in a newspaper doesn't quality as a database.

The most common organization of a database is a series of rows and columns filled in with information and laid out in such a manner that any specific piece of information is easily available. Typically, database columns consist of a heading that describes the type of information it contains, and each row contains the requisite information. In database terminology, the columns are called fields and the rows are called records. This kind of organization in a database is called a data table, or just a table.

1.2 ORGANIZATION PROFILE

In Today's highly competitive business environment, companies demand qualified, efficient and motivated personnel equipped with priceless industry specific knowledge and excellent communication & interpersonal skill.

Backed by a diligent & accomplished management team and supported by astute & experienced HR personnel, Direction is committed to working towards the success of the organization by providing competent qualified professionals of the highest caliber to meet all your diverse man power needs.

We have the capacity to define the optimal solution for the organization powered by valuable domain expertise and advanced technologies. We also follow strict codes of confidentially, professionalism and morals to ensure the highest quality service that is time saving, reliable & cost effective for all our esteemed clients. It is attention to service quality that sets Direction apart and attracts top of-the-line companies and ambitions candidates to partner with us.

Direction based in Chennai, Tamil Nadu, is a dynamic & avant-garde recruitment firm providing specialist recruitment services to the BPO, IT,KPO and Other sectors.

Our unique blend of quality services to clients and job seekers alike ensure that our adept delivery systems meet and exceed expectations of both employers & candidates and the best personnel for employers. **The Right Candidate for the Right Job.** The proficiency & quality of the work force is critical to an organizations success and finding the best candidate for your business can save you a huge amount of time and energy.

Direction has the expertise and the resources to supply dependable, vibrant and skilled candidates for the complete operative scales of IT & ITES organizations, Built on a strong partnership with clients candidates we offer the speed and professionalism you require.

We can provide executives at entry level positions right up to the higher management. We are fully equipped to meet any magnitude of candidate requirement and

SERVICES

Sophisticated Sourcing and Selection Techniques. We have built our reputation on providing fast, efficient and intelligent recruitment solutions and we apply the highest standards of candidate assessment and selection to guarantee the validity of a candidate's skills and experience.

We pride ourselves on the professionalism and capability of our recruitment specialists and our relentless quest for quality performance is based on our dedication to understanding our client's individual recruitment needs and our willingness and capacity to fulfil those needs in a successful & customized manner at a realistic cost.

The Direction's Advantages

- Sound, professional & innovative recruitment agency.
- Access to some of the best candidates through an extensive database.
- Strong client partnerships.
- Reliable, time saving & cost effective recruitment services.
- Flawless ethical standards, strict confidentiality and moral business practices.
- Personalized attention & customized solutions.
- Detailed competency-based interviewing & selection of candidates.
- Successful placement that fulfils the specifications of the position.
- Undying quest for excellence & quality performance in every endeavour.
- Managed by a dynamic, resourceful and result oriented team.
- 100% focus on client requirements & satisfaction.
- Ambition future potential.

CLIENTS

Their clients are,

- ALLSECTECHNOLOGIES,COGNIZANT,CYBERNETSLASH SUPPORT,HCLHSBC,SIEMENS,AVIVA,INTELENET,SITEL,TVS, SUTHERLAND, SPARSH, INFOTRONICS, US TECHNOLOGIES

1.3 TECHNICAL OVERVIEW:

A BRIEF INTRODUCTION TO ACCESS DATABASE

Access is a database management system. This means that access will not only store the information, but it will also supply us with the means to manage this information. Actually, the official description of access is that it's a relational database management system (RDBMS). The "relational" part means that we can setup relations between various databases. However, access is not our average RDBMS. It takes a unique approach to the subject that, ones we get used to it (which does not take long), is certainly convenient and possibly event interactive.

MS-ACCESS

Access can be used to develop both simple and complex database. Its wonderfully designed built-in wizard makes allow look like a product that anyone can use. Although it is true that the simplest access application can be produced without any thought of design and without a single line of code written by user, most of the application require at least some designing and customer code. Access offers a variety of features for different database needs. It can be develop five general types of applications.

MS-Access is a relational database management system (RDBMS) that you can use to store and manipulate large amount of formation. A relational database is a database, which consist of tables of related information that are linked together based on key fields. The tools of access are user friendly and provide at a powerful development environment, making it equality appropriates for novice and MIS professionals. For example, you can use access to quickly and easily create a database of mailing information that you can merge with word document.

MAIN ELEMENTS OF ACCESS

Access is an object-oriented program. Objects are modules, which provide information and programs, which the user can directly apply to create applications. Everything in access is an object, including the application itself. Each object has properties that define how the object looks and perform. Access has the following objects

DATABASE WINDOWS

In access, all objects of a database are stored in a single file and the file name has an MDB extension. These objects are managed through the database window.

TABLES

Tables are the primary building blocks of the access database. All data is stored in tables. Every table in the database focuses on one object.

QUERIES

A query is a question that you ask of the data that stored in the tables of your database.

FORMS

Forms present the data form a table or a query in the way you want it to be represented. The fields in the tables are made to a place on the forms to create. You can edit the form as just as you can would edit a data sheet bound table or query.

REPORTS

Whether we like it or not, we are still a paper society, printing the results the data. Reports are still necessary. With access, you quickly and easily reports based on your based on your data.

MODULES

Modules are the containers for any programming code written in an access database. The two types of modules in the access database are global and form, or report.

.NET FRAMEWORK

The .NET Framework is an integral Windows component that supports building and running the next generation of applications and XML Web services. The .NET Framework is designed to fulfil the following objectives:

- To provide a consistent object-oriented programming environment whether object code is stored and executed locally, executed locally but Internet-distributed, or executed remotely.
- To provide a code-execution environment that minimizes software deployment and versioning conflicts.
- To provide a code-execution environment that promotes safe execution of code, including code created by an unknown or semi-trusted third party.
- To provide a code-execution environment that eliminates the performance problems of scripted or interpreted environments.
- To make the developer experience consistent across widely varying types of applications, such as Windows-based applications and Web-based applications.
- To build all communication on industry standards to ensure that code based on the .NET Framework can integrate with any other code.

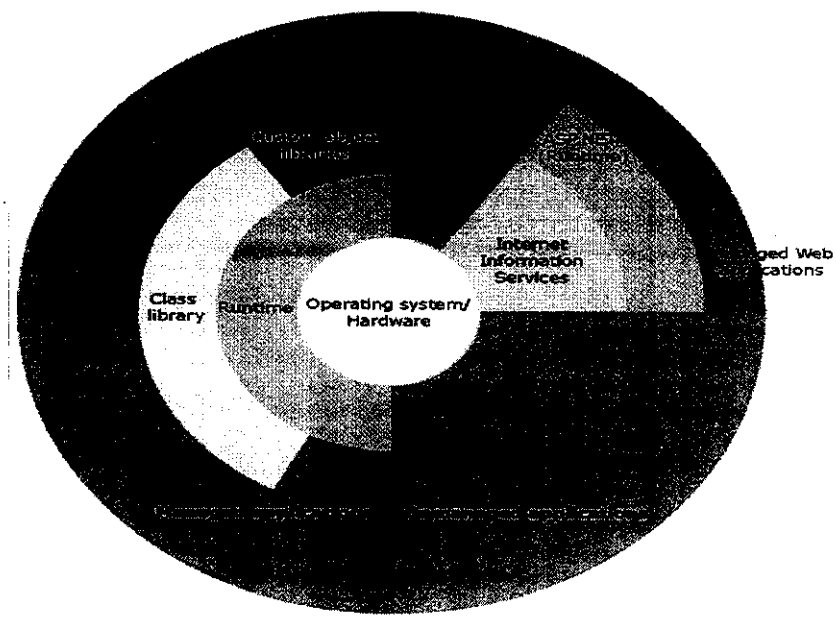
The .NET Framework has two main components: the common language runtime and the .NET Framework class library. The common language runtime is the foundation of the .NET Framework. You can think of the runtime as an agent that manages code at execution time, providing core services such as memory management, thread management, and remoting, while also enforcing strict type safety and other forms of code accuracy that promote security and robustness. In fact, the concept of code management is a fundamental principle of the runtime. Code that targets the runtime is known as managed code, while code that does not target the runtime is known as unmanaged code. The class library, the other main component of the .NET Framework, is a comprehensive, object-oriented collection of reusable types that you can use to develop applications ranging from traditional command-line or graphical user interface (GUI) applications to applications based on the latest innovations provided by ASP.NET, such

The .NET Framework can be hosted by unmanaged components that load the common language runtime into their processes and initiate the execution of managed code, thereby creating a software environment that can exploit both managed and unmanaged features. The .NET Framework not only provides several runtime hosts, but also supports the development of third-party runtime hosts.

For example, ASP.NET hosts the runtime to provide a scalable, server-side environment for managed code. ASP.NET works directly with the runtime to enable ASP.NET applications and XML Web services, both of which are discussed later in this topic.

Internet Explorer is an example of an unmanaged application that hosts the runtime (in the form of a MIME type extension). Using Internet Explorer to host the runtime enables you to embed managed components or Windows Forms controls in HTML documents. Hosting the runtime in this way makes managed mobile code (similar to Microsoft® ActiveX® controls) possible, but with significant improvements that only managed code can offer, such as semi-trusted execution and isolated file storage.

The following illustration shows the relationship of the common language runtime and the class library to your applications and to the overall system. The illustration also shows how managed code operates within a larger architecture.



FEATURES

The common language runtime manages memory, thread execution, code execution, code safety verification, compilation, and other system services. These features are intrinsic to the managed code that runs on the common language runtime.

With regards to security, managed components are awarded varying degrees of trust, depending on a number of factors that include their origin (such as the Internet, enterprise network, or local computer). This means that a managed component might or might not be able to perform file-access operations, registry-access operations, or other sensitive functions, even if it is being used in the same active application.

The runtime enforces code access security. For example, users can trust that an executable embedded in a Web page can play an animation on screen or sing a song, but cannot access their personal data, file system, or network. The security features of the runtime thus enable legitimate Internet-deployed software to be exceptionally feature rich.

The runtime also enforces code robustness by implementing a strict type-and-code-verification infrastructure called the common type system (CTS). The CTS ensures that all managed code is self-describing. The various Microsoft and third-party language compilers generate managed code that conforms to the CTS. This means that managed code can consume other managed types and instances, while strictly enforcing type fidelity and type safety.

In addition, the managed environment of the runtime eliminates many common software issues. For example, the runtime automatically handles object layout and manages references to objects, releasing them when they are no longer being used. This automatic memory management resolves the two most common application errors, memory leaks and invalid memory references.

The runtime also accelerates developer productivity. For example, programmers can write applications in their development language of choice, yet take full advantage of the runtime, the class library, and components written in other languages by other developers. Any compiler vendor who chooses to target the runtime can do so. Language compilers that target the .NET Framework make the features of the .NET Framework

available to existing code written in that language, greatly easing the migration process for existing applications.

While the runtime is designed for the software of the future, it also supports software of today and yesterday. Interoperability between managed and unmanaged code enables developers to continue to use necessary COM components and DLLs.

The runtime is designed to enhance performance. Although the common language runtime provides many standard runtime services, managed code is never interpreted. A feature called just-in-time (JIT) compiling enables all managed code to run in the native machine language of the system on which it is executing. Meanwhile, the memory manager removes the possibilities of fragmented memory and increases memory locality-of-reference to further increase performance.

Finally, the runtime can be hosted by high-performance, server-side applications, such as Microsoft® SQL Server™ and Internet Information Services (IIS). This infrastructure enables you to use managed code to write your business logic, while still enjoying the superior performance of the industry's best enterprise servers that support runtime hosting.

1.4 HARDWARE AND SOFTWARE SPECIFICATION

DESIGN CONSIDERATIONS

Hardware Interfaces

Processor Type	: Intel core, i3, i5 processor
Speed	: 2.40 GHZ
Ram	: 256 MB RAM
Hard disk	: 380 GB HD

Software Interfaces

Operating System	: Windows 7
Programming Package	: Visual Studio 4.5 (web Asp.Net)

1.5 PROBLEM STATEMENT

The researcher has proposed the 'Implementation of Management Information System (MIS) with respect to Direction. The selected organization is of a small scale but in terms of large in recruitment. After preliminary study it was felt to develop an advanced information management system for various functionalities specifically maintaining candidate's details by computerized methods and generating management information reports for top management. The existing system of maintaining candidates tracker in the organization had following drawbacks:

1. Storing each candidate's individual detailed information requires much documentation and maintaining these documents is another tedious work.

2. There is no well-defined authorizations and security levels in the current process.

3. Reporting of old candidates detailed in particular is too difficult in existing system.

4. They don't have any database backup facility for storing candidate information's and panic situation occurs in case of data loss.

1.6 OBJECTIVE OF THE STUDY

- The objective is to implement MIS at Direction Placement Consultancy, Chennai.
- To provide information for decision-making and improve process management.

1.7 SCOPE OF THE STUDY

This project was conducted for a period of 90 days in Direction Placement Consultancy. This project was conducted to computerize the candidate's database of the consultancy and also to find out various other details of the candidate's database.

1.8 LIMITATIONS OF THE STUDY

- The time constraint had restricted an in-depth study.
- The platform in which the model has been designed is windows 7 version OS. This is not available in direction placement consultancy and since some cost is involved, it may take time to implement this model.

REVIEW OF LITERATURE

CHAPTER 2

REVIEW OF LITERATURE

1. Management Information System in tailoring industry by Adriana Harizanova

   The paper presents an attempt for analysis of the theory in the sphere of the Management Information System (MIS). The information needs of the various managerial levels are pointed out and the stages in the development of MIS are defined. The growing importance of the application of MIS in tailoring industry.

2. Role of management information system in human resource by K P Tripathi Bharati Vidyapeeth Institute of Management, Kolhapur, Maharashtra, India

   In today's organizations Human Resource is considered as one of the key resources of business organizations. The transaction processing layer of MIS in human resource function deals with routine activities like attendance recording and payroll calculations. The operational level activities also include maintaining the employee records which is used as a basis for strategic layers. With the growing importance of human resource management and increasing size of the organizations, maintenance of employee related data and generating appropriate reports are the crucial aspects of any organization. Therefore more and more organizations are adopting computer based human resource management systems (HRMS). This paper is an attempt to design and implement an MIS for the business organization and show how it helps in taking management decisions related to management function especially for the top management

3. A Better Management Information System Is Needed to Promote Information Sharing, Effective Planning, and Coordination of Afghanistan Reconstruction Activities

   This report examines the use of management information systems by key U.S. agencies and commands to track and report on reconstruction activities in Afghanistan and the extent to which these systems are integrated. We obtained information from documents and interviews with key U.S. Government agencies and commands responsible for reconstruction and development efforts in Afghanistan, including the Department of State and the U.S. Agency for

and its subordinate commands, the Combined Security Transition Command-Afghanistan and the Combined Joint Task Force-101; and the U.S. Army Corps of Engineers' Afghanistan Engineer District.1 Specifically, we reviewed the management information systems used by each of these entities to collect and track information and to report on their reconstruction efforts. We did not evaluate the accuracy or completeness of data in those systems. We conducted work in Kabul, Afghanistan, from March to July 2009. We conducted this performance audit in accordance with generally accepted government auditing standards.

4. Planning and Implementation of the Information Management System of the Mining Sector of Ghana by Benjamin N.A. ARYEE, Richard K. AFENU, Philip Y. O. AMOAKO, Peter AWUAH, Kwame O. BOAMAH, Ghana; Andreas BARTH, André BARTH, Thomas BERNDT and Frank SCHMIDT (Germany)

The mining sector in Ghana contributes about 39 % to the total export value of Ghana and employs directly more than 36,000 people. Despite the fast growth of the sector over the last years, the known reserves of minerals have depleted rapidly due to the introduction of effective mining methods and new deposits are not being discovered due to lack of funds. The mining companies will require support from the mining sector institutions to cut down on their exploration budgets through:

- provision of geo-scientific information such as reports, drilling results, evaluations,geological, geophysical, and geochemical maps,

- execution of state funded exploration and investigation activities,

- provision of up-to-date information about the existing mining and exploration leases,

- formulation and implementation of policies, which will be investor friendly.

The project "The Design, Procurement and Commissioning of the Information management System at the Ministry of Lands, Forestry and Mines and its

for this support. A complex database is under construction that will enable access from various authorities in Ghana to provide easy access to valuable geo-scientific data and topographical base data such as geo-referenced maps and other data layers. Basic GIS functions are included. In addition, complex user rights settings allow data entry for qualified users. In terms of good governance, it will create more transparency and efficiency with regard to geological and mining related business activities, and provide a strong support to the activities of the mining sector institutions. Some geoscientific information will be available to the general public on the new web site of the mining sector institutions which is envisaged to contribute to sustainable and environmentally friendly mining and land use planning procedures.

5. An Information Management System Model for the Industrial Incidents in Saudi Arabia: A Conceptual Framework Based on SDLC Methodology by Saleh Al-Zahrani Information Systems Department, Faculty of Computer and Information Science

The main focus of this study has been on the development of a conceptual framework for improving the current status of industrial accidents' control. The framework is aimed to use of ICT to improve the information exchange between the Civil Defence and Industrial Sector and to provide an information management system model for the Industrial Incidents Administration System (IIAS). The purposed system, designed to highlight the method by which data should be transferred between the Civil Defence and Industrial Sector, as well as other emergency services involved in assessing and controlling industrial accidents. This study used a survey in form of questionnaire and face-to-face interview supplemented by a document analysis of activities relating to those two sectors and direct observation. This conceptual model based on the traditional System development life cycle methodology (SDLC).Study found that designing an information system network to link the Civil Defence and Industrial Sector in Saudi Arabia to facilitate the exchange of information to control industrial accidents is considered to be important in improving the current situation. As result of this study information management system model was purposed. Such

6. A Management Information System Model for Process-Oriented Health Care by Anna Andersson, Niklas Hallberg, Henrik Eriksson, Toomas Timpka MDA, Departments of Computer Science and Department of Health and Society, Linköping University, Sweden

   To develop a conceptual model of a management information system for process-oriented health care organizations.

7. MANAGEMENT INFORMATION SYSTEM FOR HUMAN RESOURCE ALLOCATION by MULYANGA RACHEL

   A Management Information System for Human Resource Allocation has been designed to provide objectivity in employee - job allocation in indigenous audit and accountancy firms in Uganda. The system in place, of employee - job allocation lacks objectivity in that it is based on management's conviction on an employee's capability to execute a given job, a method which creates bias and compromises competitiveness. The system designed overcomes the above problems by matching jobs to qualified and competent employees basing on data stored in the database relating to job details and employee details. This project has highlighted the importance of Management Information Systems, and in particular, Human Resource Management Systems. It has addressed an area in human resource management which had previously been overlooked. The study was limited to indigenous audit and accountancy firms in Uganda, using Messrs Mukasa, Yiga and Company Certified Public Accountants as a case study. The designed system was implemented using MySql as the Data Base Management System (DBMS) with Java servlets as the scripting language. Hyper Text Mark-up Language (HTML) was used in designing Graphical User Interface (GUI).

CHAPTER 3

SYSTEM ANALYSIS AND DESIGN

3. SYSTEM ANALYSIS AND DESIGN

Design is the process of translating requirements defined during analysis into several designs activities for user requirements. The designer select requirements necessary to implement the system in this phase; the design of the database also takes place. After identifying the problem, limitations are opportunities to improve the efficiency system. A detail design of the existing, proposed and comparison is done with a basic model. In database design several objectives are considered such as,

- Controlled redundancy
- Data independence
- More information at low cost
- Accuracy and Integrity
- Failure and Recovery
- Security
- Performance

3.1 CURRENT PROCESS:

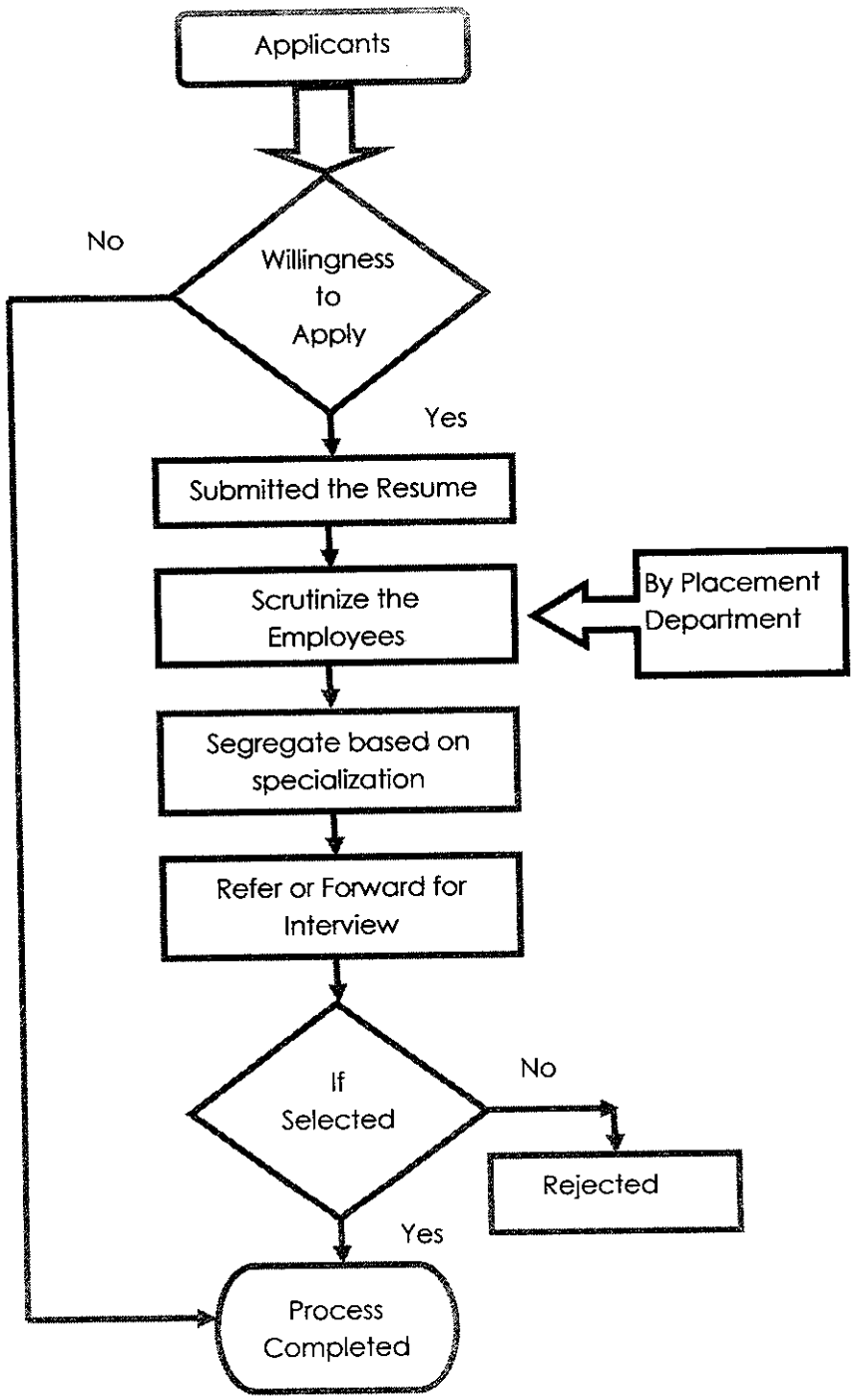


Fig 3.1 current process

3.2 PROPOSED MODEL OF THE SYSTEM:

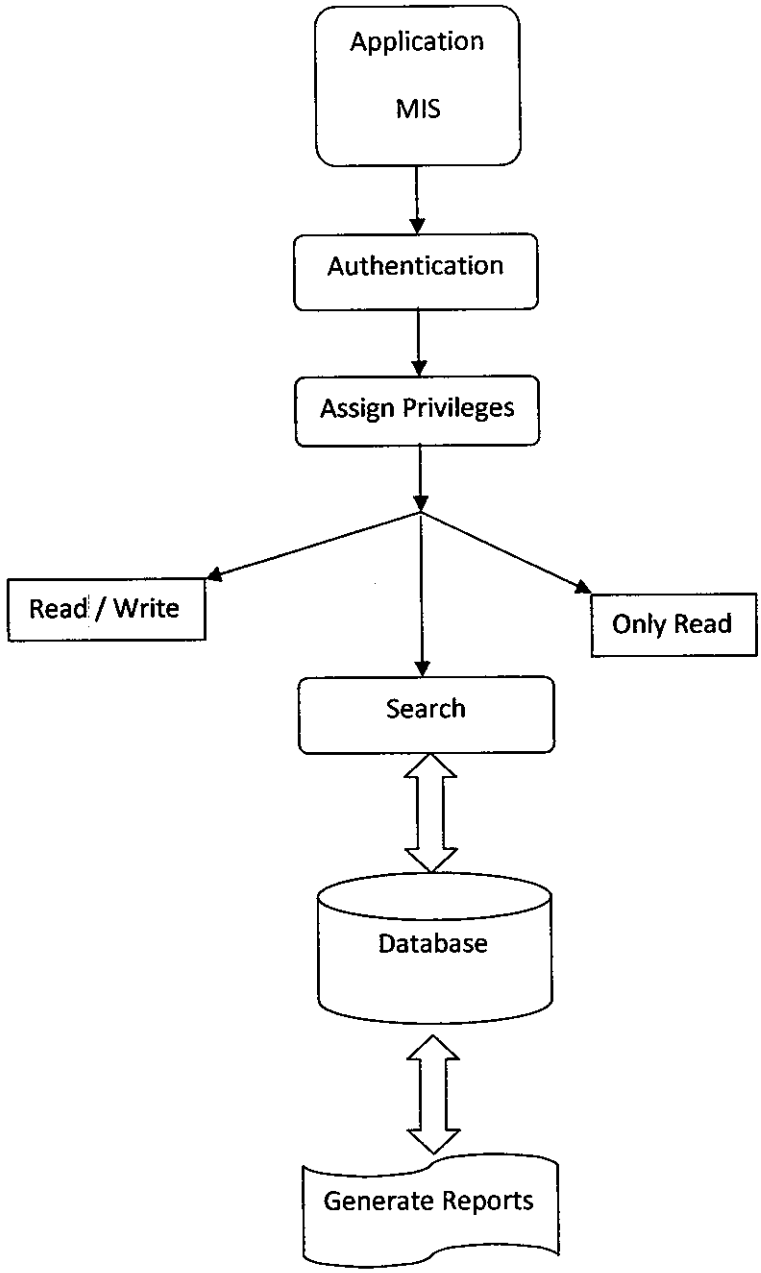


Fig 3.2 Proposed model of the system

3.3 BRIDGING THE GAP BETWEEN EXISTING AND PROPOSED MODEL:

Existing model

- Searching of candidate's information is difficult for reprocessing.
- Storing of each candidate's information is difficult and requires documentation.
- There is no authorization and security in candidate's document.
- Reporting of old candidate's detailed information is too much difficult in existing system.
- There is no proper backup of document.

Proposed model

- Searching of candidate's information is easier for reprocessing.
- Storing of each candidate's information is easy and doesn't need documentation.
- There is a well-defined authorization and security in candidate's document.
- Reporting of old candidate's detailed information is easier in proposed system.
- There is a proper backup of document.

3.4 OVERALL MODEL OF THE PROPOSED SYSTEM:

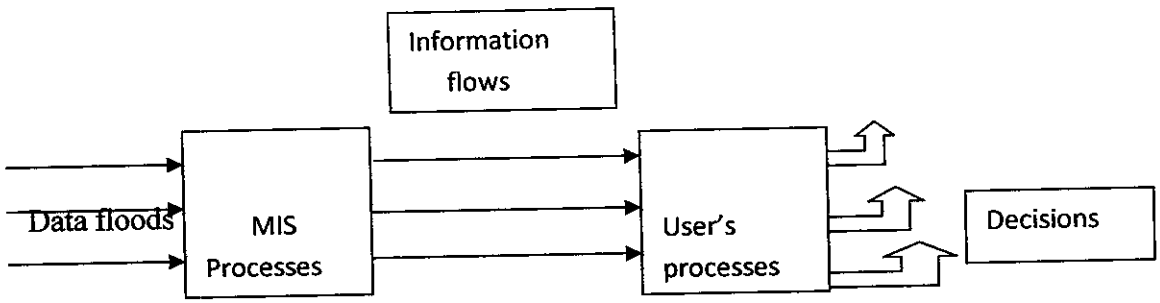


Fig 3.3 Overall model of the system

3.5 DATA FLOOD OF THE SYSTEM:

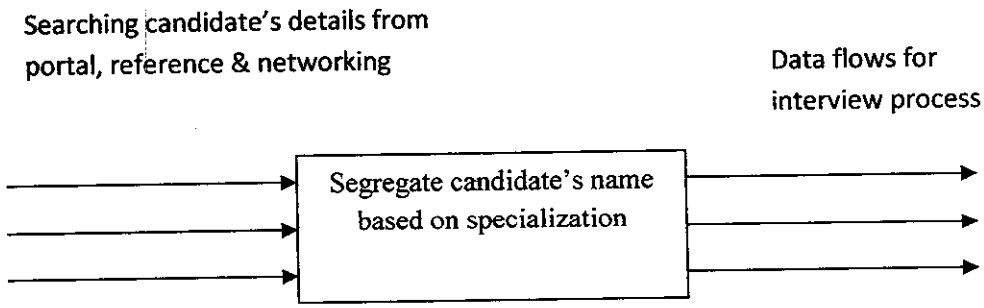


Fig 3.4 Data flood of the system

3.6 SPECIFICATION FOR SEARCHING GOOD CANDIDATE'S

SPECIFICATION FOR ALLSEC

"EXCELLENT COMMUNICATION"

Location: Velachery

Salary: Rs.10, 300 to take home

Bonus: Rs.25, 000 per year (1st 6 months Rs. 15,000 + next 6 months Rs.10000)

Shift timings: Night shift (US shift timings)

Holiday: 5 days working and 2 days fixed off

Cab facility: Available

Degree: Any degree (B.E, B.Com, B.Sc, MBA, BA-English, etc,..)

Arrear: 3 arrears accepted

Experience: No experience

Designation: International voice process

SPECIFICATION FOR DELL

"EXCELLENT COMMUNICATION"

Location: Ambatur

Salary

Fresher's: Rs.12,200 to take home

Experienced: Rs.2, 20,000(Maximum)

Bonus: Based on the employee's performance

Shift timings: 6.30 pm to 2.30 am

Cab facility: Available

Degree: B.TECH & B.Sc (bio technology, bio chemistry)

Arrear: NIL

Experience: Minimum of 8 months in International Voice Process is accepted

Designation: International Voice Process for health care

SPECIFICATION FOR SITEL

"EXCELLENT COMMUNICATION"

Location: Tharamani

Salary

Fresher's: Rs.11, 300 but Rs.10, 500 to take home

Experienced: Rs.2, 60,000 (Maximum)

Bonus: Based on the employee's performance

Shift timings: Night shift (Either US & UK shifts),

Holiday: Saturday & Sunday fixed off

Cab facility: Available

Degree: Any degree (B.E, B.Com, B.Sc, MBA, BA-English, etc,..)

Arrear: 3-4 arrears accepted

Experience: Accepted

Designation: International Technical Voice Process

Only 15 days of notification is accepted for experienced not for fresher's.

SPECIFICATION FOR COGNIZANT

"EXTRA-ORDINARY COMMUNICATION"

Location: Alwarpet

Salary

Fresher's: Rs.12,000 to take home

Experienced: Rs.3, 40,000 (Maximum)

Bonus: Based on the employee's performance

Shift timings: Rotational shift (Either US & UK shifts)

Holiday: Saturday & Sunday fixed off

Cab facility: Available

Degree: Any degree (B.E, B.Com, B.Sc, MBA, BA-English, etc,..)

Arrear: NIL

Experience: Accepted

Designation: International Voice Process for Health Care

Only 15 days of notification is accepted for experienced not for fresher's.

SPECIFICATION FOR INTELENET

"EXCELLENT COMMUNICATION"

Location: OMR

Salary

Fresher's: Rs.10,500 to take home

Experienced: Rs.2, 60,000 (Maximum)

Shift timings: Night shift (12.30 pm to 10 pm)

Holiday: 5 days working and any 2 days fixed off

Cab facility: Available

Degree: Any degree except B.E (B.Com, B.Sc, MBA, BA-English, etc,..)

Arrear: maximum 3 arrears accepted

Experience: Accepted

Designation: International Technical Voice Process

Only 15 days of notification is accepted for experienced not for fresher's.

SPECIFICATION FOR INTELENET

"EXTRA-ORDINARY COMMUNICATION"

Location: Ambatur

Salary: Rs.4, 50,000(Maximum inclusive of variables)

Bonus: Based on the employee's performance

Shift timings: Night shift (12.30 pm to 10 pm)

Holiday: 5 days working and any 2 days fixed off

Cab facility: Available

Degree: Any degree except B.E (B.Com, B.Sc, MBA, BA-English, etc,..)

Arrear: Nil

Experience: 3 – 5 years experience in IVP

Designation: Team leader (International Technical Voice Process)

Only 30 days of notification is accepted

SPECIFICATION FOR GE COUNTRY

"EXCELLENT COMMUNICATION"

Location: Paris

Salary

Fresher's: Rs.9,000 to take home

Experienced: Rs.1, 56,000 (Maximum)

Bonus: Based on the employee's performance

Shift timings

For male: Night shift (12.30 pm to 10 pm)

For women: Day shift (10.30 am to 5 pm)

Holiday: 5 days working and any 2 days fixed off

Cab facility: Available for night shift

Not Available for day shift

Degree: All UG degree (B.Com, B.Sc, MBA, BA-English, etc,..)

Except B.E & PG degree

Arrear: NIL

- Experience: NIL

Designation: Domestic Voice Process

SPECIFICATION FOR ALLSEC

"EXCELLENT COMMUNICATION"

Location: Velachery

Salary: Rs.10300 to take home

Bonus: Rs.25000 per year (1st 6 months 15000 + next 6 months 10000)

Shift timings

Timings: 12 am to 9 pm

1 pm to 11 pm

3 pm to 1.30 am

Holiday: 5 days working and 2 days fixed off

Cab facility: Available

Degree: Any degree (B.E, B.Com, B.Sc, MBA, BA-English, etc,..)

Arrear: 3 arrears accepted

Experience: No experience

Designation: International voice process

SYSTEM IMPLEMENTATION

CHAPTER -4

SYSTEM IMPLEMENTATION

4. SYSTEM IMPLEMENTATION

System implementation is the process of developing the system on the user requirement that has to be enforced in any system while development. Security window prohibits the unauthorized users entering the system. Implementation is the stage of the project is when the system design is turned into fully working system. This stage consist of following steps.

- Testing the developed program with the sample data
- Detecting and correction of internal errors
- Feeding the real time data
- Training employees

TO DEFINE LOGIN FOR SECURITY:

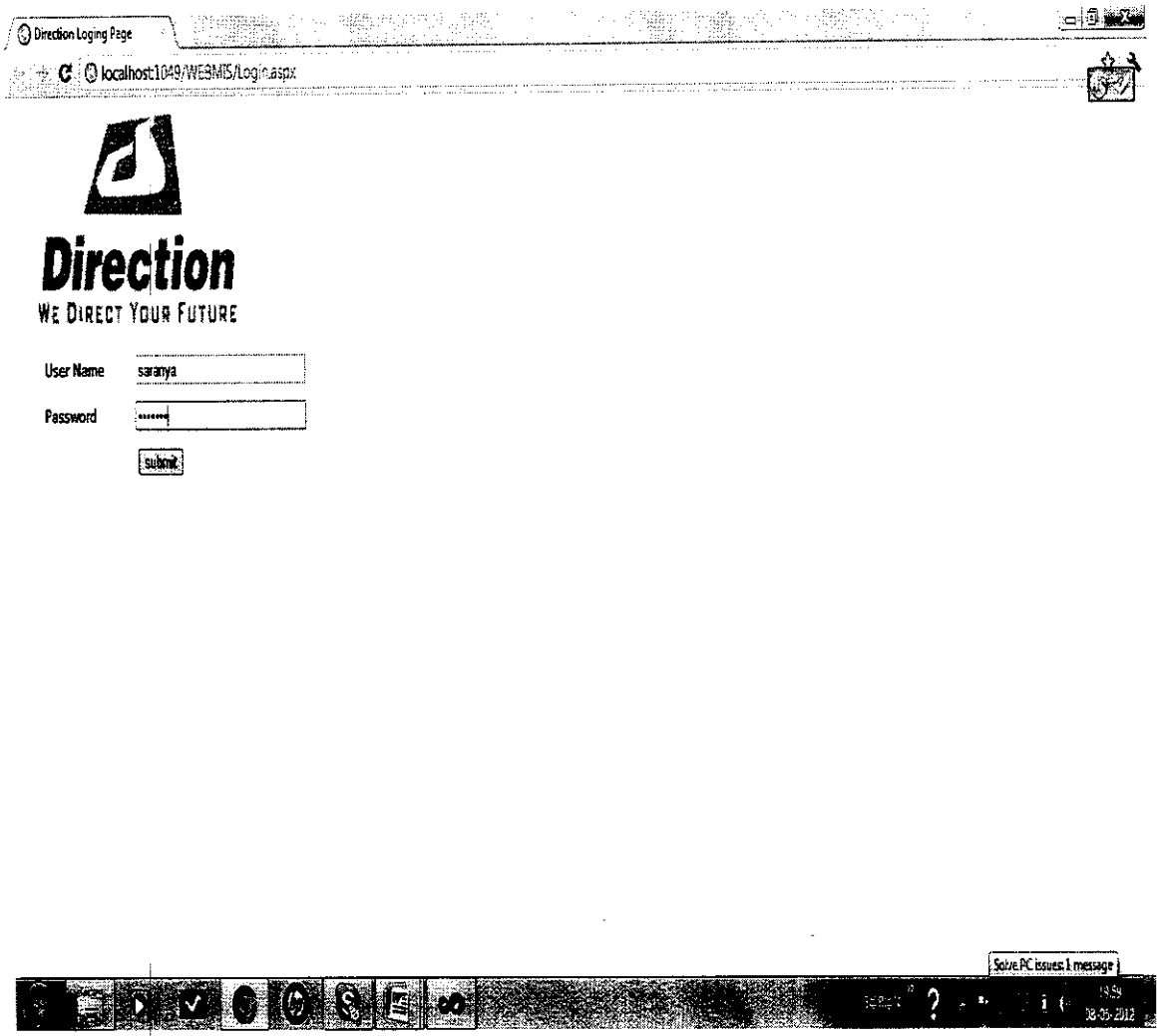
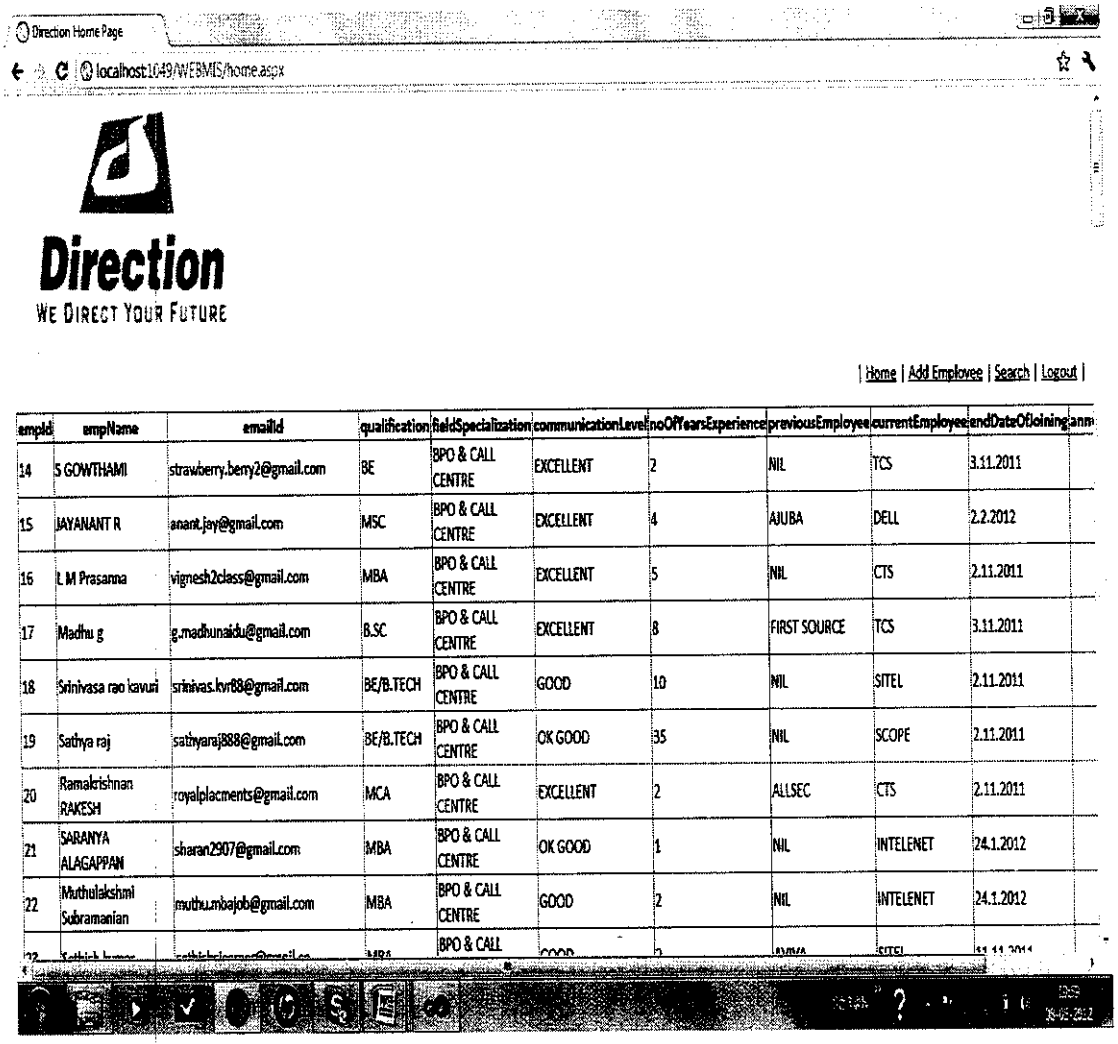


Fig 4.1 Login screen for security

The initial screen is login screen for the security purpose. Each and every employee has login id and password for maintaining organization's information confidential.

TO DEFINE HOME PAGE OF MIS:



empId	empName	emailId	qualification	fieldSpecialization	communicationLevel	noOfYearsExperience	previousEmployee	currentEmployee	endDateOfJoining	ann
14	S GOWTHAMI	strawberry.berry2@gmail.com	BE	BPO & CALL CENTRE	EXCELLENT	2	NIL	TCS	3.11.2011	
15	JAYANANT R	anant.jay@gmail.com	MSC	BPO & CALL CENTRE	EXCELLENT	4	AJUBA	DELL	2.2.2012	
16	L M Prasanna	vignesh2class@gmail.com	MBA	BPO & CALL CENTRE	EXCELLENT	5	NIL	CTS	2.11.2011	
17	Madhu g	g.madhunaidu@gmail.com	B.SC	BPO & CALL CENTRE	EXCELLENT	8	FIRST SOURCE	TCS	3.11.2011	
18	Srinivasa rao kavuri	srinivas.kvr88@gmail.com	BE/B.TECH	BPO & CALL CENTRE	GOOD	10	NIL	SITEL	2.11.2011	
19	Sathya raj	sathyaraj888@gmail.com	BE/B.TECH	BPO & CALL CENTRE	OK GOOD	35	NIL	SCOPE	2.11.2011	
20	Ramakrishnan RAKESH	royalplacments@gmail.com	MCA	BPO & CALL CENTRE	EXCELLENT	2	ALLSEC	CTS	2.11.2011	
21	SARANYA ALAGAPPAN	sharan2907@gmail.com	MBA	BPO & CALL CENTRE	OK GOOD	1	NIL	INTELENET	24.1.2012	
22	Muthulakshmi Subramanian	muthu.mbajob@gmail.com	MBA	BPO & CALL CENTRE	GOOD	2	NIL	INTELENET	24.1.2012	
23	[illegible]	[illegible]	[illegible]	BPO & CALL	GOOD	2	AVAYA	SITEL	11.11.2011	

Fig 4.2 Home page of the MIS

After login into MIS home page, the details of the candidates will be listed which shows options like add employee, search employee and logout.

TO DEFINE ADDING NEW CANDIDATE'S DETAILS IN MIS:

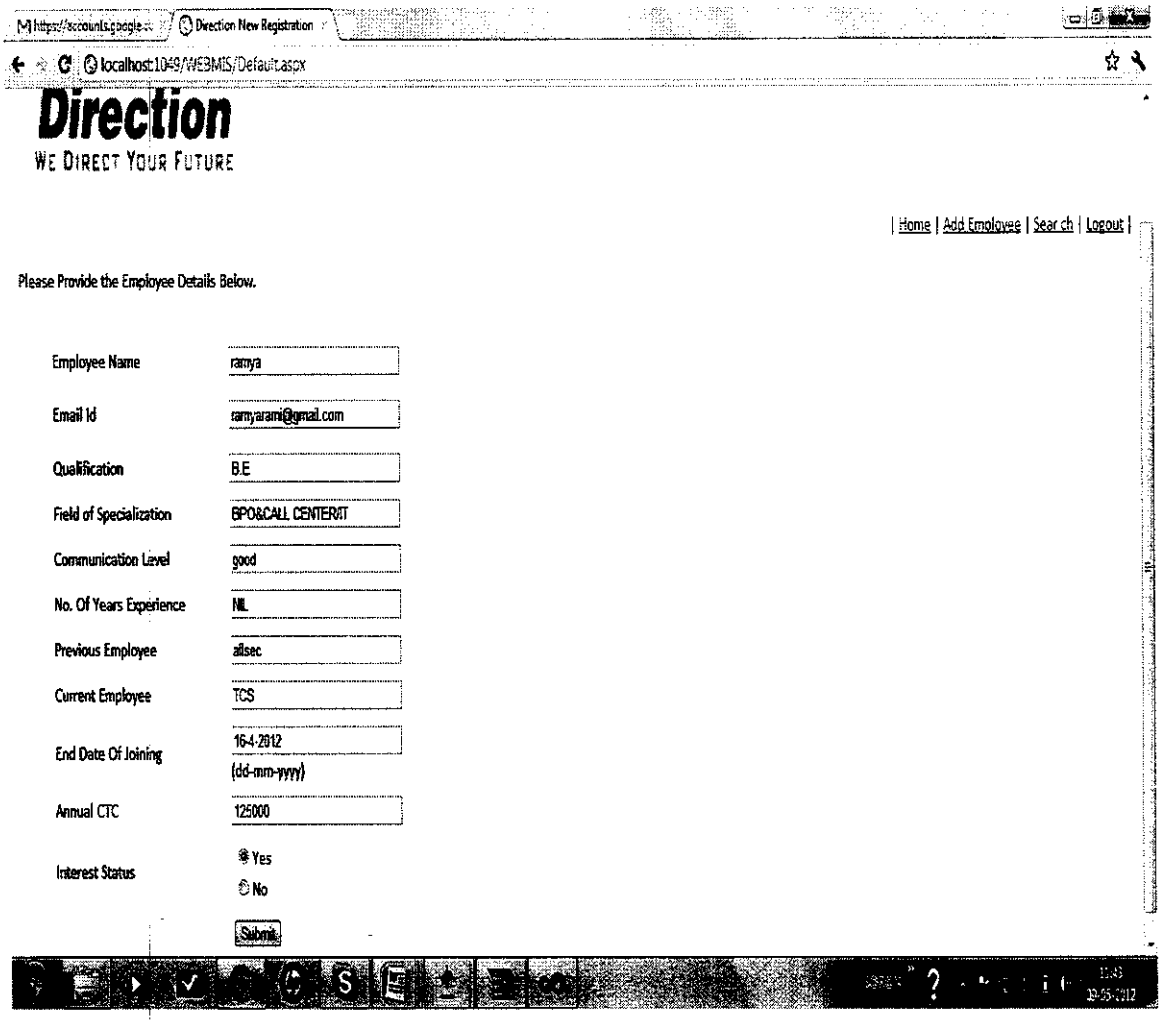


Fig 4.3 Adding new candidates information in MIS

Each and every selected applicants or candidate's information will be added into MIS for further reference.

TO DEFINE SEARCH OPTIONS:

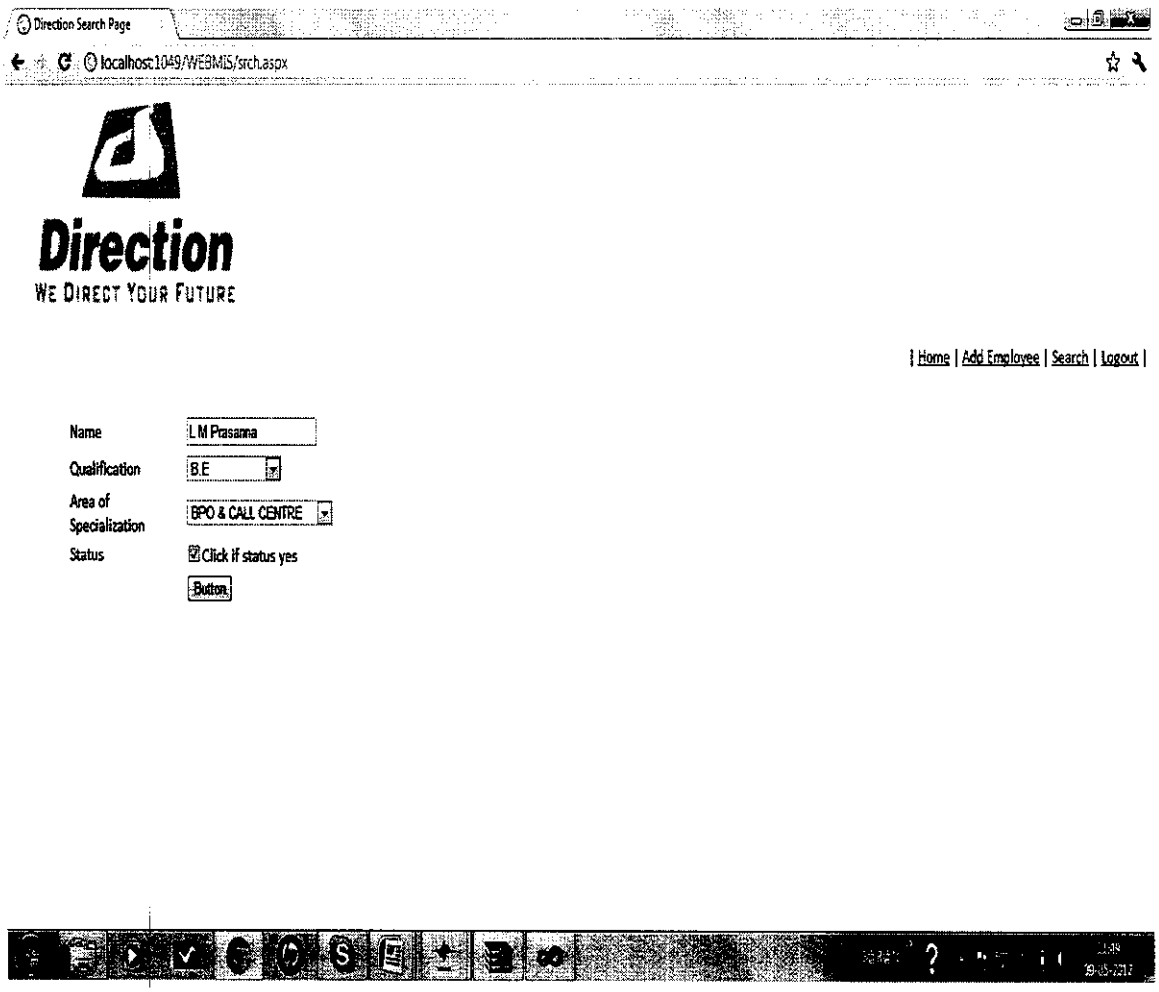
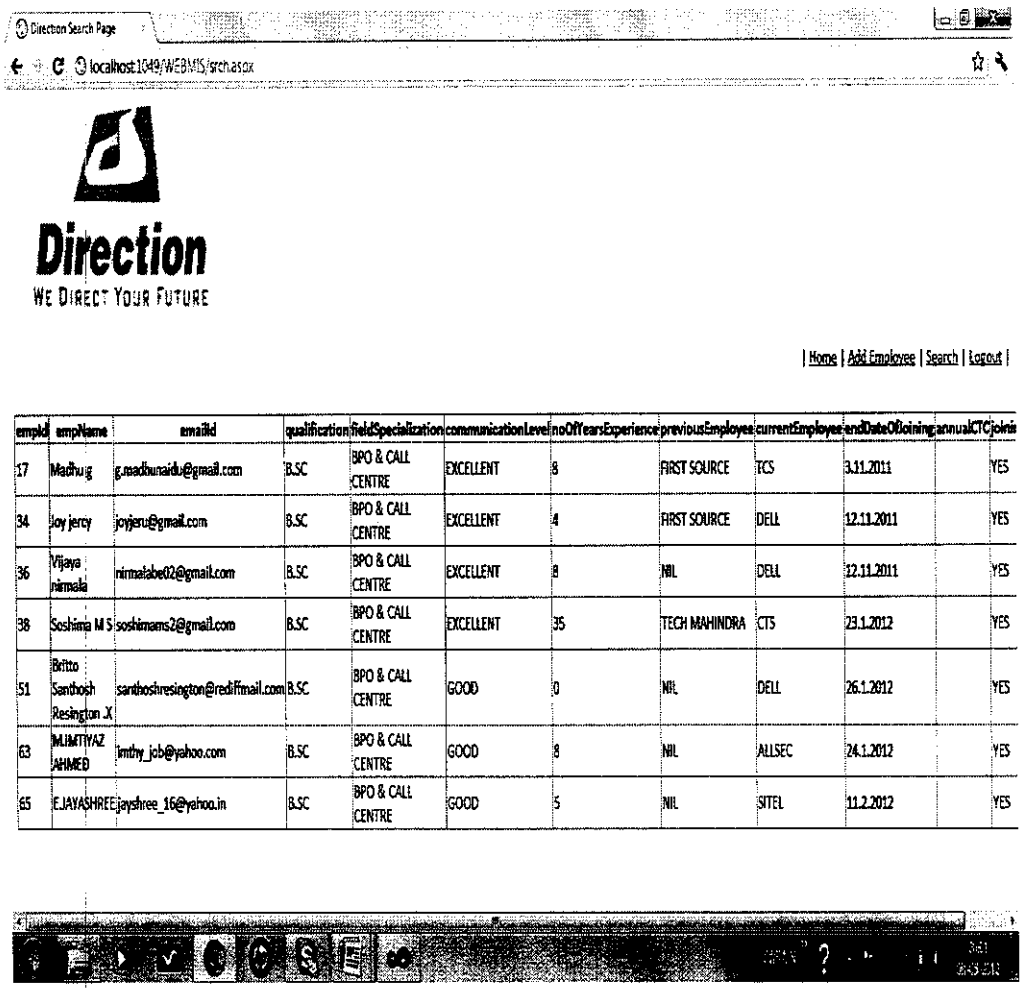


Fig 4.4 Searching candidates information in MIS

In this search option, employee can view the candidate's status of joining in the company.

TO DEFINE SEARCH RESULTS:



empId	empName	emailId	qualification	fieldSpecialization	communicationLevel	noOfYearsExperience	previousEmployee	currentEmployee	endDateOfJoining	annualCTC	joini
17	Madhu g	g.madhunaidu@gmail.com	B.SC	BPO & CALL CENTRE	EXCELLENT	8	FIRST SOURCE	TCS	3.11.2011		YES
34	Joy jercy	joyjeru@gmail.com	B.SC	BPO & CALL CENTRE	EXCELLENT	4	FIRST SOURCE	DELL	12.11.2011		YES
36	Vijaya nirmala	nirmalabe02@gmail.com	B.SC	BPO & CALL CENTRE	EXCELLENT	8	NIL	DELL	12.11.2011		YES
38	Soshima M S	soshimams2@gmail.com	B.SC	BPO & CALL CENTRE	EXCELLENT	35	TECH MAHINDRA	CTS	23.1.2012		YES
51	Britto Santhosh Resington .X	santhoshresington@rediffmail.com	B.SC	BPO & CALL CENTRE	GOOD	0	NIL	DELL	26.1.2012		YES
63	M.MITHYAZ AHMED	imthy_job@yahoo.com	B.SC	BPO & CALL CENTRE	GOOD	8	NIL	ALLSEC	24.1.2012		YES
65	E.JAYASHREE	jayshree_16@yahoo.in	B.SC	BPO & CALL CENTRE	GOOD	5	NIL	SITEL	11.2.2012		YES

Fig. 4.5. Search results based on Specification

Search results are obtained through specifications entered. The candidate information obtained through search results are reprocessed for interview which helps in decision making.

TO DEFINE LOGOUT SCREEN:

After logging out, the initial screen appears.

RESULTS, DISCUSSIONS AND CONCLUSION

CHAPTER-5

RESULTS, DISCUSSIONS AND CONCLUSION

5.1 RESULTS AND DISCUSSIONS

- The software solution given to the company is to improve their business and working methodology
- This project is a pilot study and not yet implemented in the organization.
- Information system enables better decision making process in the firm.
- The employees can maintain the applicant's details in the database; employees can access the candidate's details without any restrictions.
- There is no well-defined authorizations and security levels
- Employees can add and search the applicant's details.
- Employees can add new candidate's details if produced.
- Employees can view the joining status of applicants.
- Employees need not wait for information; instead it is stored and can be added in database.
- Information system is useful, more accurate, easy access.

5.2 RECOMMENDATIONS

- It is found that there is no proper database in the organization, and so implementation of MIS will help the organisation.
- Care should be taken regarding the information system for continuos process by each and every new as well as old employees.
- Based on this project the interview process and status can be reviewed and improved each and every stage.
- Reports can be easily generated and the same should be used for interview process and decision making.
- Cost involved is very minimal and feasible. Cost for operating system, software tools and server.

5.3 SCOPE FOR FUTURE ENHANCEMENT:

- The requirements may change when technology and time changes. In that time the system has to be enhanced within the system itself we can perform the additional feature. From the software point of view the system can be enhanced using any other backend tool, so that the efficiency of the system can be increase.
- Coding procedures can be modified according to the needs of the user. The system code is also well designed that it will form the basis for further enhancement and also new operations can be included in the system.
- The additional modification in coding is needed for user in search option, deletion of candidate's record, editing the candidate's record.
- Now, the system can be built from the candidates point of view i.e. if the specification like excellent communication, course is given with this specification list will be displayed.
- Further, from client's perspective, if the name of the organization is given in 'search', the list of candidates with the specification related to the client concern will be displayed.
- This could be achieved by defining the specification in the system in prior.

5.4 CONCLUSION

The developed new system is tested with sample data and found to be working well. The software enables the organization to carry out their company system effectively.

This project entitled "MANAGEMENT INFORMATION SYSTEM" being implemented and found to replace the manual system effectively; it is possible to eliminate human errors that are likely to occur in these works because of bulk of data entry and data processing. This project designed for the particular need of the company was found to work effectively.

This system resulted in quick data entry and information retrieval. This system works with high degree of accuracy, user friendly and has its own full data security, which are very vital for the progress of the organization. This system helps the top management in quick decision making.

BIBLIOGRAPHY

BIBLIOGRAPHY

REFERENCE:

1. Gary W.Hansen and James V.Hansen, "Database Management and Design" Pretice Hall, 1996.
2. Jeffrey A.Hoffer, Mary B.Prescott, Fred R.Mcfadden,"Modern Database Management", Prentice Hall, 6th edition, 2002, 7th edition.
3. Kenneth C.Laudon and Jane Price Laudon, "Management information systems Managing the digital firm",Pearson Education Asia.
4. James AN O' Brein, Management Information System, Tata McGraw Hill, New Delhi, 1999.

WEBSITES

www.directionn.com

www.SAD.com

scholar.google.co.in

seach.ebscohost.com

APPENDIX

APPENDIX

SAMPLE CODING:

```
<%@ Page Language="C#" AutoEventWireup="true" CodeFile="Default.aspx.cs"
Inherits="_Default" %>

<!DOCTYPE html PUBLIC "-//W3C//DTD XHTML 1.0 Transitional//EN"
"http://www.w3.org/TR/xhtml1/DTD/xhtml1-transitional.dtd">

<html xmlns="http://www.w3.org/1999/xhtml" >
<head runat="server">
   <title>Direction New Registration</title>
    <link rel="stylesheet" type="text/css" href="css/mis-styles.css" />
</head>
<body>
<div align="left">
   <img src="images/logo.jpg" alt="Direction Logo" />
</div>
<p align="right">| <a href="home.aspx">Home</a> | <a href="Default.aspx">Add
Employee</a> | <a href="srch.aspx">Sear
ch</a> | <a href="login.aspx">Logout</a> |</p>
   <form id="form1" runat="server">
   <div>
      <table cellpadding="3" cellspacing="3" border="0">
         <tr>
            <td colspan="5" style="height: 21px">
               Please Provide the Employee Details Below.</td>
         </tr>
         <tr>
            <td style="width: 31px; height: 21px">
            </td>
            <td style="width: 202px; height: 21px">
```

```
            <td style="width: 224px; height: 21px">
            </td>
            <td style="width: 329px; height: 21px">
            </td>
            <td style="width: 100px; height: 21px">
            </td>
        </tr>
        <tr>
            <td style="width: 31px">
            </td>
            <td style="width: 202px">
                <asp:Label ID="Label2" runat="server" Text="Employee
Name"></asp:Label></td>
            <td style="width: 224px">
                <asp:TextBox ID="txtEmpName" runat="server"
Width="200px"></asp:TextBox></td>
            <td style="width: 329px">
                <asp:RequiredFieldValidator ID="rfdEmpName" runat="server"
ControlToValidate="txtEmpName" ErrorMessage="Please Enter Employee
Name"></asp:RequiredFieldValidator></td>
            <td style="width: 100px">
            </td>
        </tr>
        <tr>
            <td style="width: 31px">
            </td>
            <td style="width: 202px">
                <asp:Label ID="Label3" runat="server" Text="Email
Id"></asp:Label></td>
            <td style="width: 224px">
                <asp:TextBox ID="txtEmailId" runat="server"
Width="200px"></asp:TextBox></td>
```

```
            <asp:RequiredFieldValidator ID="rfvEmailId" runat="server"
ControlToValidate="txtEmailId" ErrorMessage="Please Enter Email
Id"></asp:RequiredFieldValidator><br />
            <asp:RegularExpressionValidator ID="revEmailId" runat="server"
ControlToValidate="txtEmailId" ErrorMessage="Please Enter Valid Email Id"
ValidationExpression="\w+([-+.']\w+)*@\w+([-.]\w+)*\.\w+([-
.]\w+)*"></asp:RegularExpressionValidator></td>
          <td style="width: 100px">
          </td>
        </tr>
        <tr>
          <td style="width: 31px">
          </td>
          <td style="width: 202px">
            <asp:Label ID="Label5" runat="server"
Text="Qualification"></asp:Label></td>
          <td style="width: 224px">
            <asp:TextBox ID="txtQualification" runat="server"
Width="200px"></asp:TextBox></td>
          <td style="width: 329px">
            <asp:RequiredFieldValidator ID="rfvQualification" runat="server"
ControlToValidate="txtQualification" ErrorMessage="Please Enter
Qualification"></asp:RequiredFieldValidator></td>
          <td style="width: 100px">
          </td>
        </tr>
        <tr>
          <td style="width: 31px">
          </td>
          <td style="width: 202px">
            <asp:Label ID="fieldSpecialization" runat="server" Text="Field of
Specialization"></asp:Label></td>
```

```
            <asp:TextBox ID="txtFieldSpecialization" runat="server" Rows="3"
Width="200px"></asp:TextBox></td>
            <td style="width: 329px">
              <asp:RequiredFieldValidator ID="rfvFieldSpec" runat="server"
ControlToValidate="txtFieldSpecialization" ErrorMessage="Please Enter Field of
Specialization"></asp:RequiredFieldValidator></td>
            <td style="width: 100px">
            </td>
          </tr>
          <tr>
            <td style="width: 31px">
            </td>
            <td style="width: 202px">
              <asp:Label ID="Label7" runat="server" Text="Communication
Level"></asp:Label></td>
            <td style="width: 224px">
              <asp:TextBox ID="txtCommunicationLevel" runat="server"
Width="200px"></asp:TextBox></td>
            <td style="width: 329px">
              <asp:RequiredFieldValidator ID="rfvCommLevel" runat="server"
ControlToValidate="txtCommunicationLevel" ErrorMessage="Please Enter
Communication Level"></asp:RequiredFieldValidator></td>
            <td style="width: 100px">
            </td>
          </tr>
          <tr>
            <td style="width: 31px">
            </td>
            <td style="width: 202px">
              <asp:Label ID="txtnoOfYearsExperience" runat="server" Text="No. Of
Years Experience"></asp:Label></td>
            <td style="width: 224px">
```

```
            <td style="width: 329px">
                <asp:RequiredFieldValidator ID="rfvnoOfYearExp" runat="server"
ControlToValidate="txtNoOfExp" ErrorMessage="Please Enter No. of Years
Experience"></asp:RequiredFieldValidator>
            </td>
            <td style="width: 100px">
            </td>
        </tr><tr><td style="width: 31px"></td>
            <td style="width: 202px">
                <asp:Label ID="lblPreviousEmployee" runat="server" Text="Previous
Employee"></asp:Label></td>
            <td style="width: 224px">
                <asp:TextBox ID="txtPreviousEmployee" runat="server"
Width="200px"></asp:TextBox></td>
            <td style="width: 329px">
                <asp:RequiredFieldValidator ID="rfvPreEmployee" runat="server"
ControlToValidate="txtPreviousEmployee"  ErrorMessage="Please Enter the Previous
Employee"></asp:RequiredFieldValidator></td>
            <td style="width: 100px">
            </td>
        </tr>
        <tr>
            <td style="width: 31px">
            </td>
            <td style="width: 202px">
                <asp:Label ID="lblCurrentEmployee" runat="server" Text="Current
Employee"></asp:Label></td>
            <td style="width: 224px">
                <asp:TextBox ID="txtCurrentEmployee" runat="server"
Width="200px"></asp:TextBox></td>
            <td style="width: 329px">
                <asp:RequiredFieldValidator ID="rfvCurrEmployee" runat="server"
```

```
            <td style="width: 100px">
            </td>
        </tr><tr>
            <td style="width: 31px">
            </td>
            <td style="width: 202px">
                End Date Of Joining</td>
            <td style="width: 224px">
                <asp:TextBox ID="txtEndDateOfJoining" runat="server"
Width="200px"></asp:TextBox><br />
                (dd-mm-yyyy)</td>
            <td style="width: 329px">
                <asp:RequiredFieldValidator ID="rfvEndDateofJoin" runat="server"
ControlToValidate="txtEndDateOfJoining" ErrorMessage="Please Enter the End Date of
Joining"></asp:RequiredFieldValidator></td>
            <td style="width: 100px">
            </td>
        </tr>
        <tr>
            <td style="width: 31px; height: 21px">
            </td>
            <td style="width: 202px; height: 21px">
                Annual CTC</td>
            <td style="width: 224px; height: 21px">
                <asp:TextBox ID="txtAnnualCTC" runat="server"
Width="200px"></asp:TextBox></td>
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                <asp:RequiredFieldValidator ID="rfvAnnualCTCT" runat="server"
ControlToValidate="txtAnnualCTC" ErrorMessage="Please Enter the Annual
CTC"></asp:RequiredFieldValidator></td>
            <td style="width: 100px; height: 21px">
            </td>
```

```
            <td style="width: 31px">
            </td>
            <td style="width: 202px">
              Interest Status</td>
            <td style="width: 224px">
              <asp:RadioButtonList ID="rdbJoiningStatus" runat="server">
                <asp:ListItem>Yes</asp:ListItem>
                <asp:ListItem>No</asp:ListItem>
              </asp:RadioButtonList></td>
            <td style="width: 329px">
            </td>
            <td style="width: 100px">
            </td></tr>
          <tr>
            <td style="width: 31px">
            </td>
            <td style="width: 202px">
            </td>
            <td style="width: 224px">
              <asp:Button ID="btnSubmit" runat="server" Text="Submit"
OnClick="btnSubmit_Click" /></td>
            <td style="width: 329px">
            </td>
            <td style="width: 100px">
            </td>
          </tr>
          <tr>
            <td style="width: 31px">
            </td>
            <td style="width: 202px">
            </td>
            <td style="width: 224px">
```

```
            </td>
            <td style="width: 329px">
            </td>
            <td style="width: 100px">
            </td></tr>
        </table>
    </div>
    </form>
</body>
</html>
```