

**Adoption Human Resource Management System (HRMS) in an Effort to
Support Small and Medium Enterprises (SMEs) manufacturing in
Malaysia**

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Adoption Human Resource Management System (HRMS) in an Effort to Support Small and Medium Enterprises (SMEs) Services in Malaysia

A Project Submitted to Dean of Awang Had Salleh Graduate School of Arts & Sciences in Partial Fulfillment of the Requirement for the Degree Master (Information Communication Technology) University Utara Malaysia

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Abstract

Considering the need for small and medium-sized enterprise (SMEs) to exchange real time information has grown as a result to the adoption of information technology ,moreover SMEs have to tap the power of IT and an adopt IT systems to stay competitive and customer oriented,towards achieving this goal this research project is initiated to design human resources management system (HRMS) Framework for SMEs manufacturing sectors in Malaysia, as a purpose of assisting the SMEs manufacturing to reduced total throughput time and overhead cost of manage the staff, This will materialize by the adopt of an human resources management system (HRMS) that focuses on streamlined work flow processes and improving productivity.

Keywords

Human resources management system (HRM) Small and Medium Enterprises (SMEs), Manufacturing of Small and Medium Enterprises.

PERMISSION OF USE.....	ii
ACKNOWLEDGEMENTS.....	iii
ABSTRACT.....	iv
CONTENTS.....	v
LIST OF FIGURES.....	vi
LIST OF TABLES.....	vii

CHAPTER 1 INTRODUCTION

1.1 Introduction	2
1.2 Problem Statement	4
1.3 Research question.....	6
1.4 Objectives of the Research.....	6
1.5 Scope of Study	6
1.6 Significance of Study.....	7
1.7 Summary.....	7

CHAPTER 2 LITERATURE REVIEW

2.1 Definition of Human Resource Management.....	9
2.2 Developing HRMS in Malaysia.....	12
2.3 What are SMEs?.....	14
2.4 SME Annual Report 2009/2010: Transformation to the New Economic Model.....	16
2.5 Impact of SMEs on Malaysian Economy and SME 2011-2020 Masterplan.....	22
2.6 Why is SMEs Important?.....	25
2.7 Human Resource Management System (HRMS) perspective.....	25
2.8 Human Resource Management Systems (HRMS) in (SMEs).....	27
2.9 Human Resource Management System Development.....	29
2.10 Human Resource information System Components.....	29
2.11 Functions Of Human Resource management System.....	30
2.12 The Impact of Information Technology Integration on Human Resource Professional.....	32
2.13 Characteristic of Human Resource Management System.....	34
2.14 Purpose of (HRMS).....	35

CHAPTER 3 RESEARCH METHODOLOGY

3.1 Introduction.....	43
3.1.1 Awareness of problem.....	44
3.1.2 Suggestion.....	44
3.1.3 Validation and Evaluation.....	44
3.1.4 Conclusion.....	45

3.1.5 Summary.....	45
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CHAPTER 4 ANALYSIS AND DESIGN

4.1 Introduction.....	47
4.2 Analysis.....	47
4.2.1 Requirements Determination.....	48
4.2.2 Use Case Diagram.....	49
4.2.3 System’s Requirements.....	51
4.3 Design.....	52
4.3.1 Logical design.....	52
4.3.1.1 The use case diagram for the whole system.....	53
4.3.1.2 Sequence diagram.....	55
4.3.1.3 Class diagram.....	63
4.4 Physical Design.....	64
4.5 System Interface.....	65
4.6 Evaluation of the Framework.....	74
4.7 Summary.....	76

CHAPTER 5 CONCLUSION

5.1 Introduction.....	79
5.2 Finding.....	79
5.3 Problem and limitations.....	81
5.4 Contribution of study.....	81
5.5 Future Work.....	81
5.6 Summary.....	82
Reference.....	83

Appendices

HRM system Functions.....	88
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List of Figures

2.1 The General methodology of Design Research.....	43
4.1 Use Case Diagram for HRM system.....	54
4.2 Sequence Diagram for Login to the system.....	56
4.3 Sequence Diagram for Staff Profile.....	57
4.4 Sequence Diagram for Create Position.....	58
4.5 Sequence Diagram for Environment and Safety.....	59
4.6 Sequence Diagram for Communication.....	60
4.7 Sequence Diagram for Quality.....	61
4.8 Sequence Diagram for Recruiting.....	62
4.9 Sequence Diagram for Absence.....	63

4.10 Class diagram for HRM system.....	64
4.11 Login Interface.....	66
4.12 HR admin Profile.....	67
4.13 Create Position Interface.....	68
4.14 Create Staff profile Interface.....	69
4.15 Environmental and safety info.....	70
4.16 Communication Interface.....	71
4.17 Qualification Interface Recruiting Interface.....	72
4.18 Recruiting Interface.....	73
4.19 Absence Interface.....	74

List of Tables

2.1 Definitions of SMEs.....	14
2.2 Output and value.....	23
2.3 Contribution of SMEs in the Manufacturing Sector.....	23
4.1 Functional Requirement.....	51
4.2 H/W.S/W Specifications.....	65

Chapter 1

Chapter 1

INTRODACTION

1.1 Introduction:

The increasing demand of the SMEs is the recognized feature of most nations. In Malaysia this norm is no exception. In order for vision 2020 to be fully developed and become an industrialized nation by the year 2020, the future progress seems to depend greatly upon development of SMEs. In the year 2020, the country will develop to become an industrialize nation by capitalizing on the country's strengths and able to overcome weaknesses.

In response to the drastic changes, SMEs play an important role in developing country to a higher level. According to (Schlogl,2004), he stated that small and medium-sized firms dominate our economies in terms of employment and number of companies, yet their full potential remains remarkably untapped. Although there is a broad assumption stating that SMEs generally has positive effects on country economic growth, the notion of economic imperatives for SMEs remains largely untested. Hence.

This research attempts to look into the background challenges faced by the SMEs. This paper begins by defining the Small and Medium Enterprises (SMEs) and the background of SMEs in Malaysia. It then explores the roles of the SMEs in the economic development and challenges faced. The discussion leads to consideration on the importance of Human Resource Management System (HRMS) taking into account the SMEs.

Small and medium enterprises (SMEs), also called small and medium-sized enterprises and small and medium-sized businesses or small and medium businesses (SMBs) are companies whose headcount or turnover falls below certain limits. The abbreviation SME occurs

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