

“Otracker”: Online Training Tracker for Employees

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Abstract:

Database systems support mechanisms and techniques that enable them to respond automatically to events that are taking place either inside or outside the database system itself. Considerable efforts have been directed towards improvising understanding of such systems in recent years, and many different proposals have been made and applications suggested. Using data from an interagency and efficient organization-environment survey, this system examines employee opinions about training as the basis for a training performance and tracking measure. In this paper we summarize the best practices in design, implementation and deployment of the efficient employee training and tracking system in the modern organization.

Keywords: Training schedule, Employee evaluation, Performance, Standardization, Management, Integrated data Store (IDS)

I. Introduction:

This system helps in managing all data about the trainings conducted by the organization. It will help the organization in understanding what trainings would prove helpful for its employees and will help in managing the training schedules as well as to review if work is done properly as per the schedule. Since the system would be used at different levels by employees, managers, HRs, training faculties, it has been divided into different modules serving purpose of each user. Employee training is one of the best training methods that is planned, organized, and conducted at the employee's work site, by which a person receives "hands-on" job training. This training is important because it grounded in real-life practice and will generally be the primary method used for broadening employee skills, training increasing productivity by helping the organization to excel. The use of traditional system was time consuming and maintaining the files and data of the employees used to be quite hectic. One solution to overcome or avoid the traditional system and the usage of files was to store it in computer and store all the records in the database. Therefore, training database system is developed to store all the training schedules of the employees and reports and it can be accessible through online as well.

In today's world everything is online. All the work is done in just one click of mouse. The traditional system used to maintain the schedule and training of the employees was done manually i.e. using pen and paper which was very difficult to maintain and retrieve the records. So a system is developed for the employees so that the training system can be carried out easily and reports can be generated accordingly and maintaining the records is made easily. Employee management system is a user friendly database for tracking employee training and requirements as well as judging their performance. Each start of a new application or business systems requires a great amount of time, money, and resources. In this case, the employee system improve the efficiency and performance of the business process changes, with consistent, on-demand, and end-user application training that offers faster time-to-competency, flexibility, availability of resources ,greater reach and scalability.

II. Literature survey:

Literature survey is the most important process in the software development process. It helps and guides us for developing software by enhancing and overcoming the drawbacks occurred in the previous systems. Some of the literature surveys are:

- **Centralized system-Based teaching approach in database application development training:-**Computer and information technology (CIT) 2011, 10th international conference on July 29th 2011, City Coll., Sch. of Computer. & Computer. Sci., Zhejiang Univ., Hangzhou, China

The centralized teaching approach is different from the general lecture course, as it requires students focus all efforts within a period of time to finish a system task in order to fulfill the teaching process. For this teaching approach, it is crucial to improve learning efficiency and enhance practice effect. This paper suggests a centralized system-based teaching approach applies it to database application development teaching process. It has been proven by fact that this approach will stimulate the enthusiasm of employees as well as students, improve learning efficiency, and make performance evaluation more efficient and fair.

- **Database System for Performance Evaluation of Training Talents by Government S&T Programs:-** management and service science (MASS) 2010, International conference on 26th July 2010, Sch. of Bus. Adm., Jiangsu Univ., Zhenjiang, China .

In recent years, as both the number of government S&T programs and the number of talents concerned grow rapidly, the government pays more attention to the performance of the programs it subsidizes in training talents of the employees in the organization. Because of the vast amount and variety of the information of the programs, it takes people too much time to sort and evaluate the data, even if with the help of the computer. This database system we've adopted in our study is Microsoft SQL SERVER 2000. DELPHI 7.0 is used to transport the database to the page frame. Our approach helps make the evaluation of training programs more systematic, scientific, efficient and automatic. We can at the same time achieve standardization, efficiency, performance and centralized database management of the employees.

- **Design, Implementation, and Deployment of On-the-Job Training Systems in Large Scale Organizations*** Silvia Konstantinova, Ivo Marinchev Institute of Information Technologies, 1113 Sofia

In this paper we summarize the best practices in design, implementation and deployment of the efficient on-the-job training system in the modern organization. Later the ADONIS on-the-job training system developed in our organization is presented. Although it was initially targeted at the simultaneous use by many small and medium size enterprises the ADONIS system with its distributed and scalable architecture is robust enough to be applicable in the large-scale organizations as well.

III. Existing system

File management systems or traditional systems were intended to reduce the cost of producing administrative programs, and to make the finished or accomplished programs easier to change and maintain. Report generation systems made it easier to produce printed reports based on employee's performance training on particular criteria. Another problem was the difficulty in extracting information from the computer – while daily, weekly or monthly runs of different parts of a administrative system might each produce large amounts of printed reports, the only way to obtain a special report was to write another program or create another file. Combining the data base systems and the file management system created the Data Base Management System (DBMS).

IV. Proposed work:

Today training systems are a streamlined and highly organized, well equipped systems. As per current process, training is scheduled manually as per requests gathered from employee's Individual Development Plan (IDP) and Organizational Initiatives. The Training system now has a thorough evaluation of skills and tracks of an employee's performance in the organization and then trainers are invited internal or from external faculties, depending on performance sets required and scope of training of the employee. The outcome of this system will be, to have on-line and automated system in place for all Training Requests made by the employees as well as the management to Training Department as well as the organization.

- Employee to list his training needs as per Individual Development Plan at the beginning of the year. Manager can also add / update the plan for his subordinate.
- HR to define Organizational level mandatory training requirements.
- Provision to define Frequency of training in case of repetitive trainings; define deadlines to complete mandatory training.
- Scheduling of training calendar, faculty planning, date - time - location, within organization - out side
- Employee to Subscribe for training as per schedule, manager approval to release employee for training slot.
- Attendance marking for a training slot, updating the employee profile at the end of completion of training.
- Training faculty to be able to grade employee, suggest retraining.
- Reminders & alerts to employee, manager, faculty, facility managers.
- Cost of training, BU crosses charge.
- Various reports with excel / PDF outputs - by employee, by BU, by faculty, by training course, by location, by day-date -- completed, not completed, scheduled, Tech Platform

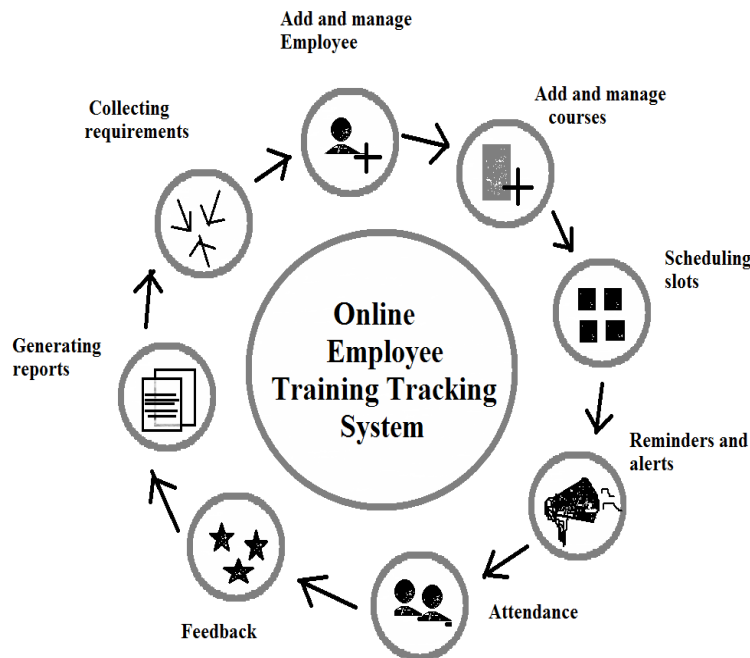


Fig 1: Flow of Employee Management System

V. Advantages:

- Employee orientation.
- Assess skills and knowledge.
- Reinforce learning skills.
- Employee attitudes measurement.
- Measure the effects of training as well as performance of the employee.
- Measure employee satisfaction and suggestions.

VI. Disadvantages:

The system may have large cost due to internet connection. Technical problems with the e-mail affect the data collection (difficulty in viewing, searching, retrieving details, editing and returning the e-mail questionnaires.).

VII. Future Scope:

This system can be used by employees of any firm who are pursuing training for the development of their organization or any business administration. The performance of the employees is observed through this system and further training as well as upgradations of the employees is monitored. This system will help for the evaluation, learning skills and performance of training programs more systematic, scientific, efficient and automatic.

VIII. Conclusion:

DBMS provides to be efficient, faster, batch-based access for programmers and developers and networked record-linking features that existing systems such as IDS (Integrated Data Store) specializes in. DBMS is intended to be a new kind of technology, extending the capabilities of existing file management systems to support the kind of advanced, on-line, interactive capabilities and huge integrated data stores associated with the data base concept The main goal is building a stable web-based foundation, it offers a high level of self-training opportunities for the employees as well as the administration.

The proposed system would serve the purpose of managing all data generated during the training sessions conducted in the organization. Also the proposed system is secure, efficient, robust, comprehensive and user friendly. The system would help

in monitoring the attendance and performance of employees: easily handle scheduling of different sessions. In all the system is capable of fulfilling all training needs of the organization. To maximize organization and efficient staff, managers have to invest in web-based collaborative solutions to optimize the business processes in the organization for faster development and better throughput. The proposed model has advantages over the existing models:

- The previous model does not support flexible learning process but the proposed model supports this feature, depending on the learning goal, the trainee (learner) has numerous opportunities about the different features of the learning process (time, mode, place, learning content,).
- Training is provided to the users but there is no co-ordination and interaction whereas the proposed model provides helping to resolve issues that influence employee performance and productivity by effective interaction.
- Training schedule provided in the existing models was inefficient whereas the proposed system provides proper scheduling as per the user's requirements which reduce time where experts are spending out of their office and their duties.
- In the proposed system, feedback is taken from the employees and necessary training is provided accordingly. It allows the trainees to progress according to their abilities;

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