

HRM 520 Week 5 Assignment System Development Life Cycle: Phase III – Design

Overview

Now that you have assessed the business, identified some of the inefficient HR-related processes plaguing Larson Property Management Company, and pinpointed a few possible solutions, it is time to choose an HRIS application that will best suit the business. In this assignment, you will provide a blueprint for the new system and select a vendor that provides the type of HRIS you believe is most efficient and effective.

To prepare for this assignment, review the Larson Property Management Company case scenario on pages **114–115 of the textbook**, and then research logical process modeling with data flow diagrams and HRIS vendors that may suit the needs of Larson Property Management.

Instructions

Write a 3–4-page proposal, in which you do the following:

Two Ways to View an HRIS: Data Versus Process

Explain the importance of viewing the HRIS from both a data and process perspective. Next, explain how the change team will use this information to address identified needs from Phase II: Analysis.

Logical Process Modeling with Data Flow Diagrams and Physical Design Choice

Based on your research of logical process modeling with data flow diagrams, explain the key business activities and processes in the HR system and how the data will flow. Next, determine the physical design and explain your reasoning for the design. Defend your decisions with theory and findings from past readings and class activities.

Choose HRIS Vendor

Now that you know the type of HRIS you will be implementing, it is time to choose an HRIS vendor. Compare and contrast three vendors, including a description of the cost, capabilities, and HR functions that the HRIS caters to. Based on your comparison, choose the HRIS vendor that you will recommend to your client, and explain the main reason why you decided to choose this vendor over the others.

Resources

Use at least three quality academic resources in this assignment. Note: Wikipedia and similar websites do not qualify as academic resources.

This course requires the use of Strayer Writing Standards. For assistance and information, please refer to the Strayer Writing Standards link in the left-hand menu of your course.

The specific course learning outcome associated with this assignment is:

Choose an HRIS vendor that can support the required business activities, processes, and data flow needs of the HR department.

Name: w05a1

Exit

Description: w05a1 - System Development Life Cycle: Phase III – Design

Grid View

List View

	Unacceptable	Needs Improvement	Competent	Exemplary
Explain the importance of viewing the HRIS from both a data and process perspective. Explain how the change team will use this information to address identified needs from Phase II: Analysis.	0 (0.00%) Did not submit or incompletely explained the importance of viewing the HRIS from both a data and process perspective. Did not submit or incompletely explained how the change team will use the information to address identified needs from Phase II: Analysis.	37.5 (18.75%) Partially explained the importance of viewing the HRIS from both a data and process perspective. Partially explained how the change team will use the information to address identified needs from Phase II: Analysis.	42.5 (21.25%) Satisfactorily explained the importance of viewing the HRIS from both a data and process perspective. Satisfactorily explained how the change team will use the information to address identified needs from Phase II: Analysis.	50 (25.00%) Thoroughly explained the importance of viewing the HRIS from both a data and process perspective. Thoroughly explained how the change team will use the information to address identified needs from Phase II: Analysis.
Based on your research of logical process modeling with data flow diagrams, explain the key business activities and processes in the HR system and how the data will flow. Determine the physical design, and explain your reasoning for the design. Defend your decisions with theory and findings from past readings and class activities.	0 (0.00%) Did not submit or incompletely explained the key business activities and processes in the HR system and how the data will flow. Did not submit or incompletely determined the physical design, and did not submit or incompletely explained the reasoning for the design. Did not submit or incompletely defended the decisions with theory and findings from past readings and class activities.	45 (22.50%) Partially explained the key business activities and processes in the HR system and how the data will flow. Partially determined the physical design, and thoroughly explained the reasoning for the design. Partially defended the decisions with theory and findings from past readings and class activities.	51 (25.50%) Satisfactorily explained the key business activities and processes in the HR system and how the data will flow. Satisfactorily determined the physical design, and thoroughly explained the reasoning for the design. Satisfactorily defended the decisions with theory and findings from past readings and class activities.	60 (30.00%) Thoroughly explained the key business activities and processes in the HR system and how the data will flow. Thoroughly determined the physical design, and thoroughly explained the reasoning for the design. Thoroughly defended the decisions with theory and findings from past readings and class activities.

	Unacceptable	Needs Improvement	Competent	Exemplary
Compare and contrast three vendors, including a description of the cost, capabilities, and HR functions that the HRIS caters to. Based on your comparison, choose the HRIS vendor that you will recommend to your client, and explain the main reason why you decided to choose this vendor over the others.	0 (0.00%) Did not submit or incompletely compared and contrasted three vendors, including a description of the cost, capabilities, and HR functions that the HRIS caters to. Did not submit or incompletely chose the HRIS vendor that you will recommend to your client, and did not submit or incompletely explained the main reason why you decided to choose this vendor over the others.	45 (22.50%) Partially compared and contrasted three vendors, including a description of the cost, capabilities, and HR functions that the HRIS caters to. Partially chose the HRIS vendor that you will recommend to your client, and partially explained the main reason why you decided to choose this vendor over the others.	51 (25.50%) Satisfactorily compared and contrasted three vendors, including a description of the cost, capabilities, and HR functions that the HRIS caters to. Satisfactorily chose the HRIS vendor that you will recommend to your client, and satisfactorily explained the main reason why you decided to choose this vendor over the others.	60 (30.00%) Thoroughly compared and contrasted three vendors, including a description of the cost, capabilities, and HR functions that the HRIS caters to. Thoroughly chose the HRIS vendor that you will recommend to your client, and thoroughly explained the main reason why you decided to choose this vendor over the others.
Three references.	0 (0.00%) No references provided.	7.5 (3.75%) Does not meet the required number of references; some or all references are poor quality choices.	8.5 (4.25%) Meets number of required references; all references are high quality choices.	10 (5.00%) Exceeds number of required references; all references are high quality choices.
Clarity, writing mechanics, and formatting requirements.	0 (0.00%) More than 6 errors present.	15 (7.50%) 5–6 errors present.	17 (8.50%) 3–4 errors present.	20 (10.00%) 0–2 errors present.

Name:w05a1

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Exit

Discussion Questions

1. What is the difference between the data view of a system and the process view of a system? Why is this distinction important when designing a new system?
2. Discuss four reasons that a DFD is a stronger tool than a written narrative of the business processes.
3. How do companies use an RFP when sourcing software? What are the key items that should be included in the RFP?
4. If you were advising a firm on developing an RFP, what would be some key suggestions you would make for improving the effectiveness of the RFP?
5. When evaluating vendor offerings, what are the key factors that will help your firm determine the best software product to acquire?
6. Even if a system pays for itself financially, an organization must conduct a thorough feasibility study. What types of feasibility should be assessed, and what information does each type of feasibility assessment provide the organization?

Case Study: Vignette Continued³

Larson Property Management Company is one of the largest property management companies in California, with more than 1,000 employees. The company provides a full array of commercial management and development services. These activities include complete management services for commercial office and retail buildings and apartment complexes; construction, repair, and maintenance of commercial properties; and financial management and billing services for commercial real estate clients. The company has experienced significant expansion over the past five years in response to the growth in apartment and commercial construction in southern California, and this expansion has resulted in the need to hire a large number of employees on an ongoing basis to staff its operations.

Larson Property Management has depended on a legacy HRIS to manage its applicant and employee databases.

The system runs on a client-server computer system. The system was implemented approximately 10 years ago, prior to the company's rapid growth and when it employed fewer than 100 employees. The system's functionality is limited to the storage and retrieval of employee and applicant data. For recruiting purposes, the system requires a clerk to manually enter basic applicant data, the results of the application test, and whether or not an offer of employment has been made. Prior to this, applicants' files were passed around to those who reviewed the materials and were sometimes misplaced, so trying to locate a particular applicant's file was often a problem. The current HRIS has limited file storage capability for applicant and employee records and currently has reached its storage capacity.

Larson Property Management has decided to replace its legacy HRIS. One application module in the new HRIS that the

company wants is a sophisticated applicant-tracking system (ATS). The primary objective of the ATS will be to provide a paperless hiring process. The basic functions of the new system will be managing the requisition and approval of job openings, storing resumes and job applications and retrieving through query functions the names of applicants who match job requirements, tracking a candidate's progress through the recruiting and selection process, and providing automated reporting functions. The company's managers also want an e-HR functionality that includes the Internet posting of job openings through the company's website and external job-posting services, application and resume submission through the Web and through kiosks at various office locations, staff ability to access and use the system remotely through a Web browser, and online resume- and application-scanning capabilities.

Part of the design phase is modeling the processes that will be used in the system for applicant tracking. For Larson Property Management, this modeling will allow the system analysts to design an efficient paperless hiring process.

Larson Property Management is well aware that the design stage of the SDLC is critical for the successful implementation of the new ATS. However, there is considerable confusion about how to proceed with this phase. The HR and IT professionals assigned to the ATS committee have been meeting to plan the new system. From their planning and needs analysis, it is clear that a new HRIS application is needed, can save considerable time, and can result in more accurate storage and retrieval of applicant data for cost-benefit and other management reports.

The company has had several vendors provide presentations, with each vendor outlining its particular approach to the design of an ATS. But these presentations were primarily focused on the physical design of the new ATS. The HR and IT committees must now begin the design process, which must be completed in three months.

Case Study Questions

1. Based on the material in this chapter, design a three-month operational plan for the ATS.
 - a. In your plan, make certain you differentiate between the logical and physical design of the ATS. Which one should be done first? Which one is more important?
 - b. Describe the importance of the data view versus the process view for the design of the new ATS.
 - c. Who are the important stakeholders to be considered in the design of the ATS?
 - d. How will you determine whether these stakeholders need the information that the new ATS will deliver?
 - e. Based on your personal knowledge of recruiting by companies, develop a DFD with at least two levels.
2. Based on the work you have completed for Question 1, provide a brief outline of the RFP that is to be sent to the HRIS vendors.

¹Note that this is the case from the vignette, plus added material.

SWS Sample Paper: The Aerospace Industry

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SWS100

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The Aerospace Industry

The aerospace industry plays a critical role in the economy as it is a major mode of transportation for professional and personal travel. There are many airline companies, and the seven largest U.S. airlines, according to Business Insider, include Delta, Southwest, American, United, Alaska, JetBlue, and Spirit (1). Although airline travel is an efficient way for individuals to connect, with advances in technology there is some decline in travel for business purposes. This paper will discuss the airline industry and specifically discuss their goods and services, a few economic factors that relate to this industry, and highlight a trend related to the future of this industry.

Goods and Services

The airline industry provides a service in that it enables passengers to travel using different types of planes and routes, based on different airlines. More airlines are also starting to sell additional goods and services such as credit cards with airline miles, with the goal that this will create loyalty to travel with a specific airline company. With respect to the service provided by airlines, individuals will also see differences in price values based on their travel preferences, such as the time of day, location of travel, type of aircraft, seating preferences (first class versus economy), number of stops, and how early or late the flight was booked. There are also additional factors that would impact the goods and services provided within this industry because travel can be either domestic or international, and longer flights often provide more services and amenities.

Economic Concepts

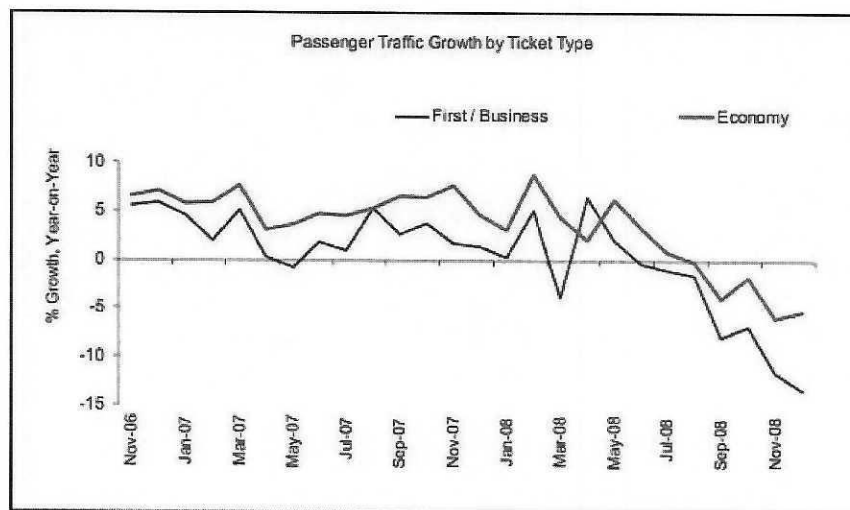
There are many economic concepts that relate to the airline industry, but this brief will focus on the Law of Supply and Law of Demand. The Law of Supply would imply that

airlines have the goal of maximizing their profit by having more flights running and charging a more expensive price. Also, these airline companies would not want to send empty flights, so they would also try to find flight times that might maximize their number of passengers per flight. The Law of Demand would imply that customers will travel more if prices decline and are more affordable.

There are often last-minute sales from the airline companies that are posted online with the goal of encouraging more individuals to travel, since the price was reduced. Although airlines will not receive full price on this individual's ticket purchase, it will still help them to reach their flight capacity. Another important economic concept that stems from these ideas of supply and demand is competition. As prices and travel options fluctuate, individuals may look at different travel alternatives or different airlines to reduce costs, leading airline companies to evaluate their prices daily in comparison with competitor's rates.

Economic Trend

Currently, there are over "42,000 flights and 2.5 million passengers" (Federal Aviation Administration, 2). However, one notable trend over the past decade is an overall decrease in business travel, as seen in the visual below from Snyder (3):



In conclusion, as technology continues to advance, it will be interesting to see what happens in the future, especially as both first (or business) and economy class travel are on the decline.

Sources

1. Business Insider. 2016. These Are the 7 Biggest US Airlines.
<http://www.businessinsider.com/these-are-the-7-biggest-airlines-2016-4#1-delta-7>
2. Federal Aviation Administration. 2017. Air Traffic by the Numbers.
https://www.faa.gov/air_traffic/by_the_numbers/
3. Brett Snyder. 2009. December Premium Air Traffic Down More Than 13 Percent.
<https://www.cbsnews.com/news/december-premium-air-traffic-down-more-than-13-percent/>

NOTE: For the example, Harvey is the first source used in the assignment.

➤ How It Will Look in Your Source List

1. Michael Harvey. 2013. The Nuts & Bolts of College Writing. p. 1. <http://libdatab.strayer.edu/login?url=http://search.ebscohost.com/login.aspx?direct=true&db=nlebk&AN=590706&site=eds-live&scope=site>

➤ Sample Source List

Sources

1. Michael Harvey. 2013. The Nuts & Bolts of College Writing. p. 1. <http://libdatab.strayer.edu/login?url=http://search.ebscohost.com/login.aspx?direct=true&db=nlebk&AN=590706&site=eds-live&scope=site>
2. William R. Stanek. 2010. Storyboarding Techniques chapter in Effective Writing for Business, College and Life. http://libdatab.strayer.edu/login?url=http://search.ebscohost.com/login.aspx?direct=true&db=nlebk&AN=359141&site=eds-live&scope=site&bv=EB&ppid=pp_23
3. Zyad Hicham. 2017. Vocabulary Growth in College-Level Students' Narrative Writing. <http://libdatab.strayer.edu/login?url=http://search.ebscohost.com/login.aspx?direct=true&db=edsdoj&AN=edsdoj.9b7fad40e529462baf3a936aaf81420&site=eds-live&scope=site>
4. Anya Kamenetz. July 10, 2015. The Writing Assignment That Changes Lives. <https://www.npr.org/sections/ed/2015/07/10/419202925/the-writing-assignment-that-changes-lives>