MICHIGAN STATE
UNIVERSITY

Project Plan
HR Matters

The Capstone Experience

Team Urban Science

Brandon Sartele
Kenny Massie
Jenna Cyrocki
Mike Nelson
Ben Blazy

Department of Computer Science and Engineering
Michigan State University

Fall 2014

Project Overview

- Develop a system that will assess the behavior competencies of their staff

- Track employee performance

- Correlate competencies with actual sales results

- Display metrics of employees for the Original Equipment Manufacturer (OEM)

Project Overview

- 12 Behavioral Competencies
  - Verbal Communication
  - Results Orientation
  - Concern for Order, Quality and Accuracy
  - Interpersonal Understanding
  - Customer Service Orientation
  - Self-Control
  - Self-Confidence
  - Flexibility/Adaptability
  - Relationship Building
  - *Assertiveness*
  - *Developing/Coaching Others*
  - *Strategic Influence & Negotiation*

Functional Specifications

- Assists a dealership's manager with employee evaluation based on a list of behavioral competencies
- Track and store employee performance
- Model the behavioral competencies to be used during an interview process
- Use the historical data from current employees as a model for potential hires
- Correlate certain behavioral competencies and individual results to look for behaviors generating higher sales.
- Allow managers to see metrics of each employee's competencies.
- Integrate with the Dealer Assistant app.

Design Specifications

- A dashboard style view will server as the application home page and will allow the user to navigate to all other views quickly and with minimal click counts.

- Big focus on data display and readability.

- User Interface will be optimized for mobile experience.

- Mobile Style drawer will make for easy site navigation.

Screen Mockup: HR Matters

Screen Mockup: HR Matters

Screen Mockup: HR Matters

Screen Mockup: HR Matters

Screen Mockup: HR Matters

Technical Specifications

- Overview
  - Web based application
  - MVC
- Front End
  - Bootstrap, jQuery, CSS
  - Razor
  - iPad resolution optimized
- Back End
  - C# ASP.NET
  - Data Entity Framework
  - SQL Server 2012

System Architecture

System Architecture Overview
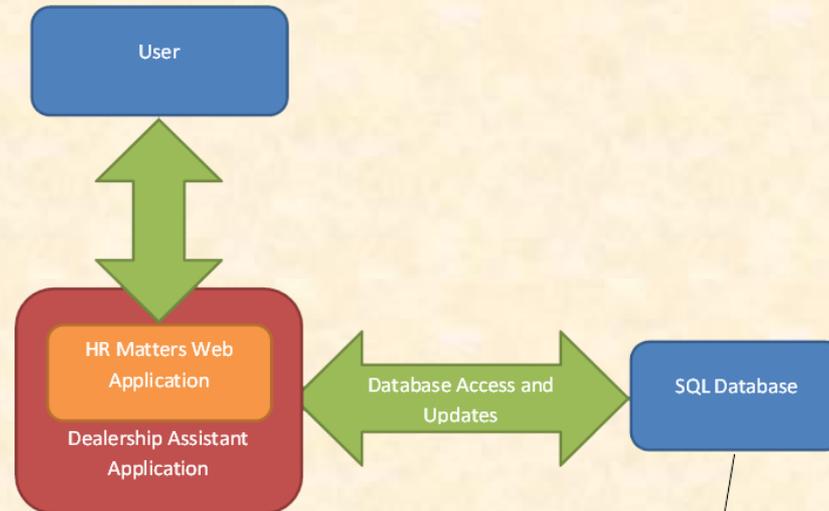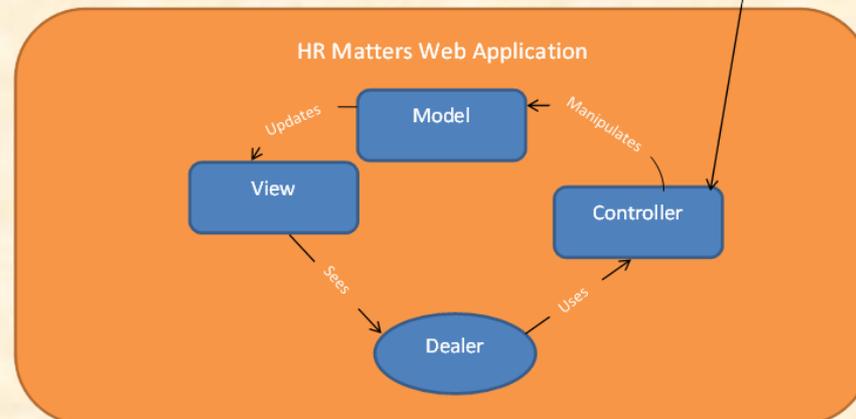
System Components

- Hardware Platforms
  - Tablet
  - Desktop
- Software Platforms / Technologies
  - Microsoft Visual Studio 2012
  - SQL Server Management Studio 2012
  - Visual Studio Online / Bitbucket Repositories

Testing

- Unit Testing

- Integration Testing

- Use Case Testing

Team Urban Science Project Plan

Risks

- Integration with Dealer Assistant app.
  - Risk: This was an iPad app created by a previous Urban Science Capstone team that provides an action plan for individual dealerships. This will be integrated from their SQL database.
  - Mitigation: Getting access to their source code and SQL database
- Behavior Analysis
  - Risk: As a group we lack in this field for creating models for rating and quantifying corresponding personality traits based on how well they perform in sales and customer retention
  - Mitigation: Study up on statistical analysis
- Cross Browser Support
  - Risk: CSS is displayed differently on different browsers
  - Mitigation: Test habitually on all browsers throughout the development cycle

Thank You

- The Capstone Group
  - Dr. Wayne Dyksen
  - Malcolm Doering
- The Urban Science Group
  - Whitney Smith
  - Kathy Krauskopf
  - Samuel Bryfczynski
  - Steve Kansa
  - Lakshmi Janardhan
  - Chuck Bienenfeld