

MICHIGAN STATE

U N I V E R S I T Y

Alpha Presentation

HR Matters

The Capstone Experience

Team Urban Science

Jenna Cyrocki

Kenny Massie

Michael Nelson

Brandon Sartele

Department of Computer Science and Engineering

Michigan State University

Fall 2014



*From Students...
...to Professionals*

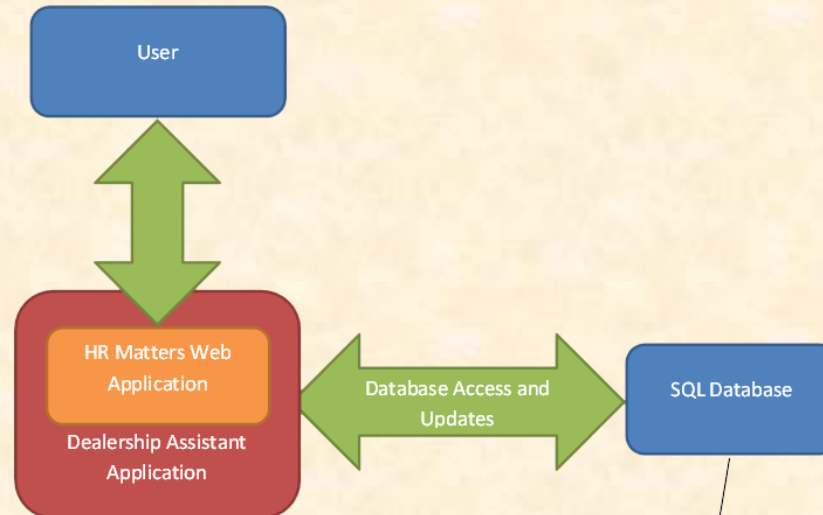
Project Overview

- Assess the Key Performance Indicators of dealership staff
- Track employee performance
- Use indicators to identify areas needing improvement

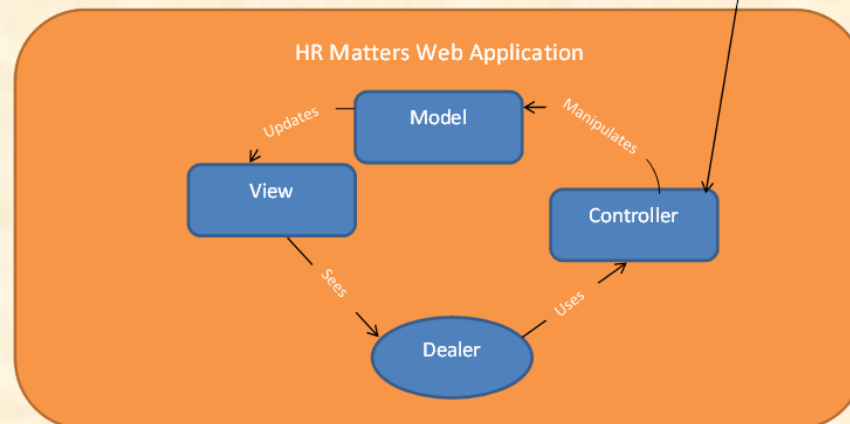


System Architecture

System Architecture Overview



HR Matters Application MVC Details



Dashboard



District Competency Evaluation



Sort By 0 Score 0 Dealer Name 0 City



Michael Nelson
Manager
Capstone Lab

6 Last Score



Brandon Sartele
Sales
Capstone Lab

1 Last Score



Angelina Jolie
Manager
Dallas

14 Last Score



Jennifer Aniston
Manager
Denver

11 Last Score



Bob Smith
Manager
Detroit

0 Last Score



Brad Pitt
Manager
Detroit

13 Last Score



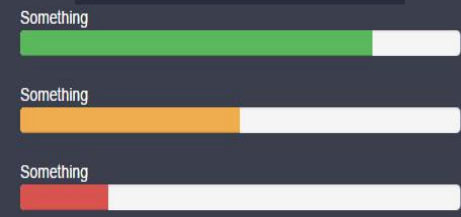
Ben Affleck
Manager
Hollywood

10 Last Score



Ben Kingsley
P
India

4 Last Score




Dashboard with Drawer Open

COMPETENCY SMARTS
Powered by URBAN SCIENCE

Search...
Add Employee
Dashboard

Name	Title	Location	Last Score
Michael Nelson	Manager	Capstone Lab	6
Brandon Sartele	Sales	Capstone Lab	1
Angelina Jolie	Manager	Dallas	14
Jennifer Aniston	Manager	Denver	11
Brad Pitt	Manager	Detroit	13
Bob Smith	Manager	Detroit	0
Ben Affleck	Manager	Hollywood	10
Ben Kingsley	p	India	4

Add Employee



COMPETENCY SMARTS
Powered by URBAN SCIENCE

Search...

AddEmployee

First Name

Last Name

Hire Date

Current Location

School

Degree

Position

Email

File input
Choose File No file chosen

Competency Assessment Chart



Search...



Bob Smith

Last Score

EMPLOYEE ID: 1234253235

someemail@gmail.com

[Employee dealership here](#)

Hire Date: 9/23/2014

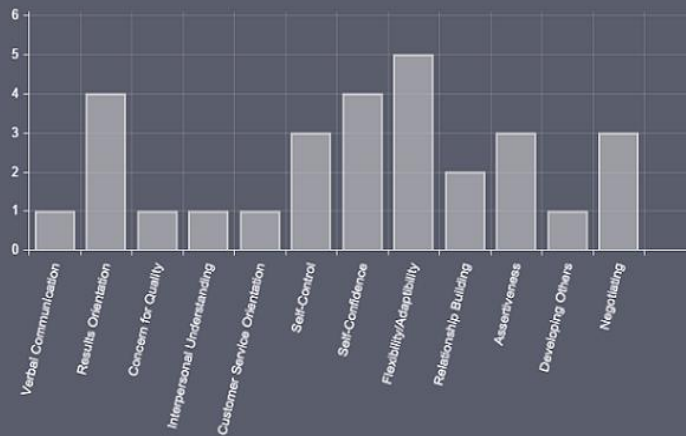
Position: **Manager**

Current Location: **Detroit**

School: **Michigan State**

Degree: **Bachelors**

Competency Assessment



[See Full Results](#)

[View Assessment History](#)



Full Assessment Results



Search...



Bob Smith

Last Score

EMPLOYEE ID: 1234253235
someemail@gmail.com
[Employee dealership here](#)

Hire Date: **9/23/2014**
Position: **Manager**
Current Location: **Detroit**
School: **Michigan State**
Degree: **Bachelors**

Competency Assessment Full Results

CUSTOMER SERVICE ORIENTATION	Last Score: 7
Conduct a preliminary assessment to determine if the sales manager is capable of having a genuine desire to help customers (internal and external). If this capability does not exist, termination should occur immediately as it is a poor job fit. If the capability to exhibit customer service orientation does exist, immediately place on a performance improvement plan targeting the behaviors for improvement. Immediate improvement within 30 days would need to be observed. If no immediate improvement after 30 days, termination would occur.	
VERBAL COMMUNICATION	Last Score: 7
RESULTS ORIENTATION	Last Score: 7
CONCERN FOR QUALITY	Last Score: 7
INTERPERSONAL UNDERSTANDING	Last Score: 7
SELF-CONTROL	Last Score: 7
SELF-CONFIDENCE	Last Score: 7
FLEXIBILITY / ADAPTIBILITY	Last Score: 7
RELATIONSHIP BUILDING	Last Score: 7
ASSERTIVENESS	Last Score: 7
DEVELOPING OTHERS	Last Score: 7
NEGOTIATION	Last Score: 7



Employee Assessment History



Bob Smith

Last Score

EMPLOYEE ID: 1234253235

someemail@gmail.com

[Employee dealership here](#)

Hire Date: **9/23/2014**

Position: **Manager**

Current Location: **Detroit**

School: **Michigan State**

Degree: **Bachelors**

Assesment History

Assessment ID	Date	Status
123456	1/2/14	Complete
234532	3/10/14	Incomplete (6/12)
323445	2/23/14	Incomplete (2/12)



What's left to do?

- Search Functionality
- Integrate with Dealership Assistant App
- Populating the database with test data

