

MICHIGAN STATE

U N I V E R S I T Y

Beta Presentation

HR Matters

The Capstone Experience

Team Urban Science

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Department of Computer Science and Engineering

Michigan State University

Fall 2014



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

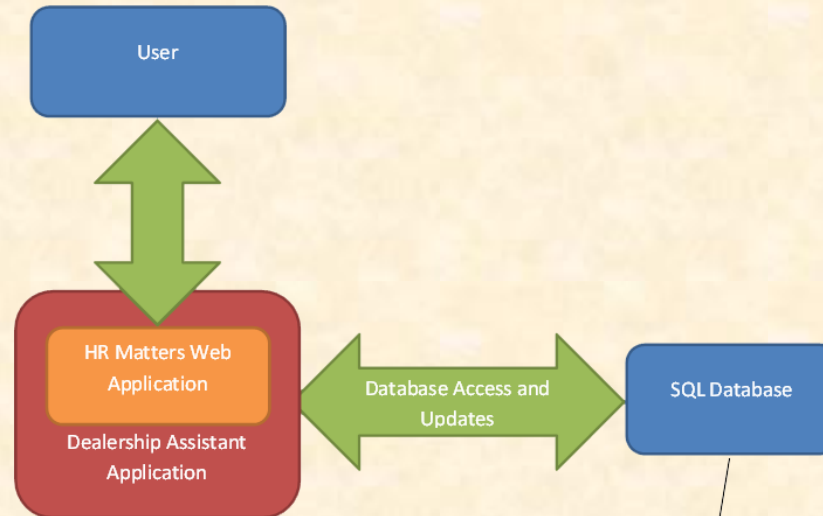
Project Overview

- Assess the Behavioral Competencies of dealership staff
- Track employee performance
- Use indicators to identify areas needing improvement

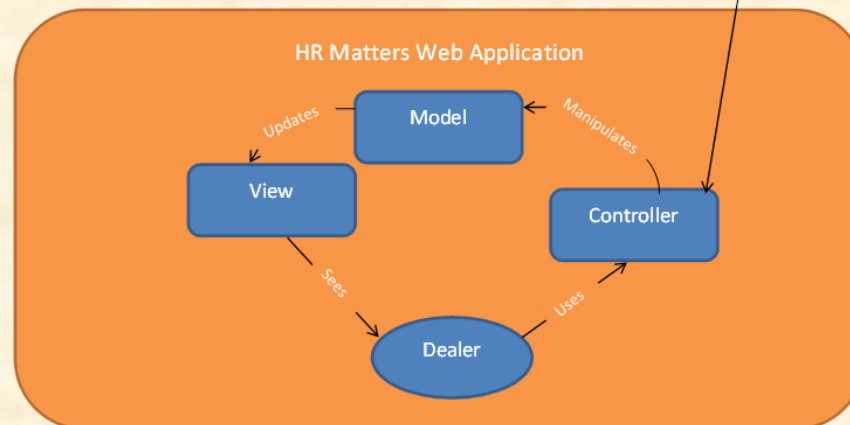


System Architecture

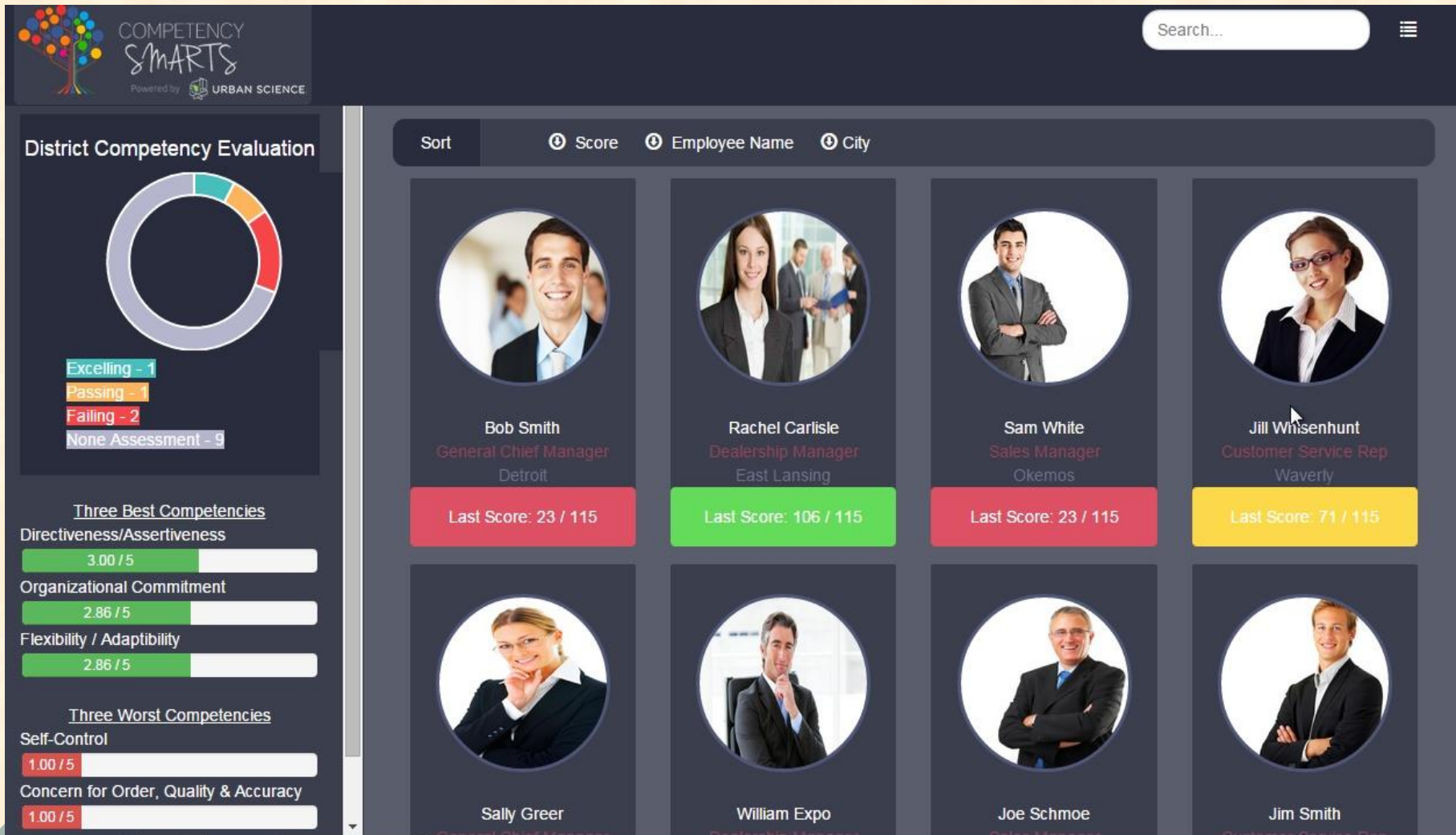
System Architecture Overview



HR Matters Application MVC Details



Dashboard



Assessment Chart



Search...



Bob Smith

6 / 115

EMPLOYEE ID: 1234253235

someemail@gmail.com

[Employee dealership here](#)

Hire Date: 9/23/2014

Position: General Chief Manager

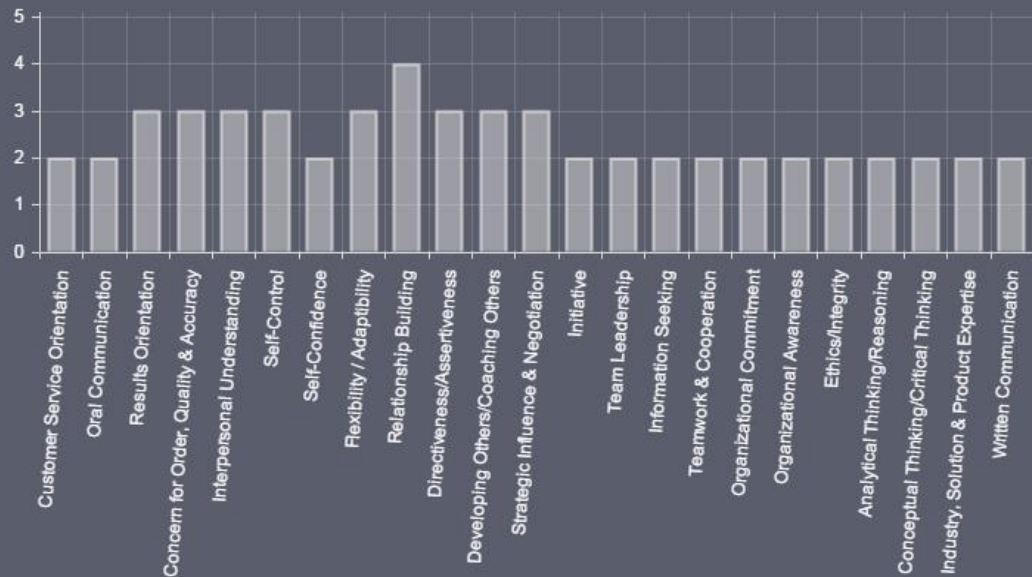
Current Location: Detroit

School: Michigan State

Degree: Bachelors

Competency Assessment

[Continue Assessment](#)



[See Full Results](#) [View Assessment History](#) [Schedule a Meeting](#)

Individual Competency Chart



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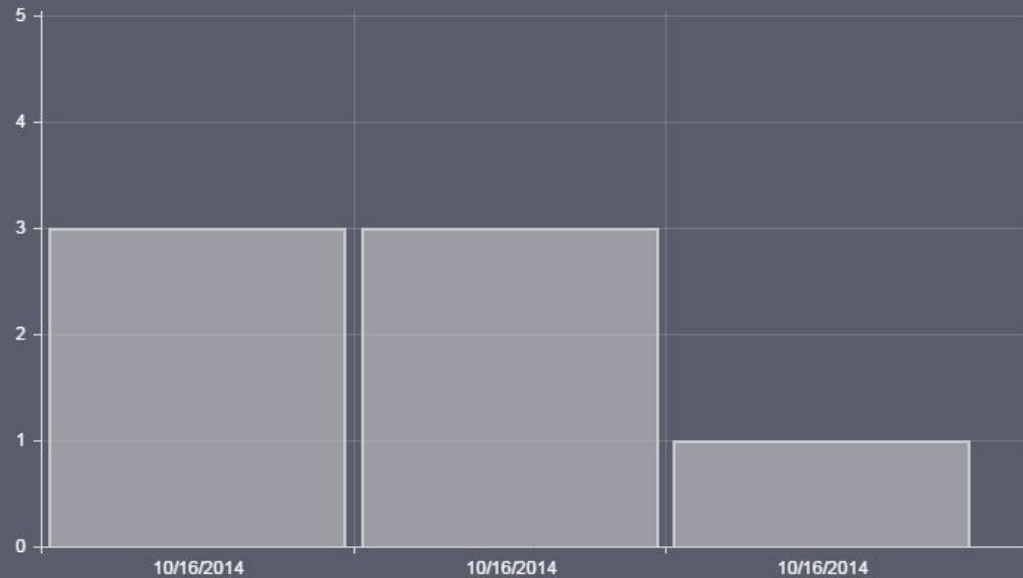
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Competency Assessment

Continue Assessment

Self-Control ↩



See Full Results

View Assessment History

Schedule a Meeting



Assessment Full Results



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Competency Assessment Full Results

CUSTOMER SERVICE ORIENTATION	Last Score: 2
ORAL COMMUNICATION	Last Score: 2
RESULTS ORIENTATION	Last Score: 3
An individual's concern with working well to achieve optimal results and/or for competing against a standard of excellence. This includes an individual's responsibility for timeliness, commitment to task and adherence to performance standards.	
CONCERN FOR ORDER, QUALITY & ACCURACY	Last Score: 3
INTERPERSONAL UNDERSTANDING	Last Score: 3
SELF-CONTROL	Last Score: 3
SELF-CONFIDENCE	Last Score: 2
FLEXIBILITY / ADAPTABILITY	Last Score: 3
RELATIONSHIP BUILDING	Last Score: 4
DIRECTIVENESS/ASSERTIVENESS	Last Score: 3
DEVELOPING OTHERS/COACHING OTHERS	Last Score: 3



New Assessment



Search...



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Degree: Bachelors

Previous

Competency: Organizational Commitment

Next

Performance Level	Behavioural Indicator	In Progress
1	<ul style="list-style-type: none">Openly disregards or rebelliously flaunts organizational normsOpenly makes negative or derogatory statements about the organization as a whole	
2	<ul style="list-style-type: none">Makes an active effort to fit in to the organization cultureDresses appropriatelyShows respect for organizational norms, rules and policies	
3	<ul style="list-style-type: none">Openly displays loyalty to the organizationShows a willingness to help others complete tasks that are a benefit to the organization as a whole (called organizational citizenship behaviors or OCBs)Displays respect towards those in authority within the organizationUnderstands and actively supports the organizations mission and goals	
4	<ul style="list-style-type: none">Aligns own activities and priorities to meet organizational needsStands by decisions that benefit the organization, even if they are unpopular or controversial	



What's left to do?

- Page styling
- Testing
- Video
- CSS Bugs

