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Design and Implementation of a Human Resources Management System Case Study: SCAEK

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Abstract

English

This project presents the design and implementation of a Human Resources Management System for one of GICA cement industry: Societe des Ciments Ain El Kebira (SCAEK).

This system points SCAEK most critical HR limitations, aiming for an enhanced user experience beyond the factory needs, as it provides a user-friendly, modern designed platform for both employees and HR administrators, allowing for a complete management of human resources activities. The system facilitates employee records handling, leave requests, attendance tracking, and other HR processes, as it also includes document management, internal messaging system with attachment support, an AI-Powered assistant ready for everyday tasks, improving communication, operational efficiency, and overall user experience.

Résumé

Français

Ce projet présente la conception et la mise en œuvre d'un système de gestion des ressources humaines pour la Société des Ciments Ain El Kebira (SCAEK), filiale du groupe GICA.

Ce système vise à pallier les principales limitations RH de SCAEK et à offrir une expérience utilisateur optimale, au-delà des besoins de l'usine. Il propose une plateforme moderne et intuitive, accessible aux employés comme aux responsables RH, permettant une gestion complète des activités RH. Le système facilite la gestion des dossiers du personnel, les demandes de congés, le suivi des présences et autres processus RH. Il intègre également la gestion documentaire, une messagerie interne avec pièces jointes et un assistant basé sur l'IA, prêt à prendre en charge les tâches quotidiennes. L'ensemble du système contribue ainsi à améliorer la communication, l'efficacité opérationnelle et l'expérience utilisateur globale.

الملخص

العربية

يقدم هذا المشروع تصميم وتنفيذ نظام لإدارة الموارد البشرية لأحد فروع مجمع جيكا لصناعة الإسمنت، وهي شركة إسمنت عين الكبيرة. يهدف هذا النظام إلى معالجة أهم القيود والتحديات المتعلقة بإدارة الموارد البشرية داخل المؤسسة، مع السعي إلى توفير تجربة مستخدم محسّنة تتجاوز احتياجات المصنع التشغيلية. ويوفر النظام منصة حديثة وسهلة الاستخدام لكل من الموظفين ومسؤولي الموارد البشرية، مما يسمح بإدارة شاملة لأنشطة الموارد البشرية.

يسهل هذا النظام إدارة ملفات الموظفين، وطلبات الإجازات، وتتبع الحضور، وغيرها من العمليات الخاصة بالموارد البشرية. كما يشمل نظاماً لإدارة الوثائق وحفظها والتحكم فيها، بالإضافة إلى نظام مراسلة داخلية يدعم إرسال الملفات والمرفقات، إلى جانب مساعد ذكي يعتمد على الذكاء الاصطناعي جاهز لتنفيذ المهام اليومية، مما يساهم في تحسين التواصل، ورفع الكفاءة التشغيلية، وتعزيز تجربة المستخدم بشكل عام.