System for Skills & Assignments Management

Organization: Unitask-inc.

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The main business trade of Unitask is outsourcing developers in Oracle ERP Projects. In order the company to be profitable and be able to commit to its customers it is required to create the proper matching between employee's professional skills and job's requirements. Although in Unitask there are 160 employees with academic degrees and experience in a variety of computerization fields there is no system of any kind to manage this knowledge base. This is why I have decided to implement such system which will manage the skills & assignments matching. The project has the following steps: define requirements > design > development > tests > data migration > implementation > stabilization.

Each step has its own outcomes and due dates. The system is based on MS-ACCESS and placed on a server in the company's intranet. The final product would be a DB based system that will manage and control employee's skills Vs. Assignments. The primary project's subject is knowledge management and the most significant contribution to the organization is the auto computerized matching process between assignments and employee's skills, a match which could not be done otherwise. In the beginning Unitask management had a skeptical approach to this project and doubted the necessity of this kind of system to the organization. But as time went by and after the final testing phase their opinion had changed for the better and now they see it as inseparable process from the HR daily work. The conclusion is that by involving the management during the project in the final product we can achieve better support & leverage for our own good.