Human Resources Management Program for Seidensticker Vietnam Co., Ltd.

Quách Thị Giang
Thai Nguyen University of Information and Communication Technology
Thai Nguyen University, Thai Nguyen, Vietnam
student337@ictu.edu.vn

***Abstract*—This undergraduate project examines "Human Resources Management Program for Seidensticker Vietnam Co., Ltd." The student surveyed human-resource procedures at Seidensticker Vietnam Co., Ltd. and used the findings to design a database and C# interface. The original conclusion lists the survey, understanding of the management workflow, and construction of data and program functions as the principal outputs. Personnel management depends on consistent employee records and clear update procedures. This paper therefore treats the work as a case-based software application rather than a proven organizational intervention. Testing against full company records and user requirements would help establish its operational value. The work is reported within the scope supported by the original manuscript, without assuming an unrecorded deployment or quantitative benefit.**

***Index Terms*—human resource management, C#, SQL Server, database, user interface**

I. Introduction

Personnel management depends on consistent employee records and clear update procedures. The thesis examines an organization's existing workflow and the information needed to support its selected task. It identifies a practical task, selects functions to study or build, and explains why the task matters to the organization concerned. The evidence for the project is its requirements analysis, design material, and described implementation. Intended advantages are distinguished from effects actually established in the manuscript [1]. Related earlier ICTU undergraduate theses provide context for this English summary [7], [8], [9]. Published articles on the methods and subject of this project provide context for this English summary [10].

II. Methods

The student analyzed the selected case, described the relevant records and procedures, and prepared the design or program functions reported in the thesis. The design links input records to the updates, searches, reports, or other functions relevant to the task. Functional descriptions, diagrams, interfaces, and source conclusions are used where present to identify completed work. The manuscript is not treated as evidence of an additional user trial or dataset that it does not document [1].

Supervisor: Hồ Thanh Hương.

III. Results

The student surveyed human-resource procedures at Seidensticker Vietnam Co., Ltd. and used the findings to design a database and C# interface. The original conclusion lists the survey, understanding of the management workflow, and construction of data and program functions as the principal outputs. It does not provide a formal staff usability study or quantitative evidence that payroll or personnel processing became faster. The supported result is a functional student implementation of selected personnel-management tasks, with its practical performance requiring further verification [1].

IV. Discussion

The student surveyed human-resource procedures at Seidensticker Vietnam Co., Ltd. and used the findings to design a database and C# interface. The original conclusion lists the survey, understanding of the management workflow, and construction of data and program functions as the principal outputs. The reported functions can be interpreted against the original organizational need, but implementation alone does not establish every intended benefit. This paper therefore treats the work as a case-based software application rather than a proven organizational intervention. Testing against full company records and user requirements would help establish its operational value. Completeness of employee records and review by staff would be the next practical checks. The source provides a case study and a basis for later verification of completeness, reliability, and use [1]. Earlier ICTU undergraduate work addressed personnel management software for a company [6].

V. Conclusion

The thesis presents a human-resources program for Seidensticker Vietnam Co., Ltd. based on a survey of company procedures and implemented with SQL and C#. The author reports database, interface, and selected functions while emphasizing skills developed during the internship. No verified company-wide rollout or measured efficiency gain appears in the available source. This paper therefore treats the work as a case-based software application rather than a proven organizational intervention. Testing against full company records and user requirements would help establish its operational value [1].

References

[1] Quách Thị Giang, ”Human Resources Management Program for Seidensticker Vietnam Co., Ltd.,” internal undergraduate thesis (original in Vietnamese), Thai Nguyen University of Information and Communication Technology, 2014.

[2] Phạm Hữu Khang, (2008), SQL Server 2005 - Xây Dựng Ứng Dụng Quản Lý Kế Toán Bằng C# 2005, NXB Lao động Xã hội

[3] Nguyễn Ngọc Bình Phương, (2006), Các giải pháp lập trình C#, Nhà xuất bản Giao thông vận tải

[4] Trần Thị Song Minh và Trương Văn Tú, (1998), Giáo trình hệ thống thông tin quản lý, Nhà xuất bản thống kê Hà Nội

[5] Nguyễn Hữu Thân, (2008), Quản trị nhân sự, Nhà xuất bản lao động xã hội

[6] ICTU Student 127, ”Construction of Human Resource Management Program at Hoàng Anh Marine Industry Joint Stock Company - 03,” internal undergraduate thesis, Thai Nguyen University of Information and Communication Technology, 2009.

[7] Vũ Thị Tươi, ”Human Resources and Payroll Management Program for Alpha Vietnam Communications and Advertising Joint Stock Company in Hanoi,” internal undergraduate thesis, Thai Nguyen University of Information and Communication Technology, 2013.

[8] Giàng Mí Nô, ”Payroll Management Program for Trung Duc Informatics, Services and Trading Co., Ltd. in Thai Nguyen,” internal undergraduate thesis, Thai Nguyen University of Information and Communication Technology, 2013.

[9] Phạm Thị Sáng, ”Payroll Management Program for Viet Trung Animal Feed Co., Ltd. in Hai Duong,” internal undergraduate thesis, Thai Nguyen University of Information and Communication Technology, 2013.

[10] Ilan Meshoulam, Lloyd Baird, ”Proactive Human Resource Management,” Human Resource Management, vol. 26, no. 4, pp. 483-502, 1987. DOI: 10.1002/hrm.3930260405.