Design and Implementation of a Personnel Record Management System for a Nigerian University

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ABSTRACT

This study improved on the existing system in which staff records are being managed and maintained in the record section of the Ladoke Akintola University of Technology, Ogbomoso. The need to have a better system of record management is necessary, and this led to the development of university personnel record management system using K-Way Merge Sort Algorithm for sorting and merging of the data in the database to produce the required information in a requested format, which before normally waste time, with a lot of inadequacy in the report. The system was designed by creating a relational database with MYSQL to accept personnel record effectively and, designing a web-based solution using PHP, JavaScript and HTML at the front-end. The MYSQL was placed at the back-end of the database in order to be able to give the record section of the University a more secured and effective personnel record management system. The developed system introduced k-way merge sort algorithm to query the database in order to generate required report, sorting and collating of different related fields as enquired, merging them to form a single output, and keeping the updated records in the archive for future references.

Keywords: Database, PHP, Merge Sort, K-way Merge Sort, MYSQL

Reference Format:

1. INTRODUCTION

Nowadays, huge amount of data stored in institutions such as universities and organizations have valuable information beyond the immediate environment (Akor & Udensi, 2014). Lack of good processing technique in bringing out needed information in a specified format is one of the predominant problems in record management system (Joseph, Debowski & Goldschmidt, 2012). Modern society has raised expectation concerning the easy accessibility of information and expecting efficient and speedy responses to request for information (Fagbotor et. al., 2015). It is necessary to produce, file, index, use and archive records of an institution by evaluating, disposing or transferring them in order to enable the institution to fulfil its obligations regarding its administrative and operational processes (Demirtel & Bayram, 2014). Records Management and Archiving applications are tools employed in recording and written communication processes (Chiwanza & Mutongi, 2017). The public institutions need information systems, which enable them to manage the records systematically (Pho and Tambo, 2014), produce within their business processes and conduct such processes in electronic media (Nkebukwa, 2016). University records are one of major assets that have values beyond the immediate environment (Eusoff & Yusof, 2011). The loss of University's personnel records, or even a part of them could destroy the evidence of staffs' history, staff entitlements and jeopardize the University's rights and interests. Personnel record management is one of the crucial, tasking and, risking aspects of organization which is glaringly not only important but also an essential necessity. The term personnel record management system, among others contain employment, deployment, employee’s promotions and leaves, as well as staff training and development, industrial relations and joint consultation

University personnel record keeps track of an entire service history of all the staff of the University and generates gender based information, category of staff by states, promotion, retirement forecasting, and staff complete demographic profile within the Faculty/Departments/Units in the University. A good University Personnel Record Management System (UPRMS) must be able to automatically calculate and generate the list of staff in their categories by: academic staff, senior non-teaching staff and junior staff; and combining different fields through sorting and merging by faculty/department, cadre, states, sex, confirmation of appointment, leave and; staff on promotion in a particular year, staff retirement in a particular year and their records of service, staff on annual leave, study leave with pay and without pay, sabbatical, staff deployments, staff next of kin for entitlements.

In some cases it involves imposing physical security, such as a locked area, or even physically separate systems for confidential material, and also the system is being designed in such a way that only the authorized users and the administrator can have access to change or alter and update the record. A checking process is also included to monitor and record user’s activities and operations on the system to guide against inappropriate or mischievous amendment. In addition, to achieve the objectives of serving the employer and the employee, it is in the interest of the University and the individual that the records meet basic modern day criteria. Personnel records must be accurate, contain verified information and all the required information to be trusted by all parties involved.

This paper applied k- way merge sorting algorithm to improve the record management system of Ladoke Akintola University of Technology, Ogbomoso, Oyo State, Nigeria. The University operates faculty system having seven faculties with three categories of staff which are academic staff, senior non-teaching staff and junior staff. The academic staff comprises of all the teaching staff in the University; senior non-teaching staff with (level 7 cadre and above) consists of all senior administrative, secretarial and technical staff, and junior staff (below level 7 cadre) comprises of all the junior administrative, secretarial and technical staff of the University. This study is based on the record section of the personnel affairs unit of the registry department. Personnel affairs unit is responsible for the development, management and maintenance of personnel policies, guidance of human resources development and to improve management services in the university at large. In its role, it holds personal records of staff and includes a division responsible for personnel record management. It ensures that the information contained on staff personal files is accurate, up to date and readily retrievable. The record section, in the personnel affairs unit is saddled with the responsibilities of keeping, handling and proper maintenance of all University staff records as contained in individual assumptions/bio-data forms in their personal file in the personnel affairs unit, of the Registry Department in the University. Other responsibilities include: generation of staff list that are due for promotion in a particular year, staff that are due for retirement, staff on leaves and staff profile; generation of staff movement/deployment detail in the University and, generation of individual staff record of service in case of
resignation, retirement, withdrawal of service, transfer of service and death.

2. LITERATURE REVIEW

2.1 K-way Merge Sort Algorithm

It is a merge sort that sorts a data stream using repeated merges (Kumar, Dutt & Saini, 2014). It distributes the input into *k* streams by repeatedly reading a block of inputs that fits in memory called a run. It sorts, and then writes to the next stream. It merges run from the *k* streams into an output stream. It then repeatedly distributes the runs in the output stream to the *k* streams and merges them until there is a single sorted output. The steps are described as follows:

Step 1: Introduce read-indices *i, j* to traverse arrays *A* and *B*, accordingly. Introduce write-index *k* to store position of the first free cell in the resulting array. By default *i = j = k = 0*.

Step 2: At each step: if both indices are in range (*i < m* and *j < n*), choose minimum of (*A[i], B[j]*) and write it to *C[k]*. Otherwise go to step 4.

Step 3: Increase *k* and index of the array, algorithm located minimal value at, by one. Repeat step 2.

Step 4: Copy the rest values from the array, which index is still in range, to the resulting array.

Step 5: Each list is sorted by the value of its head element in the resulting array.

Step 6: Then the head element of the first list is removed and placed into *S’*.

Step 7: After the head element of the first list is removed, it is reorted according to the value of its new head element.

Step 8: This repeats until all lists are empty. Moreover, if the number of sorted lists *k* is greater than 2, the K-Way Merge function found in merge sort can still be used to merge everything into a single sorted list.

Step 9: End

2.2 Related Work

(Fashoto et. al., 2018) assessed the readiness of academic staff of Kampala International University (KIU), Uganda for the application of a dynamic Human Resource Information System (HRIS) framework in the performance evaluation of staff members. The dynamic framework was proposed to address the challenges faced by the Human Resources Department of the University in using the current static system. Problems of the current system include delays and frequent misplacement and loss of documents, often resulting in career stagnation on the part of staff members. The Technology Organization Environment (TOE) theory was used to investigate the factors for evaluating the performance of KIU academic staff and examining the role of a dynamic HRIS in performance evaluation. The major focus of the study is to determine the readiness of academic staff to adopt HRIS and the most important factors for its successful implementation. Questionnaires were employed in this study in order to gather first hand data and findings right from the respondents on the field. Data was analyzed using SPSS 16.0 for windows. The findings showed that unavailability of Information and Communication Technology (ICT) services, poor ICT skills, irregularities of the system and absence of organizational competition are the most significant TOE factors that could militate against the effective application and usage of the HRIS if adopted.

An employee management system using iron ore mining company, Itakpe, Kogi State, Nigeria as a case study was designed (Adetoye & Kehinde, 2014). Employee Management System was designed, that consisted of functionally related graphical user’s interface and a database. The Employee Management System produced well controlled access and rapid transaction processing to meet the requirement of the organization.

A record management was developed for Federal University of Technology, Minna., Nigeria and Ibrahim Badamasi Babangida University, Lapai, Nigeria (Akor & Usman, 2013). During the study four research questions were posed. The study sample population comprised of 88 staff (46 staff from the establishment division of the Federal University of Technology, Minna, and 42 staff from the establishment division of the Ibrahim Badamasi Babangida University, Lapai, Nigeria. The instrument used for data collection was questionnaire. The research questions were answered using frequency and
percentages. The major findings of the study revealed: ineffectiveness in record management practices, incompetent personnel, inadequate infrastructural facilities, constant power failure. Based on these findings, the following recommendations were made. Effort should be made for provision of standby generator as an alternative to power supply, training of staff to handle the universities’ record, provision of adequate fund and enough infrastructural facilities.

A comparison of record keeping processes in a Turkish university with those of two Canadian universities was conducted by (Kulcu, 2009). The study aims to clarify the condition of the record systems of two countries, lay out the profiles of professional education of the staff, illustrate the methods of creation, access, retrieval, retention, and disposition of the records, and evaluate administrative conditions and the problems of the record systems. Records management practices in the Turkish universities are evaluated in the example of Hacettepe University. For the Canadian counterpart, the University of British Columbia and Simon Fraser University have been selected and the data gathered from these two universities have been merged. The results of the study shed light on the importance of international comparative studies for evaluating the condition of record systems.

(Mustafa & Erguzen, 2015) developed an electronic document management system for Kirikkale University to handle a large number of documents in several types. Producing, sharing, copying and archiving documents are an important issue. Most of the institutions and universities handle these tasks manually or semi-automated. However, they are faced with many problems in practice since there is not an effective document management system. It is difficult to achieve necessary documents quickly when it is required and to share these documents with others when it is needed. For such reasons, institutions have to develop document management system applications.

Records management system for selection of matriculation colleges in Malaysia was presented in (Yusof & Eusoff, 2011). A survey was initiated in order to identify the needs and justify the development of such a system. Survey method, employing questionnaire as the technique to collect data was adopted. The questionnaires were distributed to 120 respondents from October 2009 through February 2010. The collected data was descriptively analyzed using Statistical Package for Social Science (SPSS) version 16.0. Rapid Application Development (RAD) was used in the system development process. User acceptance test (UAT) was conducted to measure the acceptability of the system. The result of the test indicated the potential usage of the system in matriculation colleges throughout Malaysia.

(Nkebukwa, 2016) focused on the human resources personnel, records management officers, employees, students and head of units at the College of Business Education (CBE). Purposive sampling was used to select 15 respective heads of departments, human resources personnel and head units. Simple random sampling was chosen to obtain 30 students and 5 employees, which were interviewed, and finally, the total respondents were 50. Findings of the study revealed that, the College has no formal records management system employed. However, it was observed that, the CBE campuses employ alpha numeric and keyword system to store and keep files in their registry. Also, it was observed that in Mwanza campus, there is no registry. Also, the study discovered that, the college uses an integrated tertiary system which is used mainly for students’ registration, examination results, employees and financial records. Also, finding revealed that both paper and electronic records are generated and some of them are kept open for public consumption while others are closed (not for public consumption). Challenges facing records management process at CBE are delayed decisions due to the slow movement of files, the absence of formal systems, lack of motivation among registry staff, lack of equipment like files, lack of skilled records personnel, insufficient number of record offices (for example the main campus has only three registry staff).

The management of medical records in the context of service delivery in the public sector in KwaZulu-Natal, South Africa (case of Ngwelezana Hospital) was the focus of (Luthuli & Kalusopa, 2017). The ultimate goal of the study was to get the clear understanding of the scale and dimension of good medical records management in determining issues of accountability in health care for citizens at local or community level in the quest for optimal health service delivery and governance. Findings showed that poor records management could undermine the service delivery, particularly transparency and accountability in health delivery. The study endorses, based on best practice, recommendations that underscore good records management governance, recordkeeping system, records management technology and infrastructure, records archival processes, and records management human resource capabilities.

(Abdulrahman, 2015) came up with a study to assess the management of records for effective administration of universities in North Central Nigeria. A descriptive survey was conducted to carry out the study.
Questionnaire was used in the collection of data. The results of analysis, among others, showed that alphabetic and subject filing systems were the two major filing systems used. Also, records creation, records retrieval, records scheduling, steel shelves, drawers for flat file, box file and top of tables were storage facilities made available. Compliance with international standard, adequate storage facilities under good environment, computerization of all universities records, periodic check to ensure proper management were identified as strategies that contribute to effective management of records.

(Egwunyenga, 2009) examined the associated problems and management options of record keeping among universities in the South West Geo-Political Zone of Nigeria. A total of 2,471 staff (made up of 684 academic and 1,787 non-academic staff, representing 20% of the population) was sampled for the study. A structured questionnaire was used to obtain data which were subsequently analyzed by the use of mean scores and Z-test statistics to give answers to two research questions and two hypotheses. Findings revealed that negative attitude of staff, improper security of records, inadequate computer terminals, ineffective means of retrieving records, lack of record keeping policy, inadequate resources as well as lack of record retention and disposition schedule among others were identified as the associated problems.

3. METHODOLOGY

3.1 Overview of the Existing System

Ladoke Akintola University of Technology, Ogbomoso has over two thousand (2,000) staff that comprises of academic, senior non-teaching and junior staff. Registry department of the University is saddled with the responsibilities of managing and maintaining the personnel record of all the University staff. Personnel affairs unit is one of the units in the registry department that is responsible to develop, manage and maintain personnel information, policies, guide human resources development and to improve management services in the university at large, and is headed by the Deputy Registrar. The personnel function involves a wide range of activities, from staff recruitment, deployment, development and training to disciplinary matters and employee appraisals. It is also concerned with grievance procedures, redundancy and dismissal, human resources planning, salary structures and conditions of service of employees, as well as negotiations with trade unions and staff associations. All employees have staff files that are created on appointment; these files, where personal information of each staff is recorded are maintained and kept in the personnel affairs unit; personal records of staff are treated with confidentiality in the unit. Staff files are important as they serve as evidence that an employee really exists and that the employee’s grade is appropriate to the paid salary and that any additional benefits are correct and duly authorized.

Record section was established in the personnel affairs unit to manage all the personnel records as stated in their various files. Record section of the personnel has five staff, headed by the Assistant Registrar, other staffs are, Executive Officer, Data Management Officer, Clerical Officer and Office Assistant. At the inception, the personnel (employee) records have been handled manually, i.e. using paper work and later to Microsoft word but, most recently, excel sheets. The Data Management Officer, with the use of the computer system, used Microsoft Word and Excel to create tables for list of staff; picked each staff file; input the information on the bio-data form filled on assumption of duty for all the University staff. This process took a longer time before completion, and it was easier then, to easily locate each staff through the use of “CTRL+Find” with the staff file id. Moreover, Information Communication Technology (ICT) of Ladoke Akintola University of Technology, Ogbomoso maintains a Record Information Management database for the entire University community (staff and student) but, it is not authorized to update or work on staff records. Any information on personnel record has to be rooted through the University’s Registrar to the Personnel Affairs Unit.

However, fast increase in the number of personnel due to the rapid growth experienced in the University made the work more tedious. Whenever need arises to generate the record of service of a staff, we need to pick the files and study it in order to be able to get authentic and accurate details, cases of information on a staff personal files may not correlate with the ones with the record sections. However, cases of missing documents from staff personal files, illegally access to staff file to commit fraudulent act or alter information on it, which causes confusion when generating report on such staff have posed danger to the University. Low level of security due to lack of system administrator to monitor the user, file access, log in and log out time and period of usage. Although, the system that is currently used in the record section for personnel record management system has gone beyond the manual method to the computerized systems but, still far from the present day expectations as the findings of the reviewed literatures indicated.
3.2 The Proposed Personnel Record Management System
The developed personnel record management system focused three categories of staff of Ladoke Akintola University, Ogbomoso, this comprised of academic staff, senior non-teaching staff and junior staff. To achieve the objectives of the study, the existing record management system made use of Microsoft excel for sorting of data were studied and analyzed, by comparing the strong and weak points of the system. Observation techniques were also employed to gather information on how the record have been managed and different problems faced during the updating and retrieval of information were noted. Some existing literatures, journals, articles and research work were also reviewed.

The university personnel record management system database was implemented through a user defined database management system (MYSQL), PHP programming language and some other web technology tools like HTML, CSS, JavaScript adopting K-way merge sort algorithm for sorting and merging to generate needed information, so that most information processed can be performed entirely on computer system and query of personnel information will be faster and easier. The primary data was adopted and some staff were randomly picked to spread across the three categories of staff. The flowchart of the personal record management is shown Figure 1, and also the case diagram is shown in Figure 2.

3.4 Design of Database for Personnel Record Management System
The personnel record management system was developed based on structure of database design architecture. Database was designed for different record systems in Personnel Affair unit for Ladoke Akintola University Ogbomoso, Oyo State.

(i) Categories of Staff
The section shows the design of database that stores information of various categories of staff, which include academic staff, non-academic and junior staff as shown in Figure 3, Figure 4 and Figure 5. In Figure 3, the field ID with integer type has maximum size of 11; the field academic with text type has no fixed size for all academic staff. In Figure 4, the field ID with integer type has maximum size of 11; the field non-teaching with text type has no fixed size for non-academic staff. In Figure 5, the field ID with integer type has maximum size of 11; the field junior staff with text type has no fixed size for junior staff.

(ii) Application Users Table
The database creates the table for all application users as shown in Figure 6. The field id with integer type has size of 11, the field password with varcharacter has maximum of 100, the field name and email with varcharacter type has maximum size of 500, the field gender and status with varcharacter has maximum size of 20.

(iii) Personnel Record Table
The database creates the table for all application users, as shown in Figure 7.

(iv) Faculties and Departments Names Table
The database design of faculties and departments is created in this phase as shown in Figure 8. The field id with integer type has maximum size of 11, the field faculty id with varcharacter type has maximum size of 10, and field department name with varcharacter type has maximum size of 200.

(v) Faculties Table
The database design for all faculties in the university is created as shown in Figure 9. The field id with integer type has maximum size of 11 and the field faculty name with varcharacter type has maximum size of 200.

(vi) States and Local Governments id Table
This phase shows the database design for states and local government’s id for staff as shown in Figure 10. The field id with integer type has maximum size of 11, the field age with varcharacter type has maximum size of 50, and the field state id with integer type has maximum of 11.

(vii) Categories of all administrative officer staff
All categories of administrative officers are created in this phase as shown in Figure 11. The field id with integer type has maximum size of 11, and the adm field with text type has no fixed size.

4. RESULTS AND DISCUSSION

4.1 Login Phase
The login page allows user to input email address and password which is authenticated from the database as shown Figure 12. This phase is the first interface that allows access to the system by clicking the login button.

4.2 Main Menu
This phase displays the main menu that contains the modules and sub-modules in the database including the page navigator at the left corner of the application as shown in Figure 13. It displays the total number of
personnel and categorizes them into academics, senior non-teaching and junior staff. It also shows the number of admin and banned users, which are retired, resigned, dismissed, dead and staff that withdrew their services.

4.3 Staff Profile
This contains individual staff profile with record of service for records of all promotions, variance types of leaves each staff has enjoyed and deployment history in case of senior and junior administrative staff of the registry as shown in Figure 14.

4.4 Next of kin
It contains the next of kin(s) details of each staff like name, gender, relationship and so on as shown in Figure 15.

4.5 Add Employee
The administrator or user adds new employee’s detailed information as contained in the bio-data form filled on assumption of duty to the new system in order to have a record in the database. It contains forty one (41) fields. This is shown in Figure 16.

4.6 List Employee
The list of all the registered personnel of the University in the three (3) categories of staff is displayed here, with their file no., title, names, faculty, department and present position as shown in Figure 17. It also indicated the status of the staff whether active, dismiss, resign, retire or dead.

4.7 Edit Employee
The administrator or user is able to edit personnel record that is being mistakenly entered while registering; when there is an additional certificate, promotion or deployment are needed to be updated. The interface for record of employee edited is shown in Figure 18.

4.8 Promote Personnel
An administrator or user can promote all categories of University personnel here, depending on whether the personnel is due for promotion based, on the last promotion date in compliance with the condition for promotion of the category of the staff to be promoted as shown in Figure 19(a), or else it will return an error page saying the personnel is not due for promotion. This page comes up when user try to promote personnel that is not due for promotion as shown in Figure 19(b).

4.9 Deployment
This is where the movement of all registry staff (junior and senior non-teaching staff) from one department, faculty or office is updated and stored as shown in Figure 20.

4.10 Personnel Leave
All personnel’s leave is being processed here. The type of leave, date of leave and resumption is entered into the database. The record is updated and stored in the individual staff profile as shown in Figure 21.

4.11 Personnel Mode of Exit
The administrator or user is able to update personnel record, when one is leaving the University on retirement, resignation, withdrawal of service, dismissal, termination and death. This is shown in Figure 22.

4.12 Create User
A user account is created in this interface as shown in Figure 23(a) and successful user account is shown in Figure 23(b).

4.13 List Users
Figure 24 displays all the administrators and users with the time of the account also created.

4.14 User’s Record
The record of authorized users is shown in Figure 25.

4.15: Change Password
Only the logged users can change their passwords here. The interface is shown in Figure 26.

Changing of password will be successful if it is being changed while the account is logged on as shown in Figure 27(a), but, will not be successful if the user is trying to change the password of another user’s account as shown in Figure 27(b).

4.16 Generation of Report
This is the main focus of the study. The administrator or user is being able to extract records and generate several reports using the K-way merge sort algorithm by selecting or combining any of the listed fields used for the search as shown in Figure 28. The user/admin can select more than one fields and search as many as the number of fields presented in the print report and the k-way merge sort was integrated into the record management system. In a situation where only one field is selected, the application will only search for the field selected and bring out the results. If there is record for the search operation, the application will return to the page, telling the user: “No Record Found”.

Report allows users to search for more than one field simultaneously; for instance, assuming the user selects three fields to search the back-end works like this: 

FROM staff profile
SELECT faculty = Pure and Applied Sciences.
Then
SELECT marital status = Married.
Then
SELECT sex = Male.
The application takes the result from each operation and merges it together and brings out the result as shown in Figure 29.

4.17 Print profile
Individual personnel detailed personal information and record of service in the University is displayed in the staff profile as shown in Figure 30. Record of service of staff is important to every member of University staff, apart from the staff bio-data stored, staff’s leave history with dates, promotions with dates, deployment history for all the registry staff; and mode of exit and date can easily be accessed.

4.18 Print Report (Academics Staff by Cadre)
The result of all professors that are male, married, confirmed and permanent staff, from different state and from various departments as shown in Figure 31.

Also, the report of all academic staff, who are readers, both male and female from different states is shown in Figure 32.

4.19 Print Report (Senior Non-Teaching Staff)
Report of all senior non-teaching staff that are confirmed and permanent, which are from Oyo and Osun state as shown in Figure 33.

4.20 Retirement Projection:
The report for staff lists those that are due for retirement in the year 2018 from the three categories of staff is shown in Figure 34.

4.21 Retired Staff
Figure 35 shows the report generated for list of staff who have retired from the University.

4.22 Report List of Academics Staff on Sabbatical Leave
The report of list of all academic staff that are on sabbatical leave is shown in Figure 36.

4.23 Report List of Associate Lecturers
Report of academic staff that are Associate Lecturers is shown in Figure 37.

4.24 List of staff on study leave with salary
Reports of staff that are currently on study leave with salary is shown in Figure 38.

4.25 List of staff on temporary appointment
Report of staff on temporary appointment from Oyo and Osun state is shown in Figure 39.

5. CONCLUSION
This study is able to show improvement upon the existing personnel record management system of the record section of Ladoke Akintola University of Technology, Ogbomosho, Oyo state. The existing approach involved the use of application softwares such as Microsoft word and excels to carry out the record management system. The developed University personnel record management system having a database employed a k-way merge sort algorithms in implementing the query tools and extraction of information required from the database. After the implementation of the algorithms, the searching tool was able to achieve the goal set for it, which provided an efficient means of updating the staff record and, other modifications with increase in efficiency, speed, reliability of the report and also keep the updated record in archive for future references.

REFERENCES


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Figure 1: Flowchart of the personnel record management system
Figure 2: Use Case Diagram for Personnel Record Management System

Figure 3: Database of Academic Staff

Figure 4: Database of Non-Academic Staff
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Figure 5: Database of Junior Staff

Figure 6: Database of Application users
Figure 7: Database of Information of Personnel.

Figure 8: Database of faculties’ id and department name
Figure 9: Database of Faculties in the University.

Figure 10: Database of Local Government and State id.

Figure 11: Database of Administrative Staff
Figure 12: Login Platform

Figure 13: Menu Display (Dashboard)
Figure 14: Staff Profile

Figure 15: Next of kin
Figure 16: Add Employee

Figure 17: Employees List

Figure 18: Record of Employee Edited
Figure 19(a): Promote personnel

Figure 19(b): Error page of Personnel not due for Promotion
Figure 20: Staff Deployment

Figure 21: Personnel Leave
Figure 22: Personnel Mode of Exit

Figure 23(a): Account creation for User
Figure 23(b): User Account Creation Successful

Figure 24: Account User’s List
Figure 25: User’s Record

Figure 26: User Password Changed
Figure 27(a): Successful password changed

Figure 27(b): Unsuccessful password changed
Figure 28: Extraction of Data Process

Figure 29: Generated List of all Male Married Pure & Applied Sciences Staff
Figure 30: Individual Staff Profile
Figure 31: List of Male Professors, on permanent appointment from Oyo or Osun.

Figure 32: List of all Readers
Figure 33: Confirmed Senior Non-Teaching Staff from Oyo and Osun states.

Figure 34: Retirement Projection
Figure 35: Retired personnel

Figure 36: Academic staff on Sabbatical Leave
Figure 37: Associate Lecturers

Figure 38: Staff on study leave with salary
Figure 39: Staff on temporary appointment