

THE DEVELOPMENT OF A SOFTWARE MODULE TO SIMPLIFY DECISION-MAKING BY THE EMPLOYEES OF THE HR SERVICE OF PATIO CJSC

Introduction. Currently, the software market offers various information systems designed to solve the problems of accounting, tax, warehouse accounting and trading activities of the enterprise. Among them, 1C stands out: Enterprise 8 is a comprehensive enterprise management automation system in which all the necessary functions are fully implemented, and this system is also characterized by high performance and mobility. It is constantly being improved and upgraded, acquiring more and more additional functionality and has all the features necessary for accounting at any enterprise.

When developing the 1C: Enterprise platform, we focused on obtaining an integral base platform that will be used to build a variety of application solutions. At the same time, these applied solutions can be created not only by 1C specialists, but also by many other developers who are experts in various industries. Therefore, the platform was originally designed as a replicable product. This product includes all the necessary technologies for the operation of business applications and tools for their development and modification [1].

The experience of developing applied solutions shows that a significant part of developers do not create programs from scratch, but only refine standard solutions. The high level of solutions customization to specific user requirements is one of the important advantages of such a clear distinction between platform and application solutions.

Main part. The goal of the project is to develop a software module on the 1C: Enterprise 8 platform to simplify decision-making by employees of the HR service of CJSC Patio, which will allow:

- regulated document circulation;
- analyze staffing needs;
- control the employees timely movement;
- analyze the report on the inventory;
- analyze the accrual of bonuses and fines;
- automates the tracking of changes and the trial period completion, compliance with the terms of contracts;
- enter the analysis of the completed survey.

The relevance of this project is due to the introduction and development of new information technologies in the production process, which can significantly increase the speed of achieving goals and objectives with minimal time.

The introduction of a software module in an organization that can significantly increase the efficiency of work, thereby making it possible to improve the quality of services.

To work effectively with 1C configurations, the minimum computer hardware requirements for installing 64-bit Windows 10 are recommended, the following PC characteristics are recommended:

- processor with a core clock frequency of 2000 MHz;
- the amount of RAM 4 GB;
- space required to accommodate system files should not be less than 20 GB;
- Support for PC boot via USB or DVD drive.

1C: Enterprise is used as the basic software. In thick client mode, all actions are performed on the computer, the user is presented with the interface of the program module, with information. This mode is very demanding on the data channel, since most of the data is processed on the user's computer. In the thick client, a very large part of the information is stored on the user's computer in the form of temporary files [2].

Upon successful authorization, the infobase is loaded. After loading the infobase, the form of the software module automatically opens; it contains the main metadata for the work of the HR specialist of the organization, the form of the software module is shown in Figure 1.

The "Recruitment" section contains all the most important objects. The Recruitment section allows you to fix the requirements for knowledge, skills, personal qualities and other characteristics that a candidate or employee must meet, as well as describe the duties, working conditions for the position and describe the functions performed by the employee within the framework of official duties.

An important stage in the beginning of the selection is the description of the requirements for the position. From the "Position Profile" directory, it is clear which candidate is needed, what will be assessed from the candidate. The "Position Profile" directory is shown in Figure 2.

You can consider applications for recruitment in the main form of the module by clicking on the hyperlink "Applications for recruitment". When creating a document, you must specify the reason for opening a vacancy. In the document there is also an opportunity to create a vacancy. Figure 3 shows the document "Application for recruitment".

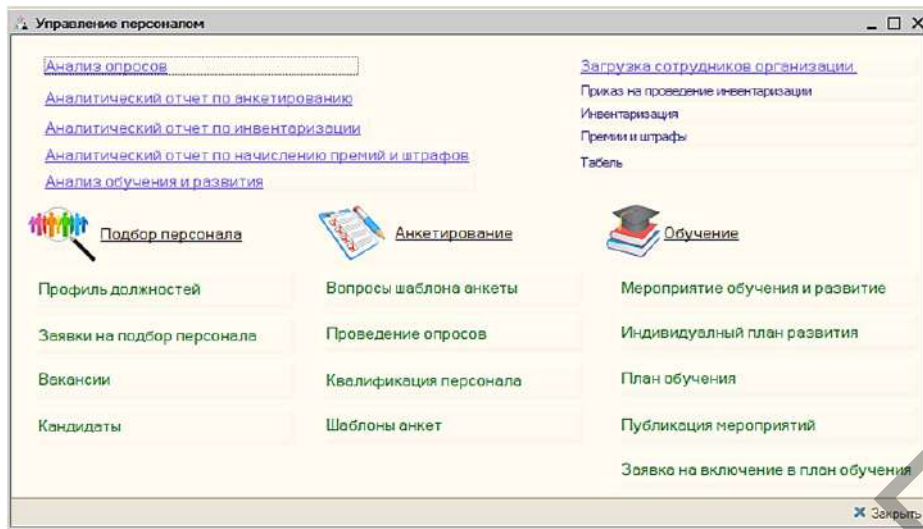


Figure 1 — Opening the software module

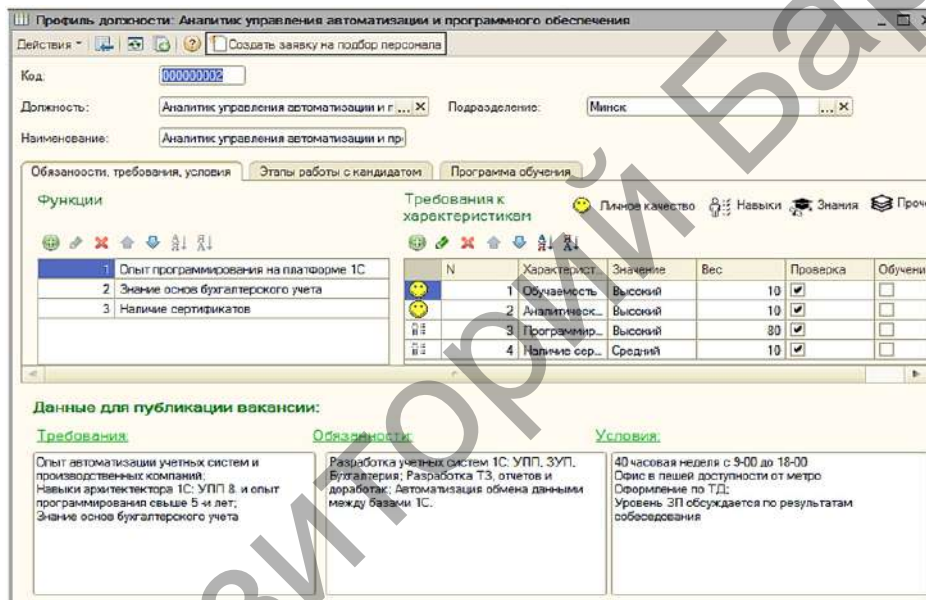


Figure 2 — Directory "Profile of positions"

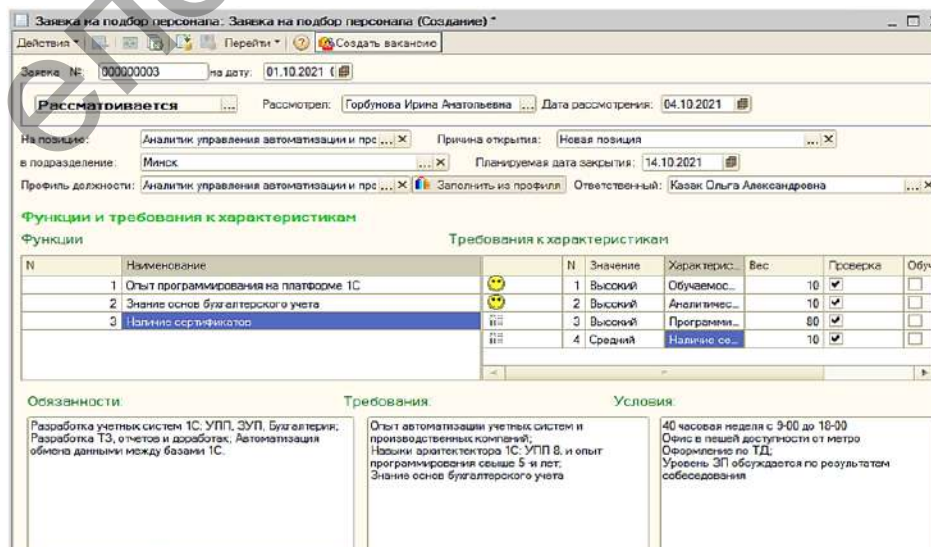


Figure 3 — Document "Application for recruitment"

An employee survey is defined as a survey process in which the opinions of employees are ascertained, as well as the motivation and performance of the company's employees. An employee survey is an integral part of ongoing employee feedback to obtain an overview of factors such as managerial behavior of superiors, motivating elements in the workplace, and satisfaction.

Conclusion. The software module is a well-thought-out information system that serves for automated processes of working with personnel, storing all the credentials about the employees of the enterprise in a single database. After the completion of the testing phase, the results that were obtained confirm the operability of the created system and its full compliance with all the requirements.

References

1. *Бартедьев, О. В.* 1С: Предприятие. Программирование для всех / О. В. Бартедьев. — М. : Диалог-МИФИ, 2010. — 464 с.
2. *Радченко, М. Г.* 1С: Предприятие 8.2 : практ. пособие разработчика. Примеры и типовые приемы / М. Г. Радченко, Е. Ю. Хрусталеь — М., 2013. — 924 с.

Репозиторий БарГУ