CASE STUDY: Human Resource Management System (HRMS)

Bangladesh, Bangladesh Telecommunications Company Limited (BTCL), Chittagong Port Authority

CNS is a regional leader in developing forward-thinking Human Resource Management Systems (HRMS). Over the past ten years, CNS has created and implemented several HRMS solutions for major partners in Bangladesh. Principally, the Bangladesh Telecommunications Company Limited (BTCL) and Chittagong Port Authority (CPA) have made extensive use of CNS' adaptable, modern, and comprehensive HRMS solutions.

Our History in Human Resource Management Systems

CNS have been creating bespoke Human Resource Management solutions for over a decade. Between November 2012 and December 2015, CNS undertook an overhaul of the BCTL's Human resource management system. In that time, CNS oversaw the inception, development, and implementation of several innovative software products that were amalgamated into a centralized solution.

At present, CNS is in the process of overhauling the Human Resource Management System at the Chittagong Port Authority as part of its complete redesign of the CPA's IT infrastructure. The HRMS developed by CNS at Chittagong combines essential processes such as payroll management, employee data storage and attendance matrices into a single software solution.

Operator Benefits

The key benefit of installing CNS' Human Resource Management Systems is efficiency. The HRMS developed by CNS streamline all essential human resource functions into a single solution that is both easy to use and secure. Consequently, the HRMS can reduce overhead costs associated with human resources as the system drastically increases the efficiency of HR staff whilst also making other non-essential staff redundant.

CNS is unique in that it can install a new Human Resource Management System in just 24 hours. Software engineers at CNS work closely with clients to understand their needs and what they want out of their Human Resource Management software. Once the system is built up, CNS engineers can implement the solution in a day and begin training staff on its use immediately, thus saving time and money for CNS' clients.

CNS Technology

CNS' Human Resource Management Systems are expansive software solutions that are designed to overhaul the human resource infrastructure in place at a governmental, semi-governmental or business organisation. The combination of innovative technology and practical software ensures that CNS' Human Resource Management Systems maximize their efficiency, ease of use, and long-term savings.

The Human Resource Management Systems developed by CNS are an amalgamation of different human resource processes, systems, and tools into a single solution. To support such an extensive list of operations, CNS uses a vast array of tools to create and maintain its HRMS. In implementing its HRMS solutions, CNS creates several IVR, SMS, Web, Database, Application and Report servers to host the system. LAN and WAN (Intranet and Internet) systems are also developed to support the

vast network that makes up a Human Resource Management System. Each system also boasts Web, SMS and IVR based fault management systems. Secure software technology is the cornerstone of all CNS software. At the centre of each solution is Oracle technology implemented on n-Tier architecture to ensure OTPL and high accessibility to data at outputs in the system. The Human Resource Management Systems created by CNS for the BCTL is powered by Oracle 11g technology. The HRMS developed for the Chittagong Port Authority also relies on Oracle technology for security against any potential security threats.

Hardware is an equally crucial component of the HRMS provided by CNS. As part of the contracts with the BTCL and CPA, CNS performed extensive performance and reliability testing on the hardware components in the system. CNS also provided workstations, servers, and disaster recovery centres to ensure that the HRMS is accessible and reliable. As part of the solution, CNS offered training services to staff at the BTCL and CPA to help them better understand the Human Resource Management System.