Design and implementation of a database for an integrated system for daily management in an industrial and commercial organization

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DESIGN AND IMPLEMENTATION OF A DATABASE FOR
AN INTEGRATED SYSTEM FOR DAILY MANAGEMENT
IN AN INDUSTRIAL AND COMMERCIAL
ORGANIZATION

by

Noureddine Trigui

September 2004

Thesis Advisor: Man-Tak Shing
Thesis Co-Advisor: Doron Drusinsky

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The purpose of this research is to define a centralized database containing all necessary information related to the daily management in an industrial and commercial organization that is publicly owned and equipped with civil personality and financial autonomy. The system is composed of the following subsystems:

- Subsystem “Human resource management”
- Subsystem “Provisioning”
- Subsystem “Financial, budgetary and accounting management”

The three subsystems should be installed in a central site and at regional sites. Each site will have its own database. The central database will be supplied with the data, which come from the other sites at the end of the day or according to need via modems. It is necessary to develop a tool for remote database queries in order to accomplish this work. The platform on which the application must be executed is IBM-INFORMIX running on top of the WINDOWS operating system. The database will be a relational database. The framework used in the design and modeling consists of:

- Object Oriented Analysis (OOA), which enables the development of high quality software by defining the problem structure.
- The Delphi Language, which provides a robust development environment.

The installation of the solution will be executed according to the following scenario:

- Client/Server architecture with the object oriented development tool DELPHI.
- The database will be installed on the central and regional servers.
- The application will be installed on the end users’ stations.
- Data access will be through an open ODBC.

This software will present an integrated solution that will provide centralized and accurate data, so that data will be used to derive the right decision at the best time.
DESIGN AND IMPLEMENTATION OF A DATABASE FOR AN INTEGRATED SYSTEM FOR DAILY MANAGEMENT IN AN INDUSTRIAL AND COMMERCIAL ORGANIZATION

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Submitted in partial fulfillment of the requirements for the degree of

MASTER OF SCIENCE IN SOFTWARE ENGINEERING

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ABSTRACT

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I. INTRODUCTION

A. BACKGROUND

The utility of databases (DB) is evident in today’s world. It is often necessary to store and retrieve data via a database in real time. This project aims to design a centralized database that contains all relevant information of the daily management activities of the Professional Association of Industry (PRAIN) and tools for querying the database locally and remotely.

Geographically, the users are distributed at many sites. Their desire to have access to the database will be met by the development of two tools, one for the server and another for the client. The server contains the database itself with all information stored in binary format. The client contains programs that allow querying and updating the database via a simple and friendly graphical user interface.

The realization of this project is based on the following methodology. The analysis utilized in this research is the Object-Oriented Analysis (OOA). It is inspired by several authors such as Coad and Yourdon, Davis, Rumbaugh and others [Coad and Yourdon, 1992; Rumbaugh and Al, 1996; Davis, 1993]. The purpose of this analysis is to specify the database by using the French method “MERISE” [Gaby, 1993] in order to specify the conceptual data model (CDM). Another tool used is Power AMC 9 to draw the conceptual and the object models presented in Figures 5, 6, 7, 9, 10, and 11. This tool supports both the MERISE and OMT methods for the conceptual, physical and object models. To realize the development of the project, the author used Delphi as a development language and IBM-Informix as a Database Management System (DBMS).

B. AREA OF RESEARCH/SCOPE

The majority of the Tunisian organization applied a French design methodology that allows their teams to complete their projects successfully, within the cost and time planned. This method is called MERISE (Method for the Study and Implementation of Business Information System). It is a dynamic modeling method, which models the behavior of an information system during the analysis and design phases.
The MERISE method is based on the separation of the data and processes to be executed in several conceptual and physical models. This separation ensures the longevity of the model.

The goal of this section is to present several rules that allow the transformation of a MERISE 1 or 2 non-object-oriented design to a MERISE 3 object-oriented design, which requires a short introduction of the MERISE method.

### 1. Introduction to the MERISE Method and the Actual Problem

The first version of MERISE was introduced in 1978-1979 with the aid of several branches of the French government. By the mid-1980's, it became a standard in France and other predominantly French speaking countries in financial information system development. MERISE is a systemic method that allows for a global definition of information [1]. The first version of MERISE tried to create a proposed model from different aspects such as organizational and technical as well as the strategy of the company. This is achieved through three levels, the conceptual, organizational and operational levels.

**a. Conceptual Level**

The goal of this level is to model a database and make the necessary changes to the information system without modifying the organizational aspect, thereby dictating the functions of the current system. The conceptual level is comprised of the following models:

- CDM (Conceptual Data Model), equivalent to an **Object/Class Diagram**.
- MCT (Conceptual Process Model); equivalent to a **State Diagram**.

**b. Organizational Level**

The goal of this level is to apply the concepts derived in the conceptual level to incorporate a time frame for the project, the scope of the project and the actors to be involved. The Organizational level is comprised of the following models:

- MOT (Organizational Process Model); equivalent to a **DFD**.
- MLD (Logical Data Model)

**c. Operational Level**

This level will execute the implementation of the techniques presented in the previous levels. The Operational level is comprised of the following models:
- MOT (Organizational Process Model)
- PDM (Physical Data Model).

In order to take into consideration the extensions and the improvement related to the organizational and technical evolution, MERISE 2 was created. The entity-relationship model used in the first version of MERISE for the data modeling experienced several deficiencies. One group of researchers introduced an extension to the model, the concepts of generalization and specialization in order to deal with the concepts of inheritance and integrity constraints in November 1990. MERISE 2 provides the conceptual level the Data Flow Diagram (DFD) and the Conceptual Model Process Analytical (MCTA) for the process, which handles the data related to the process during the design phase, and the concepts of life cycle of an object in order to take into consideration the steps followed by an object during the life cycle.

After the conceptual level, MERISE 2 takes into consideration the organizational level at which the organization, the human resources and the budget were created. For the logical level, MERISE 2 defines the user interfaces and the data distribution. Finally, the physical level remains unchanged.

The third version of MERISE, OOM, dated 1992, is completely marked by object oriented concepts.

2. Transformation to Object Oriented Method

A study was completed by a group of researchers [2] whose main goal was to design a reengineering platform for legacy systems. The group proposed a rule-based approach for a systematic object-oriented transformation of a MERISE analysis. Those rules resulted from a comparison of the MERISE method and the OMT method. Table 1 shows the similarities between the two method’s model.
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Table 1. Comparison of the MERISE and OMT Methods

3. Results and Possible Improvements

The transformation of a MERISE analysis into an object oriented technique will improve the maintenance process and the software quality. The transformation from a MERISE analysis schema to an object-oriented analysis schema is an ongoing research, which will lead to the realization of a semi-automatic tool for this transformation. [2]

C. METHODOLOGY

1. Why Object Oriented Methodology

Object Oriented Methodology (OOM) is a systematic development approach encouraging and facilitating re-use of software components. With this methodology, a computer system can be developed on a component basis, which enables the effective re-use of existing components and facilitates the sharing of its components by other systems. The adoption of OOM can achieve higher productivity, lower maintenance costs and better quality [3].

The keys reasons and advantages of the Object Oriented Analysis (OOA) are presented for guiding two categories of people. For the project manager, this section explains the need to encourage the team members to utilize the OOA. For a team member, this section presents one argument to use to convince responsible personnel of the importance of the OOA.

Coad and Yourdon (1992) have developed the OOA of which the concepts are derived from the semantic modelisations of data and the Object Oriented languages.
The following are several reasons and the advantages of using the OOA.

- Better tackle the questions specific to the domain of the problem. The OOA stresses the comprehension of various domains of the problem.
- Ameliorate the interaction between the expert domain of the problem and the analyst. The OOA organizes the analysis and the specification by utilizing organizational methods that are closest to human thinking.
- Increase the internal coherence of analysis results. The OOA reduces the separation between the different analysis activities by treating the attributes and the methods as unified entities.
- Clearly represent the common elements. The OOA utilizes inheritance to identify the common elements of the attributes and the methods.
- Enhance stability when evolving software for requirement change and when constructing a similar system.
- Promote code reuse.

D. ENVIRONMENT

1. Delphi 7

Borland Delphi 7 Studio is the first step for the Delphi developer in the migration from Win32 to Microsoft.NET development for the Windows platform. Delphi 7, like its highly successful predecessors, is a Win32 development environment with new Model Driven Architecture (MDA), Web application development, cross-platform features, and pre-release technology designed to assist the Delphi developer in entering the world of .NET. With the new Delphi environment, developers can also port their applications cross-platform to Linux, potentially increasing their return on investment. By integrating leading development solutions into a single easy-to-use package, Delphi 7 simplifies the application life cycle and speeds time-to-market.

2. IBM Informix Dynamic Server (IDS 9.30)

The IBM Informix Dynamic Server continues a long standing tradition within IBM and Informix of delivering a first-in-class database engine. It combines the robustness, high performance, availability and scalability needed by today’s application.

E. ASSUMPTIONS

Throughout this thesis, the assumption is that the reader is familiar with object oriented programming techniques, and has a general understanding of UML representation and the SQL language.
F. ORGANIZATION

This thesis is divided into five chapters. Chapter I presents the background of the problem, the area of research, the methodology and the environment used. Chapter II describes the Requirements Analysis through use cases and the development of a conceptual model. Chapter III details the design phase. Chapter IV provides a prototype developed in the Windows environment with Delphi 7 using IBM Informix Dynamic Server 9.3 as the database. Chapter V provides a conclusion and recommendations for future work.
II. REQUIREMENTS SPECIFICATION

Requirements are defined during the early stage of system development as a specification of what to implement. They are descriptions of how the systems should run, application domain information, constraints on the system’s operation, or specifications of a system’s property or attribute.

The purpose of this section is to identify and document requirements for the new integrated system in a form that clearly communicates the intent of the PRAIN organization.

It is necessary to recognize the importance of correct and thorough requirements specification as one of the most important parts of the design effort. The detailed specifications resulted from discussions. These requirements were established to provide enough information regarding the system to make it possible to begin contemplating the conceptual model for the software engineering effort.

The primary goal of developing the Integrated System for Daily Management Activities (ISYDMA) in the PRAIN organization is to provide a capability for investigating problems using an efficient automated tool from a central or regional location. The system should provide an intuitive graphical user interface encompassing all functionality of the current ISYDMA system. In addition, it should be designed so as to provide the capability for code reuse. In order to facilitate rapid application development methods, the system must be implemented using the Informix Database and the Delphi development tool. It must be able to run on all Intel Pentium X (or compatible) platforms running Microsoft Windows 98 or any more recent operating system. Finally, to the maximum extent possible, the system should be developed to insulate it from compatibility problems associated with upgrades in operating systems, programming languages, and versions of Informix Database.

The ISYDMA system must be compatible with many different types of hardware ranging from notebook and desktops on the client side, to large enterprise servers from server sites. The system must be able to process data in real-time and should provide an “adequate” level of usability based on the following hardware specifications.
A. HARDWARE SPECIFICATION

1. Server Side
   - Computer server architecture: Intel or compatible 1 GHz or higher;
   - Memory (RAM): 512 MB min;
   - Hard Disk space: 120 GB or higher;
   - Monitor: 800 X 600 or higher resolution required;
   - Mouse: Microsoft or compatible;
   - CD-ROM: required.

2. Client Side
   - Computer CPU: Intel or compatible 233 MHz or higher;
   - Memory (RAM): 128 MB min;
   - Hard Disk space: 40 GB or higher;
   - Monitor: 800 X 600 or higher resolution required;
   - Mouse: Microsoft or compatible;
   - CD-ROM: required.

Two versions of the program are required. One is for the central site and the second for the regional sites. Specific requirements for the central version are needed. Care should be taken to provide as many opportunities as possible for code reuse.
B. VISION AND SCOPE DOCUMENT

1. Business Requirements

   a. Background, Business Opportunity, and Customer Needs

   Within the framework of the implementation of its handbook of administrative, financial and technical procedures, the PRAIN proposes to realize a mission of study and data-processing applications with the following responsibilities:

   • The study and design of the new data-processing application integrated in a total system;
   • The realization of the various applications of the system;
   • The installation of the various applications and assistance for new applications.

   The objectives of this mission are:

   • Ensure coherence between the organization and management objectives identified by its organizational charts;
   • Ameliorate the efficiency of the data-processing tools;
   • Optimize the information circuits in order to ensure better management of the resources;
   • Assure better quality services and better follow-up budgetary processes;
Facilitate communication between the various units;
Provides the regional sites with their own management systems;
Allow the central site to be centralizing and a distributor of information;
Develop the applications in a uniform system.

b. **Business Objectives and Success Criteria**

BO-1: Reduce the wait time in the manual procedures.
BO-2: Increase the average effective work time by 50% for every activity.
BO-3: Have a reliable information system.
BO-4: Have a good archival system that will serve as system reference.
SC-1: Have the majority of the employees who presently use the manual system use the automated system for managing the overall daily activities.
SC-2: Achieve an increase in the satisfaction of users from the new system.

c. **Business Risks**

RI-1: Too few employees might use the system, reducing the return on investment from system development and changes in management operating procedures.
RI-2: Some employees might be afraid to apply the new system’s procedures, which would reduce employee satisfaction with the system and possibly its usage.

2. **Vision of the Solution**

a. **Vision Statement**

For many industrial organizations desiring an automated system to help employees manage daily activities, the ISYDMA system is a client-server application that will integrate different subsystems in order to manage human resources, provisioning, financial, budgeting, and accounting. Every organization will save time and will increase the productivity of their employees with this system.

b. **Major Features**

FE–1: Human resource management
- Personnel management
- Payroll
- Education process
FE-2: Provisioning management
- Managing cash purchase
• Managing purchase orders
• Managing markets

**FE-3**: Accounting management

**FE-4**: Budget management

**FE-5**: Finance management

**FE-6**: Performance

• Fast Response

**FE-7**: Security

• Maintain privacy and data integrity.

c. Assumptions and Dependencies

**AS-1**: Computers and printers will be available in every unit at the central and regional sites to permit users to process the daily management activities with accurate information.

**AS-2**: Technical staff will be available to assist all users upon implementation of the system.

**DE-1**: If connectivity to the server is lost, it is possible to use a computer from another unit to access the database.

3. Scope and Limitations

a. Scope of Initial Release

Features have been prioritized and scoped to available resources. Throughout this thesis, it is assumed that the reader is familiar with object oriented programming techniques as well as a general understanding of UML Notation and SQL language.
4. Business Context

a. Stakeholder Profiles

<table>
<thead>
<tr>
<th>Stakeholder</th>
<th>Major Value</th>
<th>Attitudes</th>
<th>Major Interests</th>
<th>Constraints</th>
</tr>
</thead>
<tbody>
<tr>
<td>Database Administrator</td>
<td>Improved database performance and reliability, ensure the continuity of the productivity</td>
<td>This project should not compromise existing systems nor add an administrative burden</td>
<td>Security; Added Network and CPU load; Administrative overhead</td>
<td>Minimal impact to existing systems; Little if any ongoing maintenance activities</td>
</tr>
<tr>
<td>Regional interest user</td>
<td>Needs to set up the system in order to have coherent information</td>
<td>Cooperative</td>
<td>Minimal new technology needed; concern about transferring information</td>
<td>Network performance and might not have technical staff support</td>
</tr>
<tr>
<td>Central interest user</td>
<td>Needs to set up the system in order to collaborate with the regional sites</td>
<td>Cooperative</td>
<td>Concern about having accurate information and the method of obtaining said information</td>
<td>Availability of network</td>
</tr>
<tr>
<td>Special Interest user</td>
<td>Needs accurate information</td>
<td>Cooperative</td>
<td>Concern about having accurate information in order to update the databases</td>
<td>Availability of data storage</td>
</tr>
</tbody>
</table>

Table 2. Stakeholder Profiles
### Project Priorities

<table>
<thead>
<tr>
<th>Dimension</th>
<th>Driver</th>
<th>Constraint</th>
<th>Degree of Freedom</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Schedule</strong></td>
<td></td>
<td></td>
<td>Release 1 planned to be available by 12/31/04, release 2 by 05/30/05; delays of approximately three weeks is acceptable</td>
</tr>
<tr>
<td><strong>Features</strong></td>
<td></td>
<td>All features scheduled for release 1.0 must be fully operational</td>
<td></td>
</tr>
<tr>
<td><strong>Quality</strong></td>
<td></td>
<td>95% of user acceptance tests must pass; all security tests must pass; compliance with corporate security standards must be demonstrated for all secure transactions</td>
<td></td>
</tr>
<tr>
<td><strong>Staff</strong></td>
<td>Projected team size is half-time project manager, two developers, and half-time tester; additional half-time developer and half-time tester will be available if necessary</td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Cost</strong></td>
<td></td>
<td>Budget overrun up to 15% acceptable</td>
<td></td>
</tr>
</tbody>
</table>

Table 3. Project Priorities

### C. SOFTWARE REQUIREMENT SPECIFICATIONS (SRS)

1. **Introduction**
   
   **a. Purpose**

   This SRS describes the software functional and nonfunctional requirements for release 1.0 of the Integrated System for Daily Management Activities (ISYDMA) in PRAIN. This document is intended to be used by the members of the
project team implementing and verifying the correct functioning of the system. Unless otherwise noted, all requirements specified here are of high priority and committed for release 1.0.

b. Project Scope and Product Features

The ISYDMA in PRAIN will support the integration of distributed cross-disciplinary data sources into coherent knowledge bases for managing daily activities. Section B.1 provides a detailed project description and section B.2 lists the features scheduled for full or partial implementation in this release.

2. Overall Description
   a. Product Perspective

   The ISYDMA in PRAIN is a new system that aims to assemble distributed cross-disciplinary data sources into a coherent knowledge base to support collaboration within the different sites. The context diagram in Figure 2 illustrates the external entities and system interfaces for release 1.0. The system is expected to evolve over several releases.
Figure 2. Context Diagram for Release 1.0 of the Integrated System for Daily Management Activities.
### b. User Classes and Characteristics

<table>
<thead>
<tr>
<th>User Classes</th>
<th>Characteristics</th>
</tr>
</thead>
<tbody>
<tr>
<td>Human Resources department</td>
<td>The Human Resources department is responsible for the follow-up of the recruitment and attendance, promotion process, managing the personnel carrier, managing the personnel vacations, preparing personnel payroll as well as managing per diem, bonuses, advances, professional performance review, and the educational process.</td>
</tr>
<tr>
<td>Provisioning department</td>
<td>The provisioning system is responsible for the management of suppliers, purchase orders, invoices, and price quotations.</td>
</tr>
<tr>
<td>Accounting department</td>
<td>The accounting system ensures the following functionalities: add and modify the system constants and the entries, and the management of the immobilization.</td>
</tr>
<tr>
<td>Finance department</td>
<td>The finance system closely linked to the human resource system. It is also responsible for personnel payroll, contractor payment and advances, supplier payment, credit management, and management of the central cashier.</td>
</tr>
<tr>
<td>Budget department</td>
<td>The budgetary system permits budget planning and proposal for pledging funds, the definition of the different parameters and nomenclatures, and the follow-up of the annual budget.</td>
</tr>
<tr>
<td>Database Manager</td>
<td>Responsible for the security of the overall system</td>
</tr>
</tbody>
</table>

Table 4. User Classes and Characteristics

### c. Operating Environment

**OE-1:** The ISYDMA shall operate with a graphical user interface and client-server architecture.

**OE-2:** The ISYDMA shall operate over a secure data transmission to ensure security of personal and sensitive information.

### d. Design and Implementation Constraints

**CO-1:** The system’s design, development, and maintenance documentation shall conform to the IEEE 1016 [5], 1074 [6], and 1219 [7] standards.

### e. User Documentation

**UD-1:** The system shall provide a help system that illustrates all system functions.

### f. Assumptions and Dependencies

**AS-1:** The system aims to facilitate and improve the quality of the services offered.

**DE-1:** The operation of the ISYDMA depends on the availability of the network when a query is requested from the system.

**DE-2:** The operation of the ISYDMA depends on the performance of the database and the overall system.
3. System Features

a. Pay Processing

The system shall provide a functionality that allows updating the pay components. Each component is identified by its code and designation. The property of each component and its type are obligatory and are used at the time as pay generation. The assignment of the components of the pay is automatic and occurs at the same time as the creation or updating of the statutory personal card. The amount of the component for each person is calculated based on the associated function, category, and rank. Certain component amounts are calculated based on the assigned percentage (supplementary hours, per diem, and production bonuses)

b. Codification

The system shall provide a functionality that allows creating and updating any components used for the pay module. Those components are classified by function, rank, category, and type. Classification determines the amount of the component for each person.

c. Personal Information

The system shall also provide a functionality that allows the creation and the establishment of personal information. This interface must provide two parts. One is the identification part and it contains the ID, first name, last name, photograph and main department. The second part contains information about personal, administrative, and family data as well as fixed and variable components.

d. Attendance Processing

The system shall provide a functionality that allows the introduction of personnel attendance for every month of pay. It presents the personnel ID, the number of days absent, and the type of absence, either a justified or a non justified absence.

e. Leave Processing

The system shall provide a functionality that allows the tracking of the leave process. This interface shall contain the year of the leave, personnel ID, the references of leave requests, dates of leave, type of the leave, and address during leave.
f. **Traveling**

The system shall provide a functionality that allows the recording of the traveling done by person for each month of pay. This interface primarily contains the year of pay, the month of pay, personnel ID, type of travel (short duration or long duration), the number of nights and the amount.

h. **Supplementary Hours**

The system shall provide a functionality that allows the recording of the supplementary hours (overtime) done by person in each month of pay. It should contain the year and the month of pay, the personnel ID and the number of hours worked. Following the validation of the number of hours worked, the system will ascertain the hourly rate and determine the overtime rate, which depends on the personal category and type.

h. **Performance Review**

The system shall provide functionality related to the performance review and absences during the six-month period. Two types of performance reviews are professional and production bonuses. The interface should contain the year of the pay, the review period 1 or 2 consisting of six months each, personnel ID and the number of days absent.

i. **Medical Expenses**

The system shall provide a functionality that allows the recording of the medical expenses that should be refunded. The act of recording is completed from the invoice provided by the insurance company. The interface should contain the year and the month of the pay, the insurance invoice number, the invoice’s total amount, the affiliation insurance number, personnel ID, name and the amount to be refunded.

j. **Temporary Duty**

The system shall provide a functionality that allows the recording, modification, searching and deletion of the information related to the temporary duty to other establishment. This interface should deal with the following temporary duty information: the year, the reference number, date approved, personnel ID, name, type duty (in the same organization or to another organization), beginning date, end date, and assigned department.
**k. Promotions**

The system shall provide a functionality that allows the recording, modification, searching and deletion of the information related to personnel promotions. This interface should provide the following information: the type of operation (promotion to a higher level, reclassification, promotion in rank or function), the decision identification, date of the decision, personnel ID, name, old position, new position (rank, function, category, the amount of the basic wage, and date beginning the new position).

**l. Retirement Calculation**

The system shall provide a functionality that allows the recording, modification, searching and deletion of the information related to the retirement or death of the person. This information is the year of the retirement decision or death notice, the decision identification or death notice, date, personnel ID, name, type (retirement or death), end date of work and personnel address for retirement.

**m. Disciplinary Acts**

The system shall provide a functionality that allows the recording, modification, searching and deletion of the information related to disciplinary acts. This interface should contain the following information: year of the disciplinary decision, the decision identification, date of the decision, personnel ID, name, type of discipline, and reason, the number of days, beginning date, and end date of the disciplinary act.

**n. Resignation**

The system shall provide a functionality that allows the recording, modification, searching and deletion of the information related to the resignation of the personnel. This interface should contain the following information: year of the request, reference number, date of the request, personnel ID, name, reason for resigning, and the last date of employment.

**o. Education and Training**

The system shall provide a functionality that allows the creating, modification, searching and deletion of the information related to the schedule, planning the training courses, calculating the cost of the training, and record the list of the trainees.
p. Budget Entities

The system shall provide a functionality that allows the correction, modification, searching and deletion of the information related to the budget assigned to a project, regional direction, a local coordination and a committee of development. This interface should contain the following information: local coordination code, year, project code, action code, organization code, source code of financing, title, amount of prevision budget, and date of final budget approval.

q. Budget Record

The system shall provide a functionality that allows the creation, modification, searching, deletion, and editing of a budgetary record from a proposal for pledging funds. It also allows the validation of the budget after signature.

r. Cost Project

The system shall provide a functionality that allows the correction, modification, searching, and deletion of the prevision cost of the project.

s. Suppliers

The system shall provide a functionality that allows the creation, modification, searching and deletion of the suppliers’ record in order to have a data bank on the suppliers by branch of industry. Also, the functionality should allow the translation of the information from French into Arabic.

t. Suppliers Proposal

The system shall provide a functionality that allows the introduction, modification, searching, deletion, and editing of the information provided by the suppliers’ proposal as well as generation of a list comparing the presented proposal to the request for quotation after verifying the imposed criteria.

u. Invoices

The system shall provide a functionality that allows the creation, modification, searching, deletion, and editing of the invoices.

v. Purchase Orders

The system shall provide a functionality that allows the creation, modification, searching, deletion, and editing of the orders provided by the organization to be revised by the supplier.
w. Supplier Payment

The system shall provide a functionality that allows the creation, modification, searching, deletion, and editing of the payment for the profit of the suppliers after providing the totality of the merchandize requested by the orders.

x. Contractor Payment

The system shall provide a functionality that allows the creation, modification, searching, deletion, and editing of the records of the payments to the contractor who has signed a contract with the organization.

y. Contractor Advance

The system shall provide a functionality that allows the follow up of the advances presented to the contractor for a project.

z. Bills

The system shall provide a functionality that allows the follow up of the payment of bills.

aa. Budgetary Prevision

The system shall provide a functionality that allows the creation, modification, searching, deletion, and editing of the budgetary prevision for the current year from a proposal presented to the community for budget approval.

bb. The Journal

The system shall provide a functionality that allows the follow up of the daily accounting actions.

4. External Interface Requirements

a. User Interfaces

UI-1: The ISYDMA System screen displays shall conform to the existing manual forms in order to facilitate the exploitation of those documents.

UI-2: The system shall provide a link to explain how to use that screen.

UI-3: The graphical interface shall permit complete navigation and a research information database search selection only using the keyboard, in addition to using mouse and keyboard combinations.

UI-4: The ISYDMA system shall provide a standard and uniform screen that contains a menu bar, tool bar and status bar. The menu bar contains some standard menu options such as file, edit, and selection. The status bar should contain the actual selection and the actual user. The tool bar should group the primary operations that a user is authorized to execute (add,
update, record, cancel, delete, research, clear, result, first, previous, next, last and close).

b. Hardware Interfaces
No hardware interfaces have been identified.

c. Software Interfaces
SI-1: The ISYDMA system shall transmit information to the social security department in order to update their database concerning retirement.

SI-2: The ISYDMA system shall transmit information to the central bank in order to update the accounts.

SI-3: The ISYDMA system shall provide an interface that allows for the transfer of information between different systems.

d. Communications Interfaces
CI-1: The ISYDMA system shall send an email message to the external systems to inform any database status change such as software, hardware upgrades, system migration and maintenance of the ISYDMA system.

5. Other Nonfunctional Requirements
a. Performance Requirements
PE-1: The system shall accommodate 300 users during the peak usage time window of 8:00 am to 10:00 am local time, with an estimated average session duration of 50 minutes.

PE-2: All screens containing graphical information shall be fully downloadable in no more than 50 seconds over a 56 KBps modem connection at no less than 90% of the attempts.

PE-3: Responses to queries shall take no longer than 20 seconds to load onto the screen after the user submits the query.

PE-4: The system shall display confirmation messages to users within four seconds after the user submits information to the system.

b. Safety Requirements
No safety requirements have been identified.

c. Security Requirements
SE-1: All network transactions that involve financial and personnel privacy information or personally identifiable information shall be encrypted.

SE-2: Users shall be required to log in to the ISYDMA system for all operations prior to viewing any of the information.

SE-3: Users will be allowed only one login ID and in addition, passwords chosen must consist of at least eight alphanumeric distinct characters.
SE-4: The system shall permit only ISYDMA system administrators who are on the list of authorized administrators to create or edit User profiles and the user personnel privacy database.

SE-5: The system shall permit users to view only their own searched records, and not the searched information performed by other users.

d. **Software Quality Attributes**

**Availability-1:** The ISYDMA System shall be available to users 99.9% of the time between 5:00 am and midnight local time

**Robustness-1:** If the connection between the user and the system is broken prior to the completion of a search on the systems, the ISYDMA system shall enable the user to recover an incomplete search.

D. **FUNCTIONAL DECOMPOSITION DIAGRAM**

The decomposition diagram shows the top-down functional decomposition or structure of the system. It also provides the beginnings of an outline for drawing the data flow diagrams.
Figure 3. Functional Decomposition Diagram of the ISYDMA System
E. USE CASES

1. Use Case Diagram

Use case modeling was originally conceived by Dr. Ivar Jacobson in 1986 and gained popularity after he published his book, Object-Oriented Software Engineering, in 1992. Dr. Jacobson used use-case modeling as the framework for his objectory methodology, which he successfully used for developing an object oriented information system. Use case modeling has proved to be a valuable tool in meeting the challenges of determining what a system is required to do from a user and stakeholder perspective, and it is now widely recognized as a best practice for the defining, documenting and understanding of an information system’s functional requirements [8]. The use cases establish the desired behavior of the system for verifying and validating the system architecture. Many use cases for the ISYDMA system is identified, each corresponding to different functionality. This thesis presents only use cases related to the management of the human resource sub-system as summarized in Figure 4. Detailed description of each use case is presented in Appendix C. Only the major steps that occur most of the time are included in those use cases. Also presented are some preconditions, post-conditions and exceptions that must be handled by the system.
Figure 4. Human Resource Sub-System Use Case Hierarchy Diagram
## 2. Use Case Glossary

<table>
<thead>
<tr>
<th>Use-case Name</th>
<th>Use-case Description</th>
<th>Participating Actors and Roles</th>
</tr>
</thead>
<tbody>
<tr>
<td>Create pay component</td>
<td>This use case describes the events of pay section for establishing a new pay component that will serve as a key part for calculation of employee payment.</td>
<td>- Pay section (primary business)</td>
</tr>
<tr>
<td>Create employee Record</td>
<td>This use case describes the events of personnel and training section for creating an employee record which is similar for the three types of employee (Statutory employee, Workman employee, agriculture employee). The Employee record is composed of several parts. The first part concerns the identification information, the second the administrative information, and the last the family information.</td>
<td>- Personnel section (primary business) - Training section</td>
</tr>
<tr>
<td>Create employee attendance record</td>
<td>This use case describes the events of a personnel section creating a record related to the absence of an employee. Absence can be classified as justified or not justified.</td>
<td>- Personnel section (primary business)</td>
</tr>
<tr>
<td>Search employee disciplinary sanction record</td>
<td>This use case describes the events of a personnel section for searching a record related to disciplinary acts.</td>
<td>- Personnel section (primary business)</td>
</tr>
<tr>
<td>Update employee temporary duty record</td>
<td>This use case describes the events of a personnel section for creating a record related to the temporary duty record. The temporary duty record can be in another organization or in another department of the same organization.</td>
<td>- Personnel section (primary business)</td>
</tr>
<tr>
<td>Update employee production bonus record</td>
<td>This use case describes the events of a personnel section for updating the information related to production bonuses. The production bonuses are calculated once every three months.</td>
<td>- Personnel section (primary business) - Finance section</td>
</tr>
<tr>
<td>Search employee resignation record</td>
<td>This use case describes the events of personnel section for searching a record related to an employee’s resignation.</td>
<td>- Personnel section (primary business) - Finance section</td>
</tr>
<tr>
<td>Delete employee educational record</td>
<td>This use case describes the events of a personnel section for deleting a record containing the different training classes that an employee had attended. The training section can be organized into an internal department or external organization.</td>
<td>- Personnel section (primary business) - Training section</td>
</tr>
<tr>
<td>Create employee traveling record</td>
<td>This use case describes the events of a personnel section for creating a record containing the necessary information for travel payments done by an employee during the actual month.</td>
<td>- Personnel section (primary business) - Finance section</td>
</tr>
<tr>
<td>Use-case Name</td>
<td>Use-case Description</td>
<td>Participating Actors and Roles</td>
</tr>
<tr>
<td>----------------------------------------</td>
<td>----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------</td>
<td>---------------------------------------------------------------------</td>
</tr>
<tr>
<td>Search employee promotion record</td>
<td>This use case describes the events of a personnel section for searching a record related to the promotion of an employee. An employee’s promotion must satisfy certain conditions. There are two types of promotion: rank promotion and category promotion. Each one affects the pay components.</td>
<td>- Personnel section (primary business) - Finance section</td>
</tr>
<tr>
<td>Search employee retirement or death record</td>
<td>This use case describes the events of a personnel section for searching a record for retirement and a record upon the death of an employee. Those records affect the pay component.</td>
<td>- Personnel section (primary business) - Finance section</td>
</tr>
<tr>
<td>Create medical expenses record</td>
<td>This use case describes the events of a personnel section for creating a record for medical expenses.</td>
<td>- Personnel section (primary business) - Medical section</td>
</tr>
<tr>
<td>Create employee leave process</td>
<td>This use case describes the events of a personnel section for creating a record for an employee’s leave time. There are many types of leave: annual leave, advance leave, family leave, sick leave, leave without pay, maternity leave.</td>
<td>- Personnel section (primary business)</td>
</tr>
<tr>
<td>Update employee supplementary hours record</td>
<td>This use case describes the events of a personnel section for updating a record for the supplementary hour record. Every employee has a maximum number of supplementary hours per month. The amount of money allowed for one supplementary hour depends on the rank and the type of employee.</td>
<td>- Personnel section (primary business) - Finance section</td>
</tr>
<tr>
<td>Process pay calculation</td>
<td>This use case describes the events of a personnel section for creating a record for grouping all the components and necessary information to calculate the salary of an employee. The pay calculation is executed every month, and should be started by the second week of the actual month.</td>
<td>- Personnel section (primary business) - Finance section</td>
</tr>
</tbody>
</table>

Table 5. Use Case Glossary

F. DATA MODELING AND ANALYSIS

Systems models play an important role in systems development. Data modeling is a technique for defining business requirements for a database. Data modeling is often called database modeling because a data model is eventually implemented as a database.
The data model is a conceptual representation of the data structures required by a database. The data structures include the data objects, the associations between data objects, and the rules, which govern operations on the objects. As the name implies, the data model focuses on what data is required and how it should be organized rather than what operations will be performed on the data. A data model is independent of hardware or software constraints. Rather than trying to represent the data, as a database would see it, the data model focuses on representing the data as the user sees it in the “real world”. It serves as a bridge between the concepts that compose real-world events and processes and the physical representation of those concepts in a database. There are two major methodologies used to create a data model: the Entity-Relationship (ER) approach and the Object Model. This thesis uses the Entity-Relationship approach. [8]

The data model obtains its inputs from the planning and analysis stage. The modeler, along with analysts, collects information about the requirements of the database by reviewing existing documentation and interviewing end-users.

1. **Conceptual Data Model Representation (CDM)**

A CDM represents the overall logical structure of a database, which is independent of any software or data storage structure. A conceptual model often contains data objects not yet implemented in the physical database. It gives a formal representation of the data needed to run an enterprise or a business activity.

The CDM makes it possible:

- Represent the organization of data in a graphical format to create Entity Relationship Diagrams (ERD)
- Verify the validity of data design
- Generate a Physical Data Model (PDM), which specifies the physical implementation of the database
- Generate an Object-Oriented Model (OOM), which specifies an object representation of the CDM using the UML standard
- Generate a Conceptual Data Model (CDM), to create another model version in order to represent different design stages
A CDM represents the interaction of the following objects:

<table>
<thead>
<tr>
<th>Object</th>
<th>Tool</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>Domain</td>
<td>--</td>
<td>Set of values for which a data item is valid</td>
</tr>
<tr>
<td>Data item</td>
<td>--</td>
<td>Elementary piece of information</td>
</tr>
<tr>
<td>Entity</td>
<td>📚</td>
<td>Person, place, thing, or concept that has characteristics of interest to the enterprise and information to be stored</td>
</tr>
<tr>
<td>Entity attribute</td>
<td>--</td>
<td>Elementary piece of information attached to an entity</td>
</tr>
<tr>
<td>Identifier</td>
<td>--</td>
<td>Entity attribute, or a combination of entity attributes, whose values uniquely identify each occurrence of the entity</td>
</tr>
<tr>
<td>Relationship</td>
<td>🔄</td>
<td>Named connection or relation between entities (Entity Relationship (ER) modeling methodology)</td>
</tr>
<tr>
<td>Inheritance</td>
<td>🧐</td>
<td>Special relationship that defines an entity as a special case of a more general entity</td>
</tr>
<tr>
<td>Association</td>
<td>🌟</td>
<td>Named connection or association between entities (MERISE modeling methodology)</td>
</tr>
<tr>
<td>Association link</td>
<td>👇</td>
<td>Link that connects an association to an entity and the definition of the cardinality an entity has relative to another</td>
</tr>
</tbody>
</table>

Table 6. Description of the Objects Used for the CDM (After: [16])

The Conceptual Data Model for the human resource sub-system is divided into three parts. The first part concerns Employee Management (Figure 5). The second part concerns the Follow up of Education (Figure 6). The third part concerns the Order of payoff of personnel (Figure 7). The data model has two outputs. The first is an entity-relationship diagram, which represents the data structures in a pictorial form (Figures 5, 6, 7). The second component is a data dictionary that provides the detail required by the database developer to construct the physical database.
Figure 5. Conceptual Data Model Representation (Employee Management)
Figure 6. Conceptual Data Model Representation for Education Process
Figure 7. Conceptual Data Model Representation for Order Payoff of Personnel
2. Data Dictionary

The data dictionary encompasses the whole organization, a part of the organization or a database. In its simplest form, the data dictionary is only a collection of data element definitions, according to the descriptions that follow. A more advanced data dictionary contains the database schema with reference keys, while a more advanced data dictionary contains the entity-relationship model of the data elements or objects. The term “data element” used below is the same concept as a “data object” or “object” in some database texts.

- **Data element name**: commonly agreed, unique data element name from the application domain. This is the actual name of this data element.
- **Short description**: description of the element in the application domain.
- **Field name(s)**: Field names are the names used for this element in computer programs and database schemas. These are the technical names, often limited by the programming languages and systems.
- **Code format**: Data type (characters, numeric, etc.), size and, if needed, special representation. Common programming language notation, input masks, etc. can be used.
- **Default value**: Data element may have a default value. The default value may be a variable, such as a current date and time of day.

Appendix A shows the list of data collected for the human resource sub system. Appendix B shows the database schema.
III. DESIGN PHASE

A. APPLICATION ARCHITECTURE

The purpose of the first design task is to specify the application architecture that defines the technologies to be used by one, many, or all information systems in terms of their data, processes, interfaces and network components. Thus, designing the application architecture involves considering network technologies and making decisions on the systems’ data. Processes and interfaces are distributed among the business locations.

This task is accomplished by analyzing the data model and process models initially created during requirements analysis. The following figure shows the architecture used for the ISYDMA system (client/server system) in which the data and data manipulation layers are placed on servers and others layers are placed on clients, also called two-tier client/server computing.

Figure 8. Client / Server System: Distributed Data (Two Tiers) (From: [8])
B. OBJECT MODEL REPRESENTATION

In object oriented analysis, the emphasis is on identifying the objects that represent actual data within the business domain. These objects are called entity objects. The transformation from the Conceptual Data Model to the Object Model is an automated process realized by PowerAMC used for representing the Conceptual Data Model (Figures 5, 6, 7).

When generating an Object Oriented Model (OOM) from a CDM, PowerAMC converts CDM objects into specified object language objects as follows:

<table>
<thead>
<tr>
<th>CDM Objects</th>
<th>Generated object in an OOM</th>
</tr>
</thead>
<tbody>
<tr>
<td>Entity</td>
<td>Class</td>
</tr>
<tr>
<td>Attribute</td>
<td>Attribute</td>
</tr>
<tr>
<td>Association</td>
<td>Relationship or association</td>
</tr>
<tr>
<td>Binary association with attributes</td>
<td>Association class</td>
</tr>
<tr>
<td>Inheritance</td>
<td>Generalization</td>
</tr>
</tbody>
</table>

The rules applied for this transformation are as follows.

1. **Independent One-to-Many Relationships**
   In independent one-to-many relationships, the primary identifier of the entity on the one side of the relationship becomes a:
   - Primary key in the entity on the one side of the relationship
   - Foreign key in the entity on the many side of the relationship

2. **Dependent One-to-Many Relationships**
   In dependent relationships, the primary identifier of the nondependent entity becomes a primary/foreign key in the dependent entity.

3. **Independent Many-to-Many Relationships**
   In independent many-to-many relationships, the primary identifiers of both entities migrate to a join entity as primary/foreign keys.

4. **Independent One-to-One Relationships**
   In independent one-to-one relationships, the primary identifier of one entity migrates to the other generated entity as a foreign key.
Figure 9. Object Model Representation (Employee Management)

Note: Underlined attributes denote the keys of the data items.
Figure 10.   Object Model Representation for Education Process
Figure 11. Object Model Representation for Order Payoff of Personnel
C. SEQUENCE DIAGRAM

The sequence diagram depicts the objects and classes involved in the scenario and the sequence of messages exchanged between the objects needed to execute the functionality of the system. It can be used to derive the testable user interface requirement.

1. Sequence Diagram: *Create function*

The sequence diagram in Figure 12 shows the process for creating data records. An instance of the *User* class invokes a method on the *Identification module process* called *ChooseModule()*(). The return value from the actual object is then used to instantiate an instance of *Module* object. A method called *AccessModule()* is then invoked on the new instance. This instantiates an instance of *Display Process* and invokes a method called *DisplayForm()*(). The User Class invokes a new method on the *Create Process* that returns a message for authorizing the add record. After receiving the authorization, the User invokes a method in the *Control Process* called *EnterData()*(). The control is actually requested from this object. If the input data are valid, then the record is created and the *Validation Process* invokes a method on the *Add Process* called *AddRecord()*(). Finally, a message confirming the Add record is sent to the user.

![Sequence Diagram for the Create Function of the System](image)

Figure 12. Sequence Diagram for the Create Function of the System
2. Sequence Diagram: Update function

The sequence diagram in Figure 13 shows the process for updating data records. An instance of the User class invokes a method on the Identification module process called ChooseModule(). The return value from the actual object is then used to instantiate an instance of Module object. A method called AccessModule() is then invoked on the new instance. This instantiates an instance of Display Process and invokes a method called DisplayForm(). The User Class invokes a new method on the Update Process that returns a message for authorizing the Update record. After receiving the authorization, the User invokes a method in the Control Process called EnterData(). The control process invokes a method called SearchData() that allows searching the entered information. If the input data are found, then a message Data Found is sent to the User. The User class invokes a new method on the Update process called UpdateData(). The control is actually requested from this object. If the input data are valid then the record is updated and the Validation Process invokes a method on the Record Process called UpdateRecord(). Finally, a message confirming the Update record is sent to the user.

Figure 13. Sequence Diagram for the Update Function of the System
3. **Sequence Diagram: Search function**

The sequence diagram in Figure 14 shows the process for searching data records. An instance of the *User* class invokes a method on the *Identification module process* called *ChooseModule()*.

The return value from the actual object is then used to instantiate an instance of *Module* object. A method called *AccessModule()* is then invoked on the new instance. This instantiates an instance of *Display Process* and invokes a method called *DisplayForm()*.

The *User* Class invokes a new method on the *Search Process* that returns a message for authorizing the Search record. After receiving the authorization the *User* invokes a method in the *Control Process* called *EnterData()*.

The *control process* invokes a method called *SearchData()* that allows searching the entered information. If the input data are found, then the *search data process* invokes a method on the *display data process* called *Display()*.

Finally, a message confirming the Update record is sent to the user.

---

**Figure 14.** Sequence Diagram for the Search Function of the System
4. **Sequence Diagram: Delete Function**

The sequence diagram in Figure 15 shows the process for delete data records. An instance of the User class invokes a method on the Identification module process called ChooseModule(). The return value from the actual object is then used to instantiate an instance of Module object. A method called AccessModule() is then invoked on the new instance. This instantiates an instance of Display Process and invokes a method called DisplayForm(). The User Class invokes a new method on the Delete Process that returns a message for authorizing the Delete record. After receiving the authorization the User invokes a method in the Control Process called EnterData(). The control process invokes a method called SearchData() that allows searching the entered information. If the input data are found then a message Data Found is sent to the User. The User invokes a method on the Delete process called DeleteData(). A Message Data temporary deleted is sent to the user. The Validation Process invokes a method on the Record Process called DeleteRecord(). Finally, a message confirming the Delete record is sent to the user.

![Sequence Diagram for the Delete Function of the System](image)

Figure 15. Sequence Diagram for the Delete Function of the System
IV. PROTOTYPE

A. COMMON FUNCTIONALITIES

1. How to Connect

When the user starts the application, it is necessary to connect the system to the authorized modules. The process begins with File/Connect in order to access the functionalities of the system.

The following screen appears. The user types in the user ID and password.

![Screen Connection](image)

2. Feature and Common Functionalities

The model presents a standard screen for the entire system composed of the following features:

- Menu bar
- Status bar
- Tools bar
- One or many child window

a. Menu Bar

The menu bar has the standard menu options such as File and Tools. Many other functions are available depending on the selected module.

(1) File Menu.

![Menu Bar](image)
<table>
<thead>
<tr>
<th>Connect</th>
<th>Identify user</th>
</tr>
</thead>
<tbody>
<tr>
<td>Disconnect</td>
<td>Leave the active connection for the database</td>
</tr>
<tr>
<td>Printer configuration</td>
<td>Allow the standard window for printer configuration to open</td>
</tr>
<tr>
<td>Exit</td>
<td>Allow existing the module</td>
</tr>
</tbody>
</table>

(2) Tools Menu.

<p>| | |</p>
<table>
<thead>
<tr>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Cut</strong></td>
<td><code>&lt;Ctrl&gt;+X</code></td>
</tr>
<tr>
<td><strong>Copy</strong></td>
<td><code>&lt;Ctrl&gt;+C</code></td>
</tr>
<tr>
<td><strong>Paste</strong></td>
<td><code>&lt;Ctrl&gt;+V</code></td>
</tr>
</tbody>
</table>

- **Cut** `<Ctrl>+X` *It is the standard Cut functionality*
- **Copy** `<Ctrl>+C` *It is the standard Copy functionality*
- **Paste** `<Ctrl>+V` *It is the standard Paste functionality*

b. Status Bar

The Main window has a state bar on the bottom that indicates the actual selection and the connected user

| User | 0 Total search |

b. Tools Bar

On the top and under the menu bar, the tools bar groups a set of symbols or icons representing the different operations that a user can utilize by simply clicking with the mouse

<table>
<thead>
<tr>
<th>Add</th>
<th>Update</th>
<th>Save</th>
<th>Cancel</th>
<th>Delete</th>
<th>Input Screen</th>
<th>Screen Select</th>
<th>Search</th>
<th>Screen List</th>
<th>Empty</th>
<th>First</th>
<th>Previous</th>
<th>Next</th>
<th>Last</th>
<th>Close</th>
</tr>
</thead>
</table>

- **Search** Allows the execution of search with specified criteria
- **Empty** Allows deletion of search criteria
- **Screen Select** Allows introduction of a criteria selection
- **Input Screen** Allows input of information
- **Last** Go to the last record in the active table
- **Next** Go to the Next record in the active table
d. **Data Manipulation**

1. **Select Data.** The select action is the first operation done before searching, updating, deleting and editing any information. Before manipulating or processing data, it is necessary to select a set of data that the process will conduct. In order to select data, it is necessary to display the search screen and present the criteria of search. The symbols that can be introduced for a search of criteria can be the following. 

   (=,>,<,>=,<=,<>,!=,:,:,|,&,*,-) Those symbols are the standard used by Query By Example (QBE).

2. **Add Data.** In order to create a new record the user must:
   - Open the window corresponding to the specified entity.
   - Click on the <Add> icon and start inputting data.
   - In order to save data, the user must click on the <Save> icon.
   - In order to cancel the inputs, the user must click on the <Cancel> icon.

3. **Update Data.** In order to update information:
   - Open the window corresponding to the specified entity.
   - Click on the <Search> icon and search for the occurrence in the database by way of a search screen presented in the select data section.
   - Click on the <Update> icon and do the necessary modification on the data.
   - In order to save the data, the user must click on the <Save> icon.
   - In order to cancel the modification, the user must click on the <Cancel> icon.

4. **Delete Data.** In order to delete information:
   - Open the window corresponding to the specified entity.
- Click on the <Search> icon and search for the occurrence in the database by way of a search screen presented in the select data section.
- Click on the <delete> icon.

**B. PRESENTATION OF THE MAIN MENU**

The developed software for the Human Resource subsystem ensures the following functionalities:

1. **Database Codification**
a. **Pay Component**

The following screen allows the searching of the pay component.

b. **Salary Component by Function**

The following screen allows the searching of the salary component by function:
c. **Salary Component by Category and Type**

The following screen allows the searching of the salary components by category and type:

![Salary Component by Category and Type](image1)

**d. Salary Component by Rank**

The following screen allows the searching of the salary components by rank:

![Salary Component by Rank](image2)
e. **Salary Component by Function and Type**

The following screen allows the searching of the salary components by function and type:

![Salary Component by Function and Type Screen](image)

f. **Salary Component for General Director**

The following screen allows the searching of the salary components for the general director:

![Salary Component for General Director Screen](image)
g. **Salary Component by Level and Category**

The following screen allows the searching of the salary components by level and category:

![Salary Component by Level and Category Screen]

h. **Percentage of Production Bonus**

The following screen allows the searching of the percentage of the production bonus:

![Percentage of Production Bonus Screen]
i. **Percentage of Supplementary Hours**

The following screen allows the searching of the percentage of the supplementary hours:

![Screen showing percentages of supplementary hours]

j. **Percentage of Per Diem**

The following screen allows the searching of the percentage of the Per Diem:

![Screen showing percentages of per diem]

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k. Complete Components Listing

The following screen allows the searching of the complete components list:

2. Human Resource Management

The next screen presents all the functionalities for the Human Resource management.

a. Statutory and Categorized Personnel
To create and update the personal card, the user must use the following screen, which is composed of two parts:

- **A header:** It contains personal identification (ID, first name, last name, photograph, etc.)
- **List of pages**
  - Statutory personnel information
  - Administrative information
  - Civil information
  - Family information
  - Translate (French to Arabic)

(1) Salary and Categorized Personal Card. This page shows the statutory personal information.
(2) Administrative Information. This page shows administrative information.

(3) Family Information. This page shows family information.
(4) Civil Information. This page shows civil information.

(5) Translate Information. This page shows the translate information (French to Arabic).
b. Employee Attendance Process

The following screen shows the employee attendance process:

c. Employee Leave Process

The following screen shows the employee leave process:


d. Employee Per Diem Process

The following screen shows the employee per diem process:

![Per Diem Process Screen]


e. Employee Supplementary Hour Process

The following screen shows the employee supplementary hour process:

![Supplementary Hour Process Screen]
f. **Employee Production Bonus Process**

The following screen shows the employee production bonus process:

![Employee Production Bonus Process](image1)

---

g. **Employee Performance Review Process**

The following screen shows the employee performance review process:

![Employee Performance Review Process](image2)
h. **Employee Medical Expenses Process**

The following screen shows the employee medical expenses process:

![Employee Medical Expenses Process Screen]

i. **Employee Salary Advances Process**

The following screen shows the employee salary advances process:

![Employee Salary Advances Process Screen]
i. **Employee Temporary Duty Process**

The following screen shows the employee temporary duty process:

![Temporary Duty Process Screen](image1)

---

ii. **Employee Resignation Process**

The following screen shows the employee resignation process:

![Resignation Process Screen](image2)
l. Employee Retirement and Death Process

The following screen shows the employee retirement or death process:

m. Employee Disciplinary Actions Process

The following screen shows the employee disciplinary actions process:
n. Employee Promotion Process

The following screen shows the employee promotion process:

o. Automatic Operations

The following two screens show the automatic operations:
p. Employee Education Process

The following screen shows the employee education process:
(1) Educational Organization. The following screen shows the education organization:

![Educational Organization Screen]

(2) Educational Planning. The following screen shows the education planning process:

![Educational Planning Screen]
(3) Educational Record. The two following screens show the education record:

The presented prototype could begin the actual development of the human resource subsystem. An attempt was made to develop a standard screen to use for the future development of the other subsystem for the ISYDMA system.
The author believes that the essential key to success in information system design is effective planning. However, before designing an information system, it is necessary to fully understand exactly what information is being managed and how that information will be used by the end-users. Even so, when the planning is complete, what are the first steps that information designers will take as they begin to work with a given set of content? And what is the actual, concrete tool that developers use to organize, store, manage, and manipulate data? Quite simply, databases are the essential ingredient to managing large amounts of information in useful ways.

Understanding the concept of databases, how they work, and how they can be used is central to understanding many of the issues involved in developing information system design strategies. Information system designers are required to break down a given set of information to its most basic components, identifying each individual element and specifying how all those unique elements relate to each other. This was our focus in this research, so the new system encompasses many of the same purposes and functions. But its methods will be different. Instead of manual procedures, automatic ones will be used to manage the human resource, budget, finance, accounting, and provisioning. The system will keep track of all data in a central database using IBM-INFORMIX Database management system.

In the development of the prototype, the Delphi language was selected because it is a Rapid Application Development (RAD) tool. It combines the power of visual development with a robust, object-oriented language (Object Pascal) and fast, solid, native-code compiler. Delphi has features that promote code-reuse; Delphi includes an “object repository” where we can store commonly used forms and either reuse them or inherit from them to build other forms.

Finally our future work will focus on the design and the implementation of the provisioning, finance, budgetary and accounting subsystem and the integration of those subsystems with the human recourse subsystem.
## APPENDIX A. DATA DICTIONARY

<table>
<thead>
<tr>
<th>Data element name</th>
<th>Field name</th>
<th>Code format</th>
</tr>
</thead>
<tbody>
<tr>
<td>Absence number</td>
<td>NBR_ABS</td>
<td>Integer</td>
</tr>
<tr>
<td>Account number of education organism</td>
<td>NUM_CMP_FOR</td>
<td>Decimal(12.3)</td>
</tr>
<tr>
<td>Activity instructor</td>
<td>ACT_FOR</td>
<td>Char(50)</td>
</tr>
<tr>
<td>Address education</td>
<td>ADR_FOR</td>
<td>Char(50)</td>
</tr>
<tr>
<td>Address stagier</td>
<td>ADR_STA</td>
<td>Char(50)</td>
</tr>
<tr>
<td>Address when retired</td>
<td>ADR_DOM_PEN</td>
<td>Char(50)</td>
</tr>
<tr>
<td>Amount Advance month</td>
<td>MNT_AVC_MOI</td>
<td>Decimal(12.3)</td>
</tr>
<tr>
<td>Amount base salary</td>
<td>MNT_BAS</td>
<td>Decimal(12.3)</td>
</tr>
<tr>
<td>Amount bonus</td>
<td>MNT_PRI</td>
<td>Decimal(12.3)</td>
</tr>
<tr>
<td>Amount component function</td>
<td>MNT_COM_FON</td>
<td>Decimal(12.3)</td>
</tr>
<tr>
<td>Amount component rank</td>
<td>MNT_COM_GRD</td>
<td>Decimal(12.3)</td>
</tr>
<tr>
<td>Amount per diem</td>
<td>MNT_DEP</td>
<td>Decimal(12.3)</td>
</tr>
<tr>
<td>Amount given by employee office</td>
<td>MNT_BOU_BUR</td>
<td>Decimal(12.3)</td>
</tr>
<tr>
<td>Amount given by the organization</td>
<td>MNT_BOU_EMP</td>
<td>Decimal(12.3)</td>
</tr>
<tr>
<td>Amount given for social security</td>
<td>MNT_CNSS</td>
<td>Decimal(12.3)</td>
</tr>
<tr>
<td>Amount IRPP</td>
<td>MNT_IRPP</td>
<td>Decimal(12.3)</td>
</tr>
<tr>
<td>Amount of 1_3 per diem</td>
<td>MNT_TIER_DEP</td>
<td>Decimal(12.3)</td>
</tr>
<tr>
<td>Amount of advance</td>
<td>MNT_AVA</td>
<td>Decimal(12.3)</td>
</tr>
<tr>
<td>Amount Production bonuses</td>
<td>MNT_PRI_REN</td>
<td>Decimal(12.3)</td>
</tr>
<tr>
<td>Amount salary</td>
<td>MNT_SAL</td>
<td>Decimal(12.3)</td>
</tr>
<tr>
<td>Ancient echelon</td>
<td>ANC_ECH</td>
<td>VarChar(2)</td>
</tr>
<tr>
<td>Ancient rank</td>
<td>ANC_GRD</td>
<td>VarChar(4)</td>
</tr>
<tr>
<td>Ancient level</td>
<td>ANC_NIV</td>
<td>VarChar(2)</td>
</tr>
<tr>
<td>Arabic action label</td>
<td>LIB_ACT_ARA</td>
<td>VarChar(40)</td>
</tr>
<tr>
<td>Arabic address person</td>
<td>ADR_PER_ARA</td>
<td>VarChar(80)</td>
</tr>
<tr>
<td>Arabic code category</td>
<td>COD_CAT_ARA</td>
<td>VarChar(2)</td>
</tr>
<tr>
<td>Arabic first name person</td>
<td>NOM_PER_ARA</td>
<td>VarChar(30)</td>
</tr>
<tr>
<td>Arabic label bank</td>
<td>LIB_BNQ_ARA</td>
<td>VarChar(30)</td>
</tr>
<tr>
<td>Arabic label component</td>
<td>LIB_COM_ARA</td>
<td>VarChar(40)</td>
</tr>
<tr>
<td>Arabic label diploma</td>
<td>LIB_DIP_ARA</td>
<td>VarChar(30)</td>
</tr>
<tr>
<td>Arabic label function</td>
<td>LIBE_FON_ARA</td>
<td>VarChar(40)</td>
</tr>
<tr>
<td>Arabic label insurer</td>
<td>LIB_ASS_ARA</td>
<td>VarChar(40)</td>
</tr>
<tr>
<td>Arabic label level instruction</td>
<td>LIB_NIV_ARA</td>
<td>VarChar(30)</td>
</tr>
<tr>
<td>Arabic label position</td>
<td>LIB_POS_ARA</td>
<td>VarChar(20)</td>
</tr>
<tr>
<td>Arabic label project</td>
<td>LIB_PRJ_ARA</td>
<td>VarChar(80)</td>
</tr>
<tr>
<td>Data element name</td>
<td>Field name</td>
<td>Code format</td>
</tr>
<tr>
<td>----------------------------------------</td>
<td>-------------------------</td>
<td>-----------------</td>
</tr>
<tr>
<td>Arabic label rank</td>
<td>LIB_GRA_ARA</td>
<td>VarChar(20)</td>
</tr>
<tr>
<td>Arabic label specialty</td>
<td>LIB_SPC_ARA</td>
<td>VarChar(30)</td>
</tr>
<tr>
<td>Arabic label sub unit</td>
<td>LIB_SUN_ARA</td>
<td>VarChar(20)</td>
</tr>
<tr>
<td>Arabic label unit</td>
<td>LIB_UNI_ARA</td>
<td>VarChar(20)</td>
</tr>
<tr>
<td>Arabic last name person</td>
<td>PRN_PER_ARA</td>
<td>VarChar(20)</td>
</tr>
<tr>
<td>Arabic name young girl</td>
<td>NJF_PER_ARA</td>
<td>VarChar(20)</td>
</tr>
<tr>
<td>Arabic place of birth</td>
<td>LIE_NAI_ARA</td>
<td>VarChar(20)</td>
</tr>
<tr>
<td>Area</td>
<td>MIC_ZON</td>
<td>VarChar(30)</td>
</tr>
<tr>
<td>Assigned Note</td>
<td>NOT_OBT</td>
<td>Decimal(5.2)</td>
</tr>
<tr>
<td>Average note of the half year</td>
<td>NOT_MOY</td>
<td>Decimal(5.2)</td>
</tr>
<tr>
<td>Bank account number</td>
<td>NUM_CMP_PER</td>
<td>VarChar(20)</td>
</tr>
<tr>
<td>Bank of organization education</td>
<td>BNQ_FOR</td>
<td>VarChar(30)</td>
</tr>
<tr>
<td>Calculate component ( O, N)</td>
<td>COM_CAL</td>
<td>VarChar(1)</td>
</tr>
<tr>
<td>Card number</td>
<td>NUM_FCH</td>
<td>VarChar(20)</td>
</tr>
<tr>
<td>Code action</td>
<td>COD_ACT</td>
<td>VarChar(2)</td>
</tr>
<tr>
<td>Code bank</td>
<td>COD_BNQ</td>
<td>VarChar(4)</td>
</tr>
<tr>
<td>Code budgetary card</td>
<td>FIC_COD_FBU</td>
<td>VarChar(4)</td>
</tr>
<tr>
<td>Code component</td>
<td>COD_COM</td>
<td>VarChar(4)</td>
</tr>
<tr>
<td>Code criteria</td>
<td>COD_CRI</td>
<td>VarChar(2)</td>
</tr>
<tr>
<td>Code diploma</td>
<td>COD_DIP</td>
<td>VarChar(3)</td>
</tr>
<tr>
<td>Code function</td>
<td>COD_FON</td>
<td>VarChar(3)</td>
</tr>
<tr>
<td>Code insurer</td>
<td>COD_ASS</td>
<td>VarChar(2)</td>
</tr>
<tr>
<td>Code level of instruction</td>
<td>COD_NIV_INS</td>
<td>VarChar(3)</td>
</tr>
<tr>
<td>Code position (01,02,03,04,05,06)</td>
<td>COD_POS</td>
<td>VarChar(3)</td>
</tr>
<tr>
<td>Code project</td>
<td>COD_PRJ</td>
<td>VarChar(2)</td>
</tr>
<tr>
<td>Code rule of calculation</td>
<td>COD_REG_CAL</td>
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<tr>
<td>Code sanction</td>
<td>COD_SAN</td>
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</tr>
<tr>
<td>Code specialty</td>
<td>COD_SPC</td>
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</tr>
<tr>
<td>Code sub unit</td>
<td>COD_SUN</td>
<td>VarChar(2)</td>
</tr>
<tr>
<td>Code theme</td>
<td>COD_THE</td>
<td>VarChar(4)</td>
</tr>
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<td>VarChar(4)</td>
</tr>
<tr>
<td>Year budgetary card</td>
<td>ANN_FBU</td>
<td>VarChar(4)</td>
</tr>
<tr>
<td>Year card retirement or death</td>
<td>ANN_FCH</td>
<td>VarChar(4)</td>
</tr>
<tr>
<td>Year contract</td>
<td>ANN_CON_STA</td>
<td>VarChar(4)</td>
</tr>
<tr>
<td>Year decision of detachment</td>
<td>ANN_DEC_DET</td>
<td>VarChar(4)</td>
</tr>
<tr>
<td>Year decision resignation</td>
<td>ANN_DEC_DMS</td>
<td>VarChar(4)</td>
</tr>
<tr>
<td>Year decision sanction</td>
<td>ANN_DEC_DIS</td>
<td>VarChar(4)</td>
</tr>
<tr>
<td>Year end reimbursement</td>
<td>ANN_FIN_REM</td>
<td>VarChar(4)</td>
</tr>
<tr>
<td>Year education</td>
<td>ANN_FOR</td>
<td>VarChar(4)</td>
</tr>
<tr>
<td>Year note</td>
<td>ANN_NOT</td>
<td>VarChar(4)</td>
</tr>
<tr>
<td>Year of vacation</td>
<td>ANN_CNG</td>
<td>VarChar(4)</td>
</tr>
<tr>
<td>Year pay</td>
<td>ANN_PAY</td>
<td>VarChar(4)</td>
</tr>
<tr>
<td>Year plan</td>
<td>ANN_PLF</td>
<td>VarChar(4)</td>
</tr>
<tr>
<td>Year proposition</td>
<td>ANN_PRO</td>
<td>VarChar(4)</td>
</tr>
<tr>
<td>Year proposition promotion</td>
<td>PRO_ANN_PRO</td>
<td>VarChar(4)</td>
</tr>
<tr>
<td>Year residue vacation</td>
<td>ANN_REL_CON</td>
<td>VarChar(4)</td>
</tr>
<tr>
<td>Year start reimbursement</td>
<td>ANN_DEB_REM</td>
<td>VarChar(4)</td>
</tr>
</tbody>
</table>

Table 7. Data Element Definition
APPENDIX B. DATABASE SQL SCRIPT

This appendix contains the source code for the implementation of the database prototype created as a proof of concept for the thesis. Although the prototype is a fully functional application, it does not consist of a finished program for distribution. The script is presented in an “as-is” format, intended only as a foundation for future work.

```sql
create TABLE “informix”.n_diplom
(   cod_dip char(3) not null constraint “informix”.n191_335,
     lib_dip_ara char(40),
     lib_dip_fra char(40),
     primary key (cod_dip) constraint “informix”.pk_n_diplom );
create TABLE “informix”.n_positi
(   cod_pos char(3) not null constraint “informix”.n193_339,
     lib_pos_ara char(40),
     lib_pos_fra char(40),
     check (cod_pos IN ('01', '02', '03', '04', '05', '06')) constraint “informix”.ckc_cod_pos_,
     primary key (cod_pos) constraint “informix”.pk_n_positi );
create TABLE “informix”.n_specia
(   cod_spc char(3) not null constraint “informix”.n195_344,
     lib_spc_ara char(40),
     lib_spc_fra char(40),
     primary key (cod_spc) constraint “informix”.pk_n_specia );
create TABLE “informix”.n_assure
(   cod_ass char(2) not null constraint “informix”.n196_346,
     lib_ass_ara char(20),
     lib_ass_fra char(20),
     plf_ass decimal(12,3),
     primary key (cod_ass) constraint “informix”.pk_n_assure );
create TABLE “informix”.critnot
(   cod_cri char(2) not null constraint “informix”.n198_353,
     lib_cri_ara char(30),
     pou_not integer,
     primary key (cod_cri) constraint “informix”.pk_critnot );
create TABLE “informix”.categorie
(   cod_cat_ara char(2) not null constraint “informix”.n202_366,
```

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create TABLE “informix”.n_axe
(   num_axe char(5) not null constraint “informix”.n204_370,
   lib_axe char(60),
   primary key (num_axe) constraint “informix”.pk_n_axe );

create TABLE “informix”.n_theme
(   cod_the char(4) not null constraint “informix”.n205_372,
   lib_the char(40),
   primary key (cod_the) constraint “informix”.pk_theme );

create TABLE “informix”.n_fonction
(   cod_fon char(3) not null constraint “informix”.n208_380,
   libe_fon_ara char(40),
   libe_fon_fra char(40),
   primary key (cod_fon) constraint “informix”.pk_fonction );

create TABLE “informix”.n_bank
(   cod_bnq char(4) not null constraint “informix”.n209_382,
   lib_bnq_ara char(30),
   lib_bnq_fra char(30),
   primary key (cod_bnq) constraint “informix”.pk_banque );

create TABLE “informix”.prod_bonus
(   ann_pri integer not null constraint “informix”.n242_517,
   typ_pri char(1) not null constraint “informix”.n200_358,
   num_tri_pri integer not null constraint “informix”.n243_518,
   check (typ_pri IN ('T', 'S')) constraint “informix”.ckc_typ_pri_,
   primary key (ann_pri,typ_pri,num_tri_pri) constraint “informix”.pk_primrend );

create TABLE “informix”.year_month_pay
(   ann_pay char(4) not null constraint “informix”.n257_535,
   moi_pay char(2) not null constraint “informix”.n257_536,
   primary key (ann_pay,moi_pay) constraint “informix”.pk_annmoipai );

create TABLE “informix”.resignation
(   ann_dec_dms char(4) not null constraint “informix”.n262_541,
   num_dec_dms integer not null constraint “informix”.n222_451,
   mat_per char(5) not null constraint “informix”.n222_452,
   dat_dem_dms date,
   mot_dem char(30),
   dat_dep date,
create TABLE "informix".note_rec
 (  ann_not char(4) not null constraint "informix".n266_548,
  num_sem char(10) not null constraint "informix".n217_424,
  mat_per char(5) not null constraint "informix".n217_426,
  not_moy decimal(5,3),
  obs_not char(40),
  typ_not char(1),
  primary key (ann_not,num_sem,mat_per) constraint "informix".pk_fichnot );

create TABLE "informix".suplhours
 (  mat_per char(5) not null constraint "informix".n242_552,
  ann_pay char(4) not null constraint "informix".n268_550,
  moi_pay char(2) not null constraint "informix".n268_551,
  nbr_her decimal(5,3),
  primary key (mat_per,ann_pay,moi_pay) constraint "informix".pk_heursup );

create TABLE "informix".comphist
 (  cod_com char(4) not null constraint "informix".n240_542,
  ann_pay char(4) not null constraint "informix".n269_552,
  moi_pay char(2) not null constraint "informix".n269_553,
  cod_reg_cal char(10) not null constraint "informix".n240_545,
  primary key (cod_com,ann_pay,moi_pay) constraint "informix".pk_histcomp );

create TABLE "informix".pay_jour
 (  ann_pay char(4) not null constraint "informix".n273_559,
  moi_pay char(2) not null constraint "informix".n273_560,
  mat_ouv char(5) not null constraint "informix".n247_585,
  nbr_jou_tra decimal(5,3),
  tau_jou_moi decimal(12,3),
  mnt_brut decimal(12,3),
  mnt_cnss decimal(12,3),
  mnt_imp decimal(12,3),
  mnt_irpp decimal(12,3),
  mnt_avc_moi decimal(12,3),
  mnt_net decimal(12,3),
  primary key (ann_pay,moi_pay,mat_ouv) constraint "informix".pk_joupaiper );

create TABLE "informix".prodbonusemp
 (  mat_per char(5) not null constraint "informix".n236_520,
  ann_pri char(4) not null constraint "informix".n276_565,
typ_pri char(1) not null constraint “informix”..n236_522,
num_tri_pri decimal(1) not null constraint “informix”..n236_524,
not_obt_pri decimal(5,3),
nbr_abs decimal(6,3),
mnt_ava decimal(12,3),
mnt_pri decimal(12,3),
check (typ_pri IN ('T' ,'S' )) constraint “informix”.ckc_typ_pri1,
primary key (mat_per,ann_pri,typ_pri,num_tri_pri) constraint “informix”.pk_ligprim );

create TABLE “informix”.sanction
(  ann_dec_dis char(4) not null constraint “informix”..n284_573,
num_dec_dis integer not null constraint “informix”..n223_455,
mat_per char(5) not null constraint “informix”..n223_456,
cod_san char(2) not null constraint “informix”..n223_457,
dat_dec_dis date,
mot_san char(255),
nbr_jou_mip integer,
dat_deb_mip date,
dat_fin_mip date,
primary key (ann_dec_dis,num_dec_dis) constraint “informix”.pk_sanction );

create TABLE “informix”.educ_session
(  ann_sea char(4) not null constraint “informix”..n285_574,
num_sea integer not null constraint “informix”..n220_439,
cod_the char(4) not null constraint “informix”..n220_440,
ann_for char(4) not null constraint “informix”..n285_575,
num_for integer not null constraint “informix”..n220_442,
dat_sea date,
her_deb_sea date,
her_fin_sea date,
bra_res decimal(12,3),
aut_fra decimal(12,3),
primary key (ann_sea,num_sea) constraint “informix”.pk_seance );

create TABLE “informix”.detache
(  ann_dec_det char(4) not null constraint “informix”..n293_589,
num_dec_det integer not null constraint “informix”..n293_590,
mat_per char(5) not null constraint “informix”..n293_591,
dat_dec_det date,
typ_det char(1),
dat_deb_det date,
dat_fin_det date,
org_det char(50),
obs_det char(255) );
create unique index “informix”.pk_detach on “informix”.detache (ann_dec_det,num_dec_det);
create TABLE “informix”.absence
(  mat_per char(5) not null constraint “informix”.n241_547,
  ann_pay char(4) not null constraint “informix”.n241_548,
  moi_pay char(2) not null constraint “informix”.n241_549,
  nbr_jou integer not null constraint “informix”.n302_624,
  abs_jus char(1),
  primary key (mat_per,ann_pay,moi_pay) constraint “informix”.pk_absence );
create TABLE “informix”.n_sanction
(  cod_san char(2) not null constraint “informix”.n304_628,
  lib_san char(50) not null constraint “informix”.n304_629,
  primary key (cod_san) constraint “informix”.pk_san );
create TABLE “informix”.promotion
(  ann_dec_pro char(4) not null constraint “informix”.n282_570,
  num_dec_pro integer not null constraint “informix”.n226_471,
  mat_per char(5) not null constraint “informix”.n307_632,
  cod_gra char(4) not null constraint “informix”.n226_472,
  cod_niv char(2) not null constraint “informix”.n226_473,
  cod_cat char(2) not null constraint “informix”.n309_633,
  cod_fon char(3),
  typ_dec char(1),
  dat_dec_pro date,
  anc_cat char(2),
  anc_gra char(4),
  anc_niv char(2),
  anc_fon char(3),
  dat_eff_pos date,
  obs_dec char(255),
  primary key (ann_dec_pro,num_dec_pro) constraint “informix”.pk_promotion );
create TABLE “informix”.assignotate
(  cod_cri char(2) not null constraint “informix”.n330_752,
  ann_not char(4) not null constraint “informix”.n330_753,
  num_sem char(1) not null constraint “informix”.n330_754,
CREATE TABLE "informix".n_rank
( cod_gra char(4) not null constraint "informix".n483_1309,
cod_cat char(2) not null constraint "informix".n483_1310,
lib_gra_ara char(40),
lib_gra_fra char(40),
primary key (cod_gra) constraint "informix".pk_n_grade );

CREATE TABLE "informix".compfonc
( cod_fon char(3) not null constraint "informix".n513_1387,
cod_com char(4) not null constraint "informix".n513_1388,
mnt_com decimal(12,3),
pc_hpc char(1),

CREATE TABLE "informix".per diem
( ann_pay char(4) not null constraint "informix".n472_1251,
moi_pay char(2) not null constraint "informix".n472_1252,
mat_per char(5) not null constraint "informix".n472_1253,
nbr_tie integer not null constraint "informix".n472_1254,
nbr_jou integer,
typ_dep char(1) not null constraint "informix".n472_1255,
mnt_dep decimal(12,3) not null constraint "informix".n472_1256,
mnt_nui decimal(12,3),
dep_pay char(1),
primary key (ann_pay,moi_pay,mat_per) constraint "informix".pk_deplaceme );

CREATE TABLE "informix".orgeducation
( cod_org char(10) not null constraint "informix".n377_911,
nom_org char(60),
adr_org char(60),
act_org char(60),
tel_org char(15),
fax_org char(15),
adr_ele char(20),
um_pat char(15),
dat_pat date,
per_con char(50),
primary key (cod_org) constraint "informix".orgformprimarykey1 );

CREATE TABLE "informix".n330_755, mat_per char(5) not null constraint "informix".n330_756,
primary key (cod_cri,ann_not,num_sem,mat_per) constraint "informix".pk_lignote );
create TABLE “informix”.comfoncad
(  cod_fon char(3) not null constraint “informix”.n517_1403,
cod_cad char(1),
cod_com char(4) not null constraint “informix”.n517_1404,
mnt_com decimal(12,3),
primary key (cod_fon,cod_com,cod_cad) constraint “informix”.comfoncadpk );

create TABLE “informix”.compdg
(  cod_com char(4) not null constraint “informix”.n520_1410,
mnt_com decimal(12,3),
primary key (cod_com) constraint “informix”.compdgpk );

create TABLE “informix”.compper
(  mat_per char(5) not null constraint “informix”.n535_1445,
cod_com char(4) not null constraint “informix”.n535_1446,
nat_com char(1) not null constraint “informix”.n535_1587,
mnt_com decimal(12,3),
ann_deb_com char(4),
moi_deb_com char(2),
ann_fin_com char(4),
moi_fin_com char(2),
type_opr_com char(1),
com_aff char(1),
mnt_glob decimal(12,3),
nbr_tranch integer,
com_fix char(1),
primary key (mat_per,cod_com,nat_com,ann_deb_com,moi_deb_com) constraint “informix”.ct_compper1 );

create TABLE “informix”.eduplan
(  ref_plf char(10) not null constraint “informix”.n549_1475,
num_axe char(5),
ann_plf char(4) not null constraint “informix”.n549_1476,
act_plf char(4),
obj_plf char(255),
pop_con char(1),
typ_for char(1),
typ_ani char(255),
dur_ses integer,
nbru_ses integer,
per_ses char(100),
obs_for char(255),
primary key (ref_plf,ann_plf) constraint “informix”.pk_eduplan);
create TABLE “informix”.child
( num_enf integer not null constraint “informix”.n285_896,
mat_per char(5) not null constraint “informix”.n227_479,
prn_enf char(25),
dat_nai date,
dat_dce date,
enf_cha char(1),
enf_irp char(1),
enf_etd char(1) );
create unique index “informix”.pk_child on “informix”.child (mat_per,num_enf);
create TABLE “informix”.compos
( cod_com char(4) not null constraint “informix”.n197_348,
nat_com char(3),
lib_com_ara char(40),
lib_com_fra char(40),
typ_com char(1),
ret_sal char(1),
ret_cnr char(1),
ret_ass char(1),
ret_abs char(1),
par_emp char(1),
ret_sin char(1),
um_cmp_deb char(10),
um_cmp_cre char(10),
um_cnr char(4),
com_cal char(1),
reg_cal char(10),
primary key (cod_com) constraint “informix”.pk_compos );
create TABLE “informix”.n_natcomp
( nat_com char(2) not null constraint “informix”.n582_1538,
lib_nat_ara char(30),
lib_nat_fra char(30) );
create unique cluster index “informix”.ix_n_natcomp1 on “informix”.n_natcomp (nat_com);
create TABLE “informix”.personn
(
    mat_per char(5) not null constraint “informix”.n205_519,
    cod_niv_ins char(3),
    cod_dip char(3),
    cod_gra char(4),
    cod_pos char(2),
    cod_prj_aff char(4),
    spc_per char(30),
    cod_prj_pay char(4),
    cod_uni char(4),
    cod_fon char(3),
    cod_bnq char(4),
    cod_bnq_dom char(4),
    num_cmp_bnq char(20),
    nom_per_ara char(25),
    nom_per_fra char(25),
    prn_per_ara char(25),
    prn_per_fra char(25),
    pho_per char(255),
    njf_per_ara char(25),
    njf_per_fra char(25),
    dat_nai_per date,
    lie_nai_ara char(15),
    lie_nai_fra char(15),
    sex_per char(1) default 'M',
    adr_per_ara char(255),
    adr_per_fra char(150),
    tel_per char(10),
    num_per_con char(12),
    dat_per_con date,
    sit_mil_per char(1),
    sit_fam_per char(1),
    sal_uni_per char(1) default 'N',
    chf_fam char(1),
    sta_per char(1),
    pc_hpc_per char(1),
    dat_rec date,
num_cnt_dec char(10),
dat_cnt_dec date,
dat_tit date,
dat_eff_cat date,
mnt_bas decimal(13,3),
ech_per char(2),
um_dec_fon char(10),
dat_dec_fon date,
dat_deb_fon date,
dat_fin_fon date,
dat_dec_pos date,
dat_deb_pos date,
tit_per char(1),
mod_pay_per char(1),
um_cmp_per char(20),
um_car_sec char(15),
dat_aff_sec date,
typ_ass char(1),
um_aff_ass char(15),
dat_aff_ass date,
ben_voi char(1),
dat_ava_voi date,
ben_log char(1),
dat_ava_log date,
nbr_enf_aff integer,
primary key (mat_per) constraint “informix”.pk_personne  );
create TABLE “informix”.avance_per
( mat_per char(5) not null constraint “informix”.n237_526,
ann_avc char(4) not null constraint “informix”.n258_537,
num_avc char(15) not null constraint “informix”.n652_1633,
mnt_avc decimal(12,3),
cod_cl_cai char(4),
um_mvtc integer,
cod_cai char(3),
primary key (mat_per,ann_avc,num_avc) constraint “informix”.ct_avance_per1  );
create TABLE “informix”.avances
( ann_avc char(4) not null constraint “informix”.n655_1641,
num_avc char(15),
dat_avc date,
cod_avc char(4) not null constraint “informix”.n655_1642,
mnt_avc float,
mat_per char(5),
typ_rem char(1),
nbr_rem float,
ann_deb char(4),
ann_fin char(4),
moi_deb char(2),
moi_fin char(2),
ben_avc char(1) not null constraint “informix”.n655_1643,
primary key (ann_avc,dat_avc) constraint “informix”.pk_avances);

create TABLE “informix”.usr_userinfo
(    matricule char(3),
    user_name char(20),
    password char(15),
    primary key (matricule) constraint “informix”.ct_usr_userinfo2);

create TABLE “informix”.usr_module
(    cod_module char(2),
    nom_module char(20),
    primary key (cod_module) constraint “informix”.ct_usr_module2);

create TABLE “informix”.usr_droit
(    matricule char(3),
    cod_module char(2),
    droit char(4) );

create unique index “informix”.ix_usr_droit1 on “informix”.usr_droit (cod_module,matricule);

create TABLE “informix”.param_edit
(    mois_edit char(2) not null constraint “informix”.n678_1698,
    an_edit char(4) not null constraint “informix”.n678_1699);

create unique index “informix”.ix_param_edit on “informix”.param_edit (mois_edit,an_edit);

create TABLE “informix”.education
(    ann_for char(4) not null constraint “informix”.n703_1778,
    num_for integer not null constraint “informix”.n703_1779,
    ann_plf char(4) not null constraint “informix”.n703_1780,
    ref_plf char(10) not null constraint “informix”.n703_1781,
    dat_for date,
dur_for integer,
lie_for char(30),
nat_for char(1),
nbr_prev integer,
nbr_real integer,
cod_org char(10),
nom_for char(60),
fra_trs decimal(12,3),
ori_trs char(3),
fra_dep decimal(12,3),
ori_dep char(3),
fra_log decimal(12,3),
ori_log char(3),
fra_nou decimal(12,3),
ori_nou char(3),
fra_stg decimal(12,3),
ori_stg char(3),
fra_mis decimal(12,3),
ori_mis char(3),
fra_ped decimal(12,3),
ori_ped char(3),
fra_ass decimal(12,3),
ori_ass char(3),
aut_fra decimal(12,3),
ori_aut char(3),
primary key (ann_for,num_for) constraint “informix”.pk_education);
END SCRIPT
### APPENDIX C. USE CASE NARRATIVE

<table>
<thead>
<tr>
<th>Use Case ID:</th>
<th>1</th>
</tr>
</thead>
<tbody>
<tr>
<td>Use Case Name:</td>
<td>Identification and authentication</td>
</tr>
<tr>
<td>Created By:</td>
<td>Noureddine Trigui</td>
</tr>
<tr>
<td>Date Created:</td>
<td>March 1, 2004</td>
</tr>
<tr>
<td>Actors:</td>
<td>Human resource, accounting, finance, budgetary, and provisioning services, market and transit section, patrimonial section</td>
</tr>
<tr>
<td>Description:</td>
<td>Every user of the system must be identified in order to limit the access granted to this user. The identification and authentication is provided by a user login and password stored in the system database.</td>
</tr>
<tr>
<td>Preconditions:</td>
<td>1. User is registered (as central site user, regional site user, and External site) for ISYDMA system.</td>
</tr>
</tbody>
</table>
| Post conditions: | 1. User authenticated and role applied  
1.a User not logged in  
2. Action logged |
| Normal Flow: | 1.0 Identification and authentication  
1. User chooses the connect form.  
2. System displays login form.  
3. User enters use login.  
4. User enters PASSWORD.  
5. System verifies input data with the stored data.  
7. System displays available menu for the specified user. |
| Exceptions: | 1.0.E.1 Option System is not available now (at step 1)  
1. System informs user that this option is not available.  
2a. User cancels request.  
3a. User requests to select another option.  
3b. System restarts use case.  
1.0.E.2 Check user Identification information (at step 3,4)  
1. System informs user that his login and PASSWORD does not match.  
2. User enters his identification information again.  
1.0.E.3 Can’t find information (at step 6)  
1. System informs user that the database is not available now and information are not found. |
<p>| Includes: | None |
| Priority: | High |
| Special Requirements: | 1. User shall be able to cancel the Identification request at any time prior to confirming the request. |</p>
<table>
<thead>
<tr>
<th>Use Case ID:</th>
<th>2</th>
</tr>
</thead>
<tbody>
<tr>
<td>Use Case Name:</td>
<td>Create Pay Component</td>
</tr>
<tr>
<td>Created By:</td>
<td>Noureddine Trigui</td>
</tr>
<tr>
<td>Last Updated By:</td>
<td>Noureddine Trigui</td>
</tr>
<tr>
<td>Date Created:</td>
<td>March 1, 2004</td>
</tr>
<tr>
<td>Date Last Updated</td>
<td>July 30, 2004</td>
</tr>
<tr>
<td>Actors:</td>
<td>Pay section</td>
</tr>
<tr>
<td>Description:</td>
<td>This use case describes the events of pay section for establishing a new pay component, that will serve as a key part for calculation of employee payment.</td>
</tr>
<tr>
<td>Preconditions:</td>
<td>1. User is registered as a user from the pay section</td>
</tr>
<tr>
<td>Post conditions:</td>
<td>1. User authenticated and role applied</td>
</tr>
<tr>
<td></td>
<td>1.a User not logged in</td>
</tr>
<tr>
<td></td>
<td>2. Action logged</td>
</tr>
<tr>
<td>Normal Flow:</td>
<td>1.0 Create pay component</td>
</tr>
<tr>
<td></td>
<td>1. User chooses the pay component form.</td>
</tr>
<tr>
<td></td>
<td>2. System displays pay component form.</td>
</tr>
<tr>
<td></td>
<td>3. User chooses add button.</td>
</tr>
<tr>
<td></td>
<td>4. System verifies authorization for the user to add component.</td>
</tr>
<tr>
<td></td>
<td>5. User enters information related to the specified component.</td>
</tr>
<tr>
<td></td>
<td>6. System controls information and add them to the database.</td>
</tr>
<tr>
<td>Exceptions:</td>
<td>1.0.E.1 Option System is not available now (at step 1)</td>
</tr>
<tr>
<td></td>
<td>1. System informs user that this option is not available.</td>
</tr>
<tr>
<td></td>
<td>2a. User cancels request.</td>
</tr>
<tr>
<td></td>
<td>2b. System terminates use case.</td>
</tr>
<tr>
<td></td>
<td>3a. User requests to select another option.</td>
</tr>
<tr>
<td></td>
<td>3b. System restarts use case.</td>
</tr>
<tr>
<td></td>
<td>1.0.E.2 Check user Identification information (at step 4)</td>
</tr>
<tr>
<td></td>
<td>1. System informs user that he is not allowed to add pay component.</td>
</tr>
<tr>
<td></td>
<td>2. User chooses another button.</td>
</tr>
<tr>
<td></td>
<td>1.0.E.3 Can’t Store information (at step 6)</td>
</tr>
<tr>
<td></td>
<td>1. System informs user that the database is not available now and information is not stored.</td>
</tr>
<tr>
<td>Includes:</td>
<td>None</td>
</tr>
<tr>
<td>Priority:</td>
<td>High</td>
</tr>
<tr>
<td>Special Requirements:</td>
<td>1. User shall be able to cancel the Identification request at any time prior to confirming the request.</td>
</tr>
<tr>
<td>Use Case ID:</td>
<td>3</td>
</tr>
<tr>
<td>-------------</td>
<td>---</td>
</tr>
<tr>
<td>Use Case Name:</td>
<td>Create employee record</td>
</tr>
<tr>
<td>Created By:</td>
<td>Noureddine Trigui</td>
</tr>
<tr>
<td>Last Updated By:</td>
<td>Noureddine Trigui</td>
</tr>
<tr>
<td>Date Created:</td>
<td>March 1, 2004</td>
</tr>
<tr>
<td>Date Last Updated:</td>
<td>July 30, 2004</td>
</tr>
<tr>
<td>Actors:</td>
<td>User from personnel and training section</td>
</tr>
<tr>
<td>Description:</td>
<td>This use case describes the events of personnel and training section for creating an employee record which is similar for the three category of employee (Statutory employee, Workman employee, agriculture employee). The Employee record is composed of several parts. The first part concerns the identification information, second part concerns the administrative information, and the last part concerns the family information.</td>
</tr>
<tr>
<td>Preconditions:</td>
<td>1. User is registered as a user from the personnel or training section</td>
</tr>
<tr>
<td>Post conditions:</td>
<td>1. User authenticated and role applied</td>
</tr>
<tr>
<td>Normal Flow:</td>
<td>1. User chooses the employee record form.</td>
</tr>
<tr>
<td></td>
<td>2. System displays the chosen form.</td>
</tr>
<tr>
<td></td>
<td>3. User chooses add button.</td>
</tr>
<tr>
<td></td>
<td>4. System verifies authorization for the user to add employee record.</td>
</tr>
<tr>
<td></td>
<td>5. User enters information related to the identification part.</td>
</tr>
<tr>
<td></td>
<td>6. System controls information and adds them to the database.</td>
</tr>
<tr>
<td></td>
<td>7. User chooses to continue entering the administrative, family, civil information.</td>
</tr>
<tr>
<td></td>
<td>8. System opens form related to the user choice.</td>
</tr>
<tr>
<td></td>
<td>10. System validates information and stores them in the database.</td>
</tr>
<tr>
<td>Exceptions:</td>
<td>1.0.E.1 Option System is not available now (at step 1)</td>
</tr>
<tr>
<td></td>
<td>1. System informs user that this option is not available.</td>
</tr>
<tr>
<td></td>
<td>2a. User cancels request.</td>
</tr>
<tr>
<td></td>
<td>2b. System terminates use case.</td>
</tr>
<tr>
<td></td>
<td>3a. User requests to select another option.</td>
</tr>
<tr>
<td></td>
<td>3b. System restarts use case.</td>
</tr>
<tr>
<td></td>
<td>1.0.E.2 Check user Identification information (at step 4)</td>
</tr>
<tr>
<td></td>
<td>1. System informs User that he is not allowed to do this operation.</td>
</tr>
<tr>
<td></td>
<td>2. User chooses another action.</td>
</tr>
<tr>
<td></td>
<td>1.0.E.3 Can’t Store information (at step 10)</td>
</tr>
<tr>
<td></td>
<td>1. System informs User that the database is not available now and information is not stored.</td>
</tr>
<tr>
<td>Includes:</td>
<td>None</td>
</tr>
<tr>
<td>Priority:</td>
<td>High</td>
</tr>
<tr>
<td>Special Requirements:</td>
<td>1. User from the personnel and training section shall be able to cancel the Identification request at any time prior to confirming</td>
</tr>
<tr>
<td>Use Case ID:</td>
<td>4</td>
</tr>
<tr>
<td>-------------</td>
<td>---</td>
</tr>
<tr>
<td>Use Case Name:</td>
<td><strong>Create employee attendance record</strong></td>
</tr>
<tr>
<td>Created By:</td>
<td>Noureddine Trigui</td>
</tr>
<tr>
<td>Last Updated By:</td>
<td>Noureddine Trigui</td>
</tr>
<tr>
<td>Date Created:</td>
<td>March 1, 2004</td>
</tr>
<tr>
<td>Date Last Updated:</td>
<td>July 30, 2004</td>
</tr>
<tr>
<td>Actors:</td>
<td>User from the personnel section</td>
</tr>
<tr>
<td>Description:</td>
<td>This use case describes the events of personnel section for creating a record related to the absence of an employee. Absence can be classified as justified or not justified.</td>
</tr>
<tr>
<td>Preconditions:</td>
<td>1. User is registered as a user from the personnel section allowed to create the information related to the employee absence.</td>
</tr>
</tbody>
</table>
| Post conditions: | 1. User authenticated and role applied  
1.a User not logged in  
2. Action logged |
| Normal Flow: | 1.**0 Create employee attendance record**  
1. User chooses the employee attendance form.  
2. System displays the chosen form.  
3. User chooses add button.  
4. System verifies authorization for the user to add attendance information.  
5. User enters information related to the days of absence.  
6. System controls information and adds them to the database in order to be taken in consideration when calculating the employee pay. |
| Exceptions: | 1.**0.E.1 Option System is not available now** (at step 1)  
1. System informs user that this option is not available.  
2a. User cancels request.  
2b. System terminates use case.  
3a. User requests to select another option.  
3b. System restarts use case.  
1.**0.E.2 Check user Identification information** (at step 4)  
1. System informs user that he is not allowed to do this operation.  
2. User chooses another action.  
1.**0.E.3 Can’t Store information** (at step 6)  
1. System informs user that the database is not available now and information is not stored. |
<p>| Includes: | None |
| Priority: | High |
| Special Requirements: | 1. User from the personnel section shall be able to cancel the request at any time prior to confirming the request. |</p>
<table>
<thead>
<tr>
<th>Use Case ID:</th>
<th>5</th>
</tr>
</thead>
<tbody>
<tr>
<td>Use Case Name:</td>
<td>Create employee leave process</td>
</tr>
<tr>
<td>Created By:</td>
<td>Noureddine Trigui</td>
</tr>
<tr>
<td>Created By:</td>
<td>Noureddine Trigui</td>
</tr>
<tr>
<td>Date Created:</td>
<td>March 1, 2004</td>
</tr>
<tr>
<td>Date Created:</td>
<td>July 30, 2004</td>
</tr>
<tr>
<td>Actors:</td>
<td>User from personnel section</td>
</tr>
<tr>
<td>Description:</td>
<td>This use case describes the events of personnel section for creating a record for the vacation of an employee. There are many types of vacation: Normal vacation, exceptional vacation, sickness vacation, vacation without salary, vacation for new born.</td>
</tr>
<tr>
<td>Preconditions:</td>
<td>1. User is registered as a user from the personnel section allowed to create the information related to the employee vacation.</td>
</tr>
<tr>
<td>Post conditions:</td>
<td>1. User authenticated and role applied  1.a User not logged in  2. Action logged</td>
</tr>
<tr>
<td>Normal Flow:</td>
<td><strong>1.0 Create employee vacations record</strong>  1. User chooses the employee leave process form.  2. System displays the chosen form.  3. User chooses add button.  4. System verifies authorization for the user to add vacation information.  5. User enters information related to type of vacation and the number of vacation days in order to be taken in consideration when calculating the pay.  6. System controls information and adds them to the database.</td>
</tr>
<tr>
<td>Exceptions:</td>
<td><strong>1.0.E.1 Option System is not available now</strong> (at step 1)  1. System informs user that this option is not available.  2a. User cancels request.  2b. System terminates use case.  3a. User requests to select another option.  3b. System restarts use case.  <strong>1.0.E.2 Check user Identification information</strong> (at step 4)  1. System informs user that he is not allowed to create information related to the employee vacations.  2. User chooses another action.  <strong>1.0.E.3 Can’t Store information</strong> (at step 6)  1. System informs user that the database is not available now and information is not stored.</td>
</tr>
<tr>
<td>Includes:</td>
<td>None</td>
</tr>
<tr>
<td>Priority:</td>
<td>High</td>
</tr>
<tr>
<td>Special Requirements:</td>
<td>1. User from the personnel section shall be able to cancel the request at any time prior to confirming the request.</td>
</tr>
<tr>
<td>Use Case ID:</td>
<td>6</td>
</tr>
<tr>
<td>-------------</td>
<td>---</td>
</tr>
<tr>
<td>Use Case Name:</td>
<td>Create employee traveling record</td>
</tr>
<tr>
<td>Created By:</td>
<td>Noureddine Trigui</td>
</tr>
<tr>
<td>Date Created:</td>
<td>March 1, 2004</td>
</tr>
<tr>
<td>Created By:</td>
<td>Noureddine Trigui</td>
</tr>
<tr>
<td>Date Created:</td>
<td>July 30, 2004</td>
</tr>
<tr>
<td>Actors:</td>
<td>User from personnel and training section</td>
</tr>
<tr>
<td>Description:</td>
<td>This use case describes the events of personnel section for creating a record containing the necessary information for the payment of the traveling realized by an employee during his actual month.</td>
</tr>
<tr>
<td>Preconditions:</td>
<td>1. User is registered as a user from the personnel or training section allowed to update the information related to the employee traveling.</td>
</tr>
<tr>
<td>Post conditions:</td>
<td>1. User authenticated and role applied</td>
</tr>
<tr>
<td></td>
<td>1.a User not logged in</td>
</tr>
<tr>
<td></td>
<td>2. Action logged</td>
</tr>
<tr>
<td>Normal Flow:</td>
<td>1.0 Create employee traveling record</td>
</tr>
<tr>
<td></td>
<td>1. User chooses the employee traveling form.</td>
</tr>
<tr>
<td></td>
<td>2. System displays the chosen form.</td>
</tr>
<tr>
<td></td>
<td>3. User chooses the add button.</td>
</tr>
<tr>
<td></td>
<td>4. System verifies authorization for the user to add traveling information.</td>
</tr>
<tr>
<td></td>
<td>5. User enters information related to the traveling.</td>
</tr>
<tr>
<td></td>
<td>6. System controls information and adds the to the database.</td>
</tr>
<tr>
<td>Exceptions:</td>
<td>1.0.E.1 Option System is not available now (at step 1)</td>
</tr>
<tr>
<td></td>
<td>1. System informs user that this option is not available.</td>
</tr>
<tr>
<td></td>
<td>2a. User cancels request.</td>
</tr>
<tr>
<td></td>
<td>2b. System terminates use case.</td>
</tr>
<tr>
<td></td>
<td>3a. User requests to select another option.</td>
</tr>
<tr>
<td></td>
<td>3b. System restarts use case.</td>
</tr>
<tr>
<td></td>
<td>1.0.E.2 Check user Identification information (at step 4)</td>
</tr>
<tr>
<td></td>
<td>1. System informs user that he is not allowed to create information related to the employee traveling record.</td>
</tr>
<tr>
<td></td>
<td>2. User chooses another action.</td>
</tr>
<tr>
<td></td>
<td>1.0.E.3 Can’t Store information (at step 6)</td>
</tr>
<tr>
<td></td>
<td>1. System informs user that the database is not available now and information is not stored.</td>
</tr>
<tr>
<td>Includes:</td>
<td>None</td>
</tr>
<tr>
<td>Priority:</td>
<td>High</td>
</tr>
<tr>
<td>Special Requirements:</td>
<td>1. User from the personnel or training section shall be able to cancel the request at any time prior to confirming the request.</td>
</tr>
<tr>
<td>Use Case ID:</td>
<td>7</td>
</tr>
<tr>
<td>-------------</td>
<td>---</td>
</tr>
<tr>
<td>Use Case Name:</td>
<td><strong>Update employee supplementary hours record</strong></td>
</tr>
<tr>
<td>Created By:</td>
<td>Noureddine Trigui</td>
</tr>
<tr>
<td>Created By:</td>
<td>Noureddine Trigui</td>
</tr>
<tr>
<td>Date Created:</td>
<td>March 1, 2004</td>
</tr>
<tr>
<td>Date Created:</td>
<td>July 30, 2004</td>
</tr>
<tr>
<td>Actors:</td>
<td>User from personnel and training section</td>
</tr>
<tr>
<td>Description:</td>
<td>This use case describes the events of personnel section for updating a record for the supplementary hour record. Every employee has a maximum number of supplementary hours by month. The amount of money allowed to one supplementary hours depend on the rank and the category of the employee.</td>
</tr>
<tr>
<td>Preconditions:</td>
<td>1. User is registered as a user from the personnel or training section allowed to update the information related to the employee traveling.</td>
</tr>
<tr>
<td>Post conditions:</td>
<td>1. User authenticated and role applied</td>
</tr>
<tr>
<td>Post conditions:</td>
<td>1.a User not logged in</td>
</tr>
<tr>
<td>Post conditions:</td>
<td>2. Action logged</td>
</tr>
<tr>
<td>Normal Flow:</td>
<td><strong>1.0 Update employee supplementary hours record</strong></td>
</tr>
<tr>
<td>Normal Flow:</td>
<td>1. User chooses the employee supplementary hours form.</td>
</tr>
<tr>
<td>Normal Flow:</td>
<td>2. System displays the chosen form.</td>
</tr>
<tr>
<td>Normal Flow:</td>
<td>3. User chooses the select button.</td>
</tr>
<tr>
<td>Normal Flow:</td>
<td>4. System displays the criteria of selection form.</td>
</tr>
<tr>
<td>Normal Flow:</td>
<td>5. User enters information related to the record to be updated.</td>
</tr>
<tr>
<td>Normal Flow:</td>
<td>6. User pushes the execute search button.</td>
</tr>
<tr>
<td>Normal Flow:</td>
<td>7. System displays information that satisfies the criteria specified.</td>
</tr>
<tr>
<td>Normal Flow:</td>
<td>10. User presses the update button.</td>
</tr>
<tr>
<td>Normal Flow:</td>
<td>11. System verifies authorization for the user to update information.</td>
</tr>
<tr>
<td>Normal Flow:</td>
<td>12. System controls information and updates the database.</td>
</tr>
<tr>
<td>Exceptions:</td>
<td><strong>1.0.E.1 Option System is not available now</strong> (at step 1)</td>
</tr>
<tr>
<td>Exceptions:</td>
<td>1. System informs user that this option is not available.</td>
</tr>
<tr>
<td>Exceptions:</td>
<td>2a. User cancels request.</td>
</tr>
<tr>
<td>Exceptions:</td>
<td>2b. System terminates use case.</td>
</tr>
<tr>
<td>Exceptions:</td>
<td>3a. User requests to select another option.</td>
</tr>
<tr>
<td>Exceptions:</td>
<td>3b. System restarts use case.</td>
</tr>
<tr>
<td>Exceptions:</td>
<td><strong>1.0.E.2 Check user Identification information</strong> (at step 11)</td>
</tr>
<tr>
<td>Exceptions:</td>
<td>1. System informs user that he is not allowed to update information related to the employee supplementary hours.</td>
</tr>
<tr>
<td>Exceptions:</td>
<td>2. User chooses another action.</td>
</tr>
<tr>
<td>Exceptions:</td>
<td><strong>1.0.E.3 Can’t Store information</strong> (at step 12)</td>
</tr>
<tr>
<td>Exceptions:</td>
<td>1. System informs user that the database is not available now and information is not stored.</td>
</tr>
<tr>
<td>Includes:</td>
<td>None</td>
</tr>
<tr>
<td>Priority:</td>
<td>High</td>
</tr>
<tr>
<td>Special Requirements:</td>
<td>1. User from the personnel or training section shall be able to cancel the request at any time prior to confirming the request.</td>
</tr>
</tbody>
</table>
Use Case ID: 8
Use Case Name: Update employee production bonus record
Created By: Noureddine Trigui Created By: Noureddine Trigui
Date Created: March 1, 2004 Date Created: July 30, 2004
Actors: User from personnel and training section
Description: This use case describes the events of personnel or training section updating the information related to the production bonuses. The production bonuses are calculated once every 3 months.
Preconditions: 1. User is registered as a user from the personnel or training section allowed to update the information related to the employee traveling.
Post conditions: 1. User authenticated and role applied
   1.a User not logged in
   2. Action logged
Normal Flow: 1.0 Update employee production bonus record
   1. User chooses the employee production bonus form.
   2. System displays the chosen form.
   3. User chooses the select button.
   4. System displays the criteria of selection form.
   5. User enters information related to the record to be updated.
   6. User pushes the execute search button.
   7. System displays information that satisfies the criteria specified.
   8. User starts updating information.
   9. System controls the entered information.
  10. User presses the update button.
  11. System verifies authorization for the user to update information.
  12. System controls information and updates the database.
Exceptions:
  1.0.E.1 Option System is not available now (at step 1)
  1. System informs user that this option is not available.
  2a. User cancels request.
  2b. System terminates use case.
  3a. User requests to select another option.
  3b. System restarts use case.
  1.0.E.2 Check user Identification information (at step 11)
  1. System informs user that he is not allowed to update information related to the employee production bonus.
  2. User chooses another action.
  1.0.E.3 Can’t Store information (at step 12)
  1. System informs user that the database is not available now and information is not stored.
Includes: None
Priority: High
Special Requirements: 1. User from the personnel or training section shall be able to cancel the request at any time prior to confirming the request.
<table>
<thead>
<tr>
<th>Use Case ID:</th>
<th>9</th>
</tr>
</thead>
<tbody>
<tr>
<td>Use Case Name:</td>
<td>Update employee detach record</td>
</tr>
<tr>
<td>Created By:</td>
<td>Noureddine Trigui</td>
</tr>
<tr>
<td>Date Created:</td>
<td>March 1, 2004</td>
</tr>
<tr>
<td>Actors:</td>
<td>User from personnel section</td>
</tr>
<tr>
<td>Description:</td>
<td>This use case describes the events of personnel section for updating a record related to the employee-detach record. The detach can be in another organization or in another department of the same organization.</td>
</tr>
<tr>
<td>Preconditions:</td>
<td>1. User is registered as a user from the personnel section allowed to update the information related to the employee detach.</td>
</tr>
<tr>
<td>Post conditions:</td>
<td>1. User authenticated and role applied</td>
</tr>
<tr>
<td></td>
<td>1.a User not logged in</td>
</tr>
<tr>
<td></td>
<td>2. Action logged</td>
</tr>
<tr>
<td>Normal Flow:</td>
<td>1.0 Update employee detach record</td>
</tr>
<tr>
<td></td>
<td>1. User chooses the employee detach form.</td>
</tr>
<tr>
<td></td>
<td>2. System displays the chosen form.</td>
</tr>
<tr>
<td></td>
<td>3. User chooses the select button.</td>
</tr>
<tr>
<td></td>
<td>4. System displays the criteria of selection form.</td>
</tr>
<tr>
<td></td>
<td>5. User enters information related to the record to be updated.</td>
</tr>
<tr>
<td></td>
<td>6. User pushes the execute search button.</td>
</tr>
<tr>
<td></td>
<td>7. System displays information that satisfy the criteria specified.</td>
</tr>
<tr>
<td></td>
<td>8. User starts updating information.</td>
</tr>
<tr>
<td></td>
<td>9. System controls the entered information.</td>
</tr>
<tr>
<td></td>
<td>10. User presses the update button.</td>
</tr>
<tr>
<td></td>
<td>11. System verifies authorization for the user to update information.</td>
</tr>
<tr>
<td></td>
<td>12. System controls information and update the database.</td>
</tr>
<tr>
<td>Exceptions:</td>
<td>1.0.E.1 Option System is not available now (at step 1)</td>
</tr>
<tr>
<td></td>
<td>1. System informs user that this option is not available.</td>
</tr>
<tr>
<td></td>
<td>2a. User cancels request.</td>
</tr>
<tr>
<td></td>
<td>2b. System terminates use case.</td>
</tr>
<tr>
<td></td>
<td>3a. User requests to select another option.</td>
</tr>
<tr>
<td></td>
<td>3b. System restarts use case.</td>
</tr>
<tr>
<td></td>
<td>1.0.E.2 Check user Identification information (at step 11)</td>
</tr>
<tr>
<td></td>
<td>1. System informs user that he is not allowed to update information related to the employee.</td>
</tr>
<tr>
<td></td>
<td>2. User chooses another action.</td>
</tr>
<tr>
<td></td>
<td>1.0.E.3 Can’t Store information (at step 12)</td>
</tr>
<tr>
<td></td>
<td>1. System informs user that the database is not available now and information is not stored.</td>
</tr>
<tr>
<td>Includes:</td>
<td>None</td>
</tr>
<tr>
<td>Priority:</td>
<td>High</td>
</tr>
<tr>
<td>Special Requirements:</td>
<td>1. User from the personnel section shall be able to cancel the request at any time prior to confirming the request.</td>
</tr>
<tr>
<td>Use Case ID:</td>
<td>10</td>
</tr>
<tr>
<td>-------------</td>
<td>----</td>
</tr>
<tr>
<td>Use Case Name:</td>
<td><strong>Search employee resignation record</strong></td>
</tr>
<tr>
<td>Created By:</td>
<td>Noureddine Trigui</td>
</tr>
<tr>
<td>Date Created:</td>
<td>March 1, 2004</td>
</tr>
<tr>
<td>Actors:</td>
<td>User from personnel and training section.</td>
</tr>
<tr>
<td>Description:</td>
<td>This use case describes the events of personnel section for searching a record related to resignation of an employee.</td>
</tr>
<tr>
<td>Preconditions:</td>
<td>1. User is registered as a user from the personnel or training section allowed to search the information related to the employee traveling.</td>
</tr>
</tbody>
</table>
| Post conditions: | 1. User authenticated and role applied  
2.a User not logged in  
2. Action logged |
| Normal Flow: | **1.0 Search employee resignation record**  
1. User chooses the employee resignation form.  
2. System displays the chosen form.  
3. User chooses the select button.  
4. System displays the criteria of selection form.  
5. User enters information related to the record to be selected.  
6. User pushes the execute search button.  
7. System displays information that satisfies the criteria specified. |
| Exceptions: | **1.0.E.1 Option System is not available now** (at step 1)  
1. System informs user that this option is not available.  
2a. User cancels request.  
2b. System terminates use case.  
3a. User requests to select another option.  
3b. System restarts use case.  
**1.0.E.3 Can’t Find information** (at step 7)  
1. System informs user that the database is not available now and information is not stored. |
<p>| Includes: | None |
| Priority: | High |
| Special Requirements: | 1. User from the personnel section shall be able to cancel the request at any time prior to confirming the request. |</p>
<table>
<thead>
<tr>
<th>Use Case ID:</th>
<th>11</th>
</tr>
</thead>
<tbody>
<tr>
<td>Use Case Name:</td>
<td>Search employee disciplinary sanction record</td>
</tr>
<tr>
<td>Created By:</td>
<td>Noureddine Trigui</td>
</tr>
<tr>
<td>Date Created:</td>
<td>March 1, 2004</td>
</tr>
<tr>
<td>Actors:</td>
<td>User from personnel and training section</td>
</tr>
<tr>
<td>Description:</td>
<td>This use case describes the events of personnel section for searching a record related to the disciplinary acts.</td>
</tr>
<tr>
<td>Preconditions:</td>
<td>1. User is registered as allowed to search the information related to the employee disciplinary sanction.</td>
</tr>
</tbody>
</table>
| Post conditions: | 1. User authenticated and role applied  
2a. User not logged in  
2. Action logged |
| Normal Flow: | **1.0 Search employee disciplinary sanction record**  
1. User chooses the employee disciplinary form.  
2. System displays the chosen form.  
3. User chooses the select button.  
4. System displays the criteria of selection form.  
5. User enters information related to the record to be selected.  
6. User pushes the execute search button.  
7. System displays information that satisfy the criteria specified. |
| Exceptions: | **1.0.E.1 Option System is not available now** (at step 1)  
1. System informs user that this option is not available  
2a. User cancels request.  
2b. System terminates use case.  
3a. User requests to select another option.  
3b. System restarts use case.  
**1.0.E.3 Can’t find information** (at step 7)  
1. System informs user that the database is not available now and information is not stored. |
<p>| Includes: | None |
| Priority: | High |
| Special Requirements: | 1. User from the personnel section shall be able to cancel the request at any time prior to confirming the request. |</p>
<table>
<thead>
<tr>
<th>Use Case ID:</th>
<th>12</th>
</tr>
</thead>
<tbody>
<tr>
<td>Use Case Name:</td>
<td>Search employee promotion record</td>
</tr>
<tr>
<td>Created By:</td>
<td>Noureddine Trigui</td>
</tr>
<tr>
<td>Created By:</td>
<td>Noureddine Trigui</td>
</tr>
<tr>
<td>Date Created:</td>
<td>March 1, 2004</td>
</tr>
<tr>
<td>Date Created:</td>
<td>July 30, 2004</td>
</tr>
<tr>
<td>Actors:</td>
<td>User from personnel and training section</td>
</tr>
<tr>
<td>Description:</td>
<td>This use case describes the events of personnel section for searching a record related to the promotion of an employee. An employee promotion must satisfy some conditions. There are two type of promotion: rank promotion and category promotion. Each one has an effect on the pay components.</td>
</tr>
<tr>
<td>Preconditions:</td>
<td>1. User is registered as allowed to search the information related to the employee promotion.</td>
</tr>
<tr>
<td>Post conditions:</td>
<td>1. User authenticated and role applied</td>
</tr>
<tr>
<td>1.a</td>
<td>User not logged in</td>
</tr>
<tr>
<td>2.</td>
<td>Action logged</td>
</tr>
<tr>
<td>Normal Flow:</td>
<td>1.0 Search employee promotion record</td>
</tr>
<tr>
<td>1.</td>
<td>User chooses the employee disciplinary form.</td>
</tr>
<tr>
<td>2.</td>
<td>System displays the chosen form.</td>
</tr>
<tr>
<td>3.</td>
<td>User chooses the select button.</td>
</tr>
<tr>
<td>4.</td>
<td>System displays the criteria of selection form.</td>
</tr>
<tr>
<td>5.</td>
<td>User enters information related to the record to be selected.</td>
</tr>
<tr>
<td>6.</td>
<td>User pushes the execute search button.</td>
</tr>
<tr>
<td>7.</td>
<td>System displays information that satisfies the criteria specified.</td>
</tr>
<tr>
<td>Exceptions:</td>
<td>1.0.E.1 Option System is not available now (at step 1)</td>
</tr>
<tr>
<td>1.</td>
<td>System informs user that this option is not available.</td>
</tr>
<tr>
<td>2a.</td>
<td>User cancels request.</td>
</tr>
<tr>
<td>2b.</td>
<td>System terminates use case.</td>
</tr>
<tr>
<td>3a.</td>
<td>User requests to select another option.</td>
</tr>
<tr>
<td>3b.</td>
<td>System restarts use case.</td>
</tr>
<tr>
<td>1.0.E.3 Can’t find information (at step 7)</td>
<td>1. System informs user that the database is not available now and information is not stored.</td>
</tr>
<tr>
<td>Includes:</td>
<td>None</td>
</tr>
<tr>
<td>Priority:</td>
<td>High</td>
</tr>
<tr>
<td>Special Requirements:</td>
<td>1. User from the personnel section shall be able to cancel the request at any time prior to confirming the request.</td>
</tr>
<tr>
<td>Use Case ID:</td>
<td>13</td>
</tr>
<tr>
<td>---------------</td>
<td>----</td>
</tr>
<tr>
<td>Use Case Name:</td>
<td>Search employee retirement or death record</td>
</tr>
<tr>
<td>Created By:</td>
<td>Noureddine Trigui</td>
</tr>
<tr>
<td>Date Created:</td>
<td>March 1, 2004</td>
</tr>
<tr>
<td>Actors:</td>
<td>User from personnel and training section</td>
</tr>
<tr>
<td>Description:</td>
<td>This use case describes the events of personnel section for searching a record for the retirement and a record when the employee is dead. Those records have an effect on the pay component.</td>
</tr>
<tr>
<td>Preconditions:</td>
<td>1. User is registered as allowed to search the information related to the employee retirement or death.</td>
</tr>
</tbody>
</table>
| Post conditions: | 1. User authenticated and role applied.  
|                 | 1.a User not logged in.  
|                 | 2. Action logged. |
| Normal Flow:   | **1.0 Search employee retirement or death record**    |
|                | 1. User chooses the employee disciplinary form.  
|                | 2. System displays the chosen form.  
|                | 3. User chooses the select button.  
|                | 4. System displays the criteria of selection form.  
|                | 5. User enters information related to the record to be selected.  
|                | 6. User pushes the execute search button.  
|                | 7. System displays information that satisfies the criteria specified. |
| Exceptions:   | **1.0.E.1 Option System is not available now** (at step 1)    |
|                | 1. System informs user that this option is not available.  
|                | 2a. User cancels request.  
|                | 2b. System terminates use case.  
|                | 3a. User requests to select another option.  
<p>|                | 3b. System restarts use case. |
|                | <strong>1.0.E.3 Can’t find information</strong> (at step 7)  |
|                | 1. System informs user that the database is not available now and information is not stored. |
| Includes:      | None |
| Priority:      | High |
| Special Requirements: | 1. User from the personnel section shall be able to cancel the request at any time prior to confirming the request. |</p>
<table>
<thead>
<tr>
<th>Use Case ID:</th>
<th>14</th>
</tr>
</thead>
<tbody>
<tr>
<td>Use Case Name:</td>
<td><strong>Delete employee educational record</strong></td>
</tr>
<tr>
<td>Created By:</td>
<td>Noureddine Trigui</td>
</tr>
<tr>
<td>Created By:</td>
<td>Noureddine Trigui</td>
</tr>
<tr>
<td>Date Created:</td>
<td>March 1, 2004</td>
</tr>
<tr>
<td>Date Created:</td>
<td>July 30, 2004</td>
</tr>
<tr>
<td>Actors:</td>
<td>User from personnel and training section</td>
</tr>
<tr>
<td>Description:</td>
<td>This use case describes the events of personnel section for deleting a record containing the different training section that an employee had attended. The training section can be organized in an internal department or external organization.</td>
</tr>
<tr>
<td>Preconditions:</td>
<td>1. User is registered as allowed to delete the information related to the employee educational record.</td>
</tr>
</tbody>
</table>
| Post conditions: | 1. User authenticated and role applied.  
1.a User not logged in.  
2. Action logged. |
| Normal Flow: | **1.0 Delete employee educational record**  
1. User chooses the employee education form.  
2. System displays the chosen form.  
3. User chooses the select button.  
4. System displays the criteria of selection form.  
5. User enters information related to the record to be deleted.  
6. User pushes the execute search button.  
7. System displays information that satisfies the criteria specified.  
8. User presses the delete button.  
9. System verifies authorization for the user to delete information.  
10. System controls information and updates the database. |
| Exceptions: | **1.0.E.1 Option System is not available now** (at step 1)  
1. System informs user that this option is not available.  
2a. User cancels request.  
2b. System terminates use case.  
3a. User requests to select another option.  
3b. System restarts use case. |
| **1.0.E.2 Check user Identification information** (at step 9)  
1. System informs user that he is not allowed to delete information related to the employee.  
2. User chooses another action. |
| **1.0.E.3 Can’t Store information** (at step 10)  
1. System informs user that the database is not available now and information is not stored. |
<p>| Includes: | None |
| Priority: | High |
| Special Requirements: | 1. User from the personnel section shall be able to cancel the request at any time prior to confirming the request. |</p>
<table>
<thead>
<tr>
<th>Use Case ID:</th>
<th>15</th>
</tr>
</thead>
<tbody>
<tr>
<td>Use Case Name:</td>
<td><strong>Process Pay calculation</strong></td>
</tr>
<tr>
<td>Created By:</td>
<td>Noureddine Trigui</td>
</tr>
<tr>
<td>Date Created:</td>
<td>March 1, 2004</td>
</tr>
<tr>
<td>Actors:</td>
<td>User from personnel and training section</td>
</tr>
</tbody>
</table>

**Description:**
This use case describes the events of personnel section for creating a record for grouping all the component and necessary information to calculate pay salary of an employee. The pay calculation is executed every month, and should be started by the second week of the actual month.

**Preconditions:**
1. User is registered as allowed to create the information related to the employee pay calculation.

**Post conditions:**
1. User authenticated and role applied
   1.a User not logged in
   2. Action logged

**Normal Flow:**
1.0 **Process Pay calculation**
1. User chooses the process pay calculation form.
2. System displays the chosen form.
3. User chooses create button.
4. System verifies authorization for the user to process the pay calculation.
5. User enters information related to the pay calculation.
6. System controls information and adds them to the database.

**Exceptions:**
1.0.E.1 **Option System is not available now** (at step 1)
1. System informs user that this option is not available.
   2a. User cancels request.
   2b. System terminates use case.
3a. User requests to select another option.
3b. System restarts use case.

1.0.E.2 **Check user Identification information** (at step 4)
1. System informs user that he is not allowed to process pay calculation.
2. User chooses another action.

1.0.E.3 **Can’t Store information** (at step 6)
1. System informs user that the database is not available now and information is not stored.

**Includes:** None

**Priority:** High

**Special Requirements:**
1. User from the personnel section shall be able to cancel the request at any time prior to confirming the request.
APPENDIX D. HUMAN RESOURCE MANAGEMENT SOURCE CODE

//DV1xC00005
unit maingrh;
interface
uses
SysUtils, WinTypes, WinProcs, Messages, Classes, Graphics, Controls,
Forms, Dialogs, Menus, connect,ExtCtrls, DBCtrls,
StdCtrls, Buttons, DB, DBtables, EiniFile, Quickrpt,
Grids, DBGrids, DdeMan, Entite, ToolWin, ComCtrls, Tabs, OleCtrls,
qrexta;
//Crystal_TLB;
type
Tfrm_maingrh = class(TForm)
Printsetup: TPrintDialog;
Texport: TTable;
BatchMove: TBatchMove;
BarreEtat: TPanel;
Bevel2: TBevel;
Bevel4: TBevel;
nbr_rech: TLabel;
DataL: TDatabase;
Qrech: TQuery;
Qupdate: TQuery;
Qupdatemax: TIntegerField;
QcountDetail: TQuery;
QMaxNO: TQuery;
DSMaxNO: TDataSource;
bib_DBNavigator: TDBNavigator;
bib_DBNavigator3: TDBNavigator;
bib_DBNavigator2: TDBNavigator;
bib_DBNavigator1: TDBNavigator;
ToolBar1: TToolBar;
Panel1: TPanel;
Label2: TLabel;
Panel2: TPanel;
Qseltable: TQuery;
BTNnouv: TSpeedButton;
BTNsupp: TSpeedButton;
BTNannul: TSpeedButton;
BiB_construire: TSpeedButton;
BiB_vider: TSpeedButton;
BiB_ecran: TSpeedButton;
BiB_annul: TSpeedButton;
BTNsaiss: TSpeedButton;
BTNlist: TSpeedButton;
BTNsel: TSpeedButton;
Panel4: TPanel;
Panel5: TPanel;
DSFPROJET: TDataSource;
FPROJET: TTable;
FPROJETcode_prj: TStringField;
procedure FormCreate(Sender: TObject);
//FV2xC00013
procedure activerConnect(enable : boolean);
procedure activerEdition(enable : boolean);
procedure FormClose(Sender: TObject; var Action: TCloseAction);
procedure BiB_construireClick(Sender: TObject);
procedure bib_DBNavigatorClick(Sender: TObject; Button: TNavigateBtn);
procedure BTNnouvClick(Sender: TObject);
procedure BTNsuppClick(Sender: TObject);
procedure BTNmodfClick(Sender: TObject);
procedure BTNvalidClick(Sender: TObject);
procedure BTNannulClick(Sender: TObject);
procedure BTN_SEPremierClick(Sender: TObject);
procedure BTN_SEPrecedentClick(Sender: TObject);
procedure BTN_SESuivantClick(Sender: TObject);
procedure BTN_SEDernierClick(Sender: TObject);
procedure BTNcouperClick(Sender: TObject);
procedure BTNcopierClick(Sender: TObject);
procedure BTNcollerClick(Sender: TObject);
procedure BTNsaisClick(Sender: TObject);
procedure BTNlistClick(Sender: TObject);
procedure BTNselClick(Sender: TObject);
procedure BiB_ecranClick(Sender: TObject);
private
  FReport : TQuickRep;
  procedure SetReport(Value : TQuickRep);
public
end;
const
  //
  C_PERSONNE  =1;
  C_COMPOS =2;
  C_ENFANT =3;
  C_DETACHE =4;
  C_DEMISSION =5;
  C_RTRDEC =6;
  C_SANCTION =7;
  C_PROMOTION =8;
  C_OUVPERM =9;
  C_OUVCHANT =10;
  C_ORGFORM =11;
  C_CATGRAD =12;
  C_CATEGNIV =13;
  C_COMPPER =14;
  C_ABSENCE =15;
  C_CONGES =16;
  C_DEPLACEMENT =17;
  C_HEURSUP =18;
  C_FICHNOT =19;
  C_LIGNOTE =20;
  C_CATCAD =21;
  C_CATFON =22;
  C_COMPFONC =23;
  C_comcatcad =24;
var
frmAingrh : Tfrm_maingrh;

procedure Tfrm_maingrh.SetReport(Value : TQuickRep);
begin
FReport:=Value;
end;

procedure Tfrm_maingrh.mnu_FSConnecterClick(Sender: TObject);
begin
Application.CreateForm(Tfrm_connect,frm_connect);
frm_connect.ShowModal;
end;

procedure Tfrm_maingrh.mnu_FSDeconnecterClick(Sender: TObject);
begin
frm_maingrh.dataL.connected:=false;
activerConnect(False);
end;

procedure Tfrm_maingrh.mnu_FConfigurationClick(Sender: TObject);
begin
printsetup.execute;
procedure Tfrm_maingrh.mnu_FQuitterClick(Sender: TObject);
begin
  application.terminate;
end;

procedure Tfrm_maingrh.mnu_ECopierClick(Sender: TObject);
begin
  if ActiveMdiChild.activecontrol is TDBEdit then
    TDBEdit(ActiveMdiChild.activecontrol).CopyToClipboard;
  if ActiveMdiChild.activecontrol is TEdit then
    TEdit(ActiveMdiChild.activecontrol).CopyToClipboard;
end;

procedure Tfrm_maingrh.mnu_ECollerClick(Sender: TObject);
begin
  if ActiveMdiChild.activecontrol is TDBEdit then
    TDBEdit(ActiveMdiChild.activecontrol).PasteFromClipboard;
  if ActiveMdiChild.activecontrol is TEdit then
    TEdit(ActiveMdiChild.activecontrol).PasteFromClipboard;
end;

procedure Tfrm_maingrh.mnu_ECouperClick(Sender: TObject);
begin
  if ActiveMdiChild.activecontrol is TDBEdit then
    TDBEdit(ActiveMdiChild.activecontrol).CutToClipboard;
  if ActiveMdiChild.activecontrol is TEdit then
    TEdit(ActiveMdiChild.activecontrol).CutToClipboard;
end;

procedure Tfrm_maingrh.bib_transfererClick(Sender: TObject);
begin
  if bib_DBNavigator2.datasource<>Nil then
    bib_DBNavigator2.BtnClick(Nbrefresh);
end;

procedure Tfrm_maingrh.BiB_viderClick(Sender: TObject);
begin
  clear_rech;
end;

procedure Tfrm_maingrh.mnu_AIndexClick(Sender: TObject);
begin
  Application.HelpCommand(HELP_CONTENTS,0);
end;

procedure Tfrm_maingrh.mnu_ARechClick(Sender: TObject);
begin
  Application.HelpCommand(HELP_HELPONHELP,0);
end;

procedure Tfrm_maingrh.mnu_AproposClick(Sender: TObject);
begin
  frm_about.showmodal
procedure Tfrm_maingrh.activerEdition(enable : boolean);
begin
with frm_maingrh do
begin
  mnu_Ecouper.enabled:=enable;
  mnu_Ecoller.enabled:=enable;
  mnu_Ecopier.enabled:=enable;
end;
end;

procedure Tfrm_maingrh.activerConnect(enable : boolean);
begin
with frm_maingrh do
begin
  mnu_FSConnecter.enabled:=not enable;
  mnu_Fimprimer.enabled:=enable;
  mnu_Fapercu.enabled:=enable;
  mnu_Edition.visible:=enable;
end;
end;

procedure Tfrm_maingrh.FormCreate(Sender: TObject);
var v_jour, v_mois, v_annee:word;
begin
  Lire_ini;
  application.BiDiKeyboard:='00001c01';
  application.nonBiDiKeyboard:='0000040c';
  glb_cod_com_bas:='0001';
  frm_maingrh.DBgrh.DerRech := 0;
  frm_maingrh.DBgrh.DerForm := 0;
  frm_maingrh.DBgrh.Derlisting:=0;
  Res_rech:=false;
  nu_table:=1;
  decodedate(date, v_annee, v_mois, v_jour);
  Glb_annee:=inttostr(v_annee);
  if v_mois<10
    then Glb_mois:='0'+inttostr(v_mois)
  else Glb_mois:=inttostr(v_mois);
  Glb_jour:=inttostr(v_jour);
  glb_date:=datetostr(date);
  Barre_etat;
end;

procedure Tfrm_maingrh.FormClose(Sender: TObject;
var Action: TCloseAction);
begin
  frm_maingrh.dataL.connected:=false;
  frm_maingrh.dataD.connected:=false;
  activerConnect(False);
end;

procedure Tfrm_maingrh.BiB_construireClick(Sender: TObject);
begin
  if frm_maingrh.DBgrh.DerForm > 0 then
    construire;
  begin
    if frm_maingrh.nbr_rech.Caption='0'
      then
        construire;
    if
MessageDlg('No record can respond to the criteria! ',
   mtInformation, [mbYes], 0);
  naviguer;
  if frm_mairgh nbr_rech Caption='1' then BTN saisClick(BTN sais)
  else
    if frm_mairgh nbr_rech Caption>'1' then BTN listClick(BTN list)
    else
      BTN selClick(BTN sel);
  end;
end;

procedure Tfrm_mairgh.bib_DBNavigatorClick(Sender: TObject;
  Button: TNavigateBtn);
begin
  case Button of
    nbfirst : begin
      BTN_Sepremier.enabled:=false;
      BTN_Sepprecedent.enabled:=false;
      BTN_Sesuivant.enabled:=true;
      BTN_Sekdernier.enabled:=true;
      end;
    nblast : begin
      BTN_Sepremier.enabled:=true;
      BTN_Sepprecedent.enabled:=true;
      BTN_Sesuivant.enabled:=false;
      BTN_Sekdernier.enabled:=false;
      end;
    nbNext : begin
      BTN_Sepremier.enabled:=true;
      BTN_Sepprecedent.enabled:=true;
      BTN_Sesuivant.enabled:=true;
      BTN_Sekdernier.enabled:=true;
      end;
    nbPrior : begin
      BTN_Sepremier.enabled:=true;
      BTN_Sepprecedent.enabled:=true;
      BTN_Sesuivant.enabled:=true;
      BTN_Sekdernier.enabled:=true;
      end;
  end;
  naviguer;
end;

procedure Tfrm_mairgh.BTNnouvClick(Sender: TObject);
begin
  flag_insert:=0;
  if bib_dbnavigator1.datasource<>Nil then
    begin
      bib_dbnavigator1.BtnClick(Nbininsert);
    end;
end;

procedure Tfrm_mairgh.BTNsuppClick(Sender: TObject);
begin
  if bib_DBNavigator2.datasource<>Nil then
    begin
      bib_DBNavigator2.BtnClick(Nbdelete);
    end;
end;
procedure TForm_maingrh.BTNmodfClick(Sender: TObject);
begin
flag_insert:=0;
if bib_DBNavigator3.datasource<>Nil then
begin
bib_DBNavigator3.BtnClick(Nbedit);
end;
end;
procedure TForm_maingrh.BTNvalidClick(Sender: TObject);
begin
if bib_DBNavigator3.datasource<>Nil then
if (bib_DBNavigator3.datasource.dataset.state=dsInsert) or
   (bib_DBNavigator3.datasource.dataset.state=dsEdit) then
   bib_DBNavigator3.BtnClick(Nbpost);
end;
procedure TForm_maingrh.BTNannulClick(Sender: TObject);
begin
if bib_DBNavigator3.datasource<>Nil then
if (bib_DBNavigator3.datasource.dataset.state=dsInsert) or
   (bib_DBNavigator3.datasource.dataset.state=dsEdit) then
   bib_DBNavigator3.BtnClick(Nbcancel);
end;
procedure TForm_maingrh.BTN_SEPremierClick(Sender: TObject);
begin
if bib_dbnavigator.datasource<>Nil then
begin
bib_dbnavigator.BtnClick(Nbfirst);
BTN_SEPrecedent.enabled:=false;
BTN_SEPremier.enabled:=false;
end;
end;
procedure TForm_maingrh.BTN_SEPrecedentClick(Sender: TObject);
begin
if bib_dbnavigator.datasource<>Nil then
begin
bib_dbnavigator.BtnClick(Nbprior);
if bib_dbnavigator.datasource.dataset.bof then
begin
   BTN_SEPrecedent.enabled:=false;
   BTN_SEPremier.enabled:=false;
   BTN_SESuivant.enabled:=true;
   BTN_SEDernier.enabled:=true;
end;
end;
end;
procedure TForm_maingrh.BTN_SESuivantClick(Sender: TObject);
begin
if bib_dbnavigator.datasource<>Nil then
begin
end;
bib_dbnavigator.BtnClick(Nbnext);
if bib_dbnavigator.datasource.dataset.eof then
begin
  BTN_SEPremier.enabled:=true;
  BTN_SEPrecedent.enabled:=true;
  BTN_SESuivant.enabled:=false;
  BTN_SEDernier.enabled:=false;
end;
end;

procedure Tfrm_maingrh.BTN_SEDernierClick(Sender: TObject);
begin
  if bib_dbnavigator.datasource<>Nil then
  begin
    bib_dbnavigator.BtnClick(Nblast);
    BTN_SEPremier.enabled:=true;
    BTN_SEPrecedent.enabled:=true;
    BTN_SESuivant.enabled:=false;
    BTN_SEDernier.enabled:=false;
  end;
end;

procedure Tfrm_maingrh.BTNcouperClick(Sender: TObject);
begin
  if ActiveMdiChild.activecontrol is TDBEdit then
  TDBEdit(ActiveMdiChild.activecontrol).cuttoclipboard;
  if ActiveMdiChild.activecontrol is TEdit then
  TEdit(ActiveMdiChild.activecontrol).cuttoclipboard;
end;

procedure Tfrm_maingrh.BTNcopierClick(Sender: TObject);
begin
  if ActiveMdiChild.activecontrol is TDBEdit then
  TDBEdit(ActiveMdiChild.activecontrol).CopyToClipboard;
  if ActiveMdiChild.activecontrol is TEdit then
  TEdit(ActiveMdiChild.activecontrol).CopyToClipboard;
end;

procedure Tfrm_maingrh.BTNcollerClick(Sender: TObject);
begin
  if ActiveMdiChild.activecontrol is TDBEdit then
  TDBEdit(ActiveMdiChild.activecontrol).Pastefromclipboard;
  if ActiveMdiChild.activecontrol is TEdit then
  TEdit(ActiveMdiChild.activecontrol).PastefromClipboard;
end;

procedure Tfrm_maingrh.BTNsaisClick(Sender: TObject);
begin
  with frm_maingrh do
  begin
    DBgrh.DerRech:= DBgrh.DerForm;
  end;
end;
case DBgrh.DerRech of
    C_PERSONNE : frm_PERSONNE.NBPERSONNE.PageIndex :=0;
    C_COMPOS : frm_COMPOS.NBCOMPOS.PageIndex :=0;
    C_ENFANT : frm_ENFANT.NBENFANT.PageIndex :=0;
    C_DETACHE : frm_DETACHE.NBDETACHE.PageIndex :=0;
    C_DEMISSION : frm_DEMISSION.NBDEMISSION.PageIndex :=0;
    C_CATEGNIV : frm_CATEGNIV.NBCATEGNIV.PageIndex :=0;
    C_RTRDEC : frm_RTRDEC.NBRTRDEC.PageIndex :=0;
    C_SANCTION : frm_SANCTION.NBSANCTION.PageIndex :=0;
    C_PROMOTION : frm_PROMOTION.NBPROMOTION.PageIndex :=0;
    C_OUVPERM : frm_OUVPERM.NBOUVPERM.PageIndex :=0;
    C_OUVCHANT : frm_OUVCHANT.NBOUVCHANT.PageIndex :=0;
    C_ORGFORM : frm_ORGFORM.NBORGFORM.PageIndex :=0;
    C_CATGRAD : frm_CATGRAD.NBCATGRAD.PageIndex :=0;
    C_COMPPER : frm_COMPPER.NBCOMPPER.PageIndex :=0;
    C_ABSENCE : frm_ABSENCE.NBABSENCE.PageIndex :=0;
    C_CONGES : frm_CONGES.NBCONGES.PageIndex :=0;
    C_DEPLACEMENT : frm_DEPLACEMENT.NBDEPLACEMENT.PageIndex :=0;
    C_HEURSUP : frm_HEURSUP.NBHEURSUP.PageIndex :=0;
    C_FICHNOT : frm_FICHNOT.NBFICHNOT.PageIndex :=0;
    C_CATCAD : frm_CATCAD.NBCATCAD.PageIndex :=0;
    C_CATFON : frm_CATFON.NBCATFON.PageIndex :=0;
    C_COMPFONC : frm_COMPFONC.NBCOMPFWNC.PageIndex :=0;
    C_LIGNOTE : frm_LIGNOTE.NBLIGNOTE.PageIndex :=0;
    C_COMCATCAD : frm_COMCATCAD.NBCOMCATCAD.PageIndex :=0;
    C_COMGRA : frm_COMGRA.NBCOMGRA.PageIndex :=0;
    C_COMPONCAD : frm_COMPONCAD.NBCOMPONCAD.PageIndex :=0;
    C_COMPDG : frm_COMPDG.NBCOMPDG.PageIndex :=0;
    C_FORMATION : frm_FORMATION.NBFORMATION.PageIndex :=0;
    C_REMFRAMED : frm_REMFRAMED.NBREMFRAMED.PageIndex :=0;
    C_INSCRIPTION : frm_INSCRIPTION.NBINSCRIPTION.PageIndex :=0;
    C_PLANFORM : frm_PLANFORM.NBPLANFORM.PageIndex :=0;
    C_AVANCES : frm_AVANCES.NBAVANCES.PageIndex :=0;
    C_MVTMOIS : frm_MVTMOIS.NBMVTMOIS.PageIndex :=0;
    C_COMPouv : frm_COMPouv.NBCOMPOUV.PageIndex :=0;
    C_PRESCHANT : frm_PRESCHANT.NBPRESCHANT.PageIndex :=0;
    C_CONGESOUV : frm_CONGESOUV.NBCONGESOUV.PageIndex :=0;
end;

active_desactive_bouton;
end;
BTNsais.Flat:=false;
BTNlist.Flat:=true;
BTNsel.Flat:=true;

end;

procedure Tfrm_maingrh.BTNlistClick(Sender:TObject);
begin
    with frm_maingrh do
    begin
        DBgrh.DerRech:= DBgrh.DerForm;
        case DBgrh.DerRech of
            C_PERSONNE : frm_PERSONNE.NBPERSONNE.PageIndex :=1;
            C_COMPOS : frm_COMPOS.NBCOMPOS.PageIndex :=1;
        end;
end;
C_ENFANT : frm_ENFANT.NBENFANT.PageIndex :=1;
C_DETACHE : frm_DETACHE.NBDETACHE.PageIndex :=1;
C_DEMISSION : frm_DEMISSION.NBDEMISSION.PageIndex :=1;
C_CATEGNIV : frm_CATEGNIV.NBCATEGNIV.PageIndex :=1;
C_RTRDEC : frm_RTRDEC.NBRTRDEC.PageIndex :=1;
C_SANCTION : frm_SANCTION.NBSANCTION.PageIndex :=1;
C_PROMOTION : frm_PROMOTION.NBPROMOTION.PageIndex :=1;
C_OUVPERM : frm_OUVPERM.NBOUVPERM.PageIndex :=1;
C_OUVCHANT : frm_OUVCHANT.NBOUVCHANT.PageIndex :=1;
C_ORGFORM : frm_ORGFORM.NBORGFORM.PageIndex :=1;
C_CATGRAD : frm_CATGRAD.NBCATGRAD.PageIndex :=1;
C_COMPPER : frm_COMPPER.NBCOMPPER.PageIndex :=1;
C_ABSENCE : frm_ABSENCE.NBABSENCE.PageIndex :=1;
C_CONGES : frm_CONGES.NBCONGES.PageIndex :=1;
C_DEPLACEMENT : frm_DEPLACEMENT.NBDEPLACEMENT.PageIndex :=1;
C_HEURSUP : frm_HEURSUP.NBHEURSUP.PageIndex :=1;
C_FICHNOT : frm_FICHNOT.NBFICHNOT.PageIndex :=1;
C_CATCAD : frm_CATCAD.NBCATCAD.PageIndex :=1;
C_CATFON : frm_CATFON.NBCATFON.PageIndex :=1;
C_COMPFONC : frm_COMPFONC.NBCOMPFONC.PageIndex :=1;
C_LIGNOTE : frm_LIGNOTE.NBLIGNOTE.PageIndex :=1;
C_COMCATCAD : frm_COMCATCAD.NBCOMCATCAD.PageIndex :=1;
C_COMGRA : frm_COMGRA.NBCOMGRA.PageIndex :=1;
C_COMFONCAD : frm_COMFONCAD.NBCOMFONCAD.PageIndex :=1;
C_COMPDG : frm_COMPDG.NBCOMPDG.PageIndex :=1;
CFORMATION : frmFORMATION.NBFORMATION.PageIndex :=1;
CREMFRAMED : frmREMFRAMED.NBREMFRAMED.PageIndex :=1;
CINSCRIPTION : frmINSCRIPTION.NBINSCRIPTION.PageIndex :=1;
CPLANFORM : frmPLANFORM.NBPLANFORM.PageIndex :=1;
CAVANCES : frmAVANCES.NBAVANCES.PageIndex :=1;
CMVTMOIS : frmMVTMOIS.NBMVTMOIS.PageIndex :=1;
COMPOUV : frmCOMPOUV.NBCOMPOUV.PageIndex :=1;
C_PRESCHANT : frm_PRESCHANT.NBPRESCHANT.PageIndex :=1;
C_CONGESOUV : frm_CONGESOUV.NBCONGESOUV.PageIndex :=1;
end;
BTN_maj(0,0,0,0,0,0,1,0,0,0,0,0,0,0,0,0,1,1,1);
end;
BTN_sais.Flat:=true;
BTNlist.Flat:=false;
BTNsel.Flat:=true;

end;

procedure Tfrm_maingrh.BTNselClick(Sender: TObject);
begin
with frm_maingrh do
begin
DBgrh.DerRech:= DBgrh.DerForm;
case DBgrh.DerRech of
C_PERSONNE : frm_PERSONNE.NBPERSONNE.PageIndex :=2;
C_COMPOS : frm_COMPOS.NBCOMPOS.PageIndex :=2;
C_ENFANT : frm_ENFANT.NBENFANT.PageIndex :=2;
C_DETACHE : frm_DETACHE.NBDETACHE.PageIndex :=2;
C_DEMISSION : frm_DEMISSION.NBDEMISSION.PageIndex :=2;
C_CATEGNIV : frm_CATEGNIV.NBCATEGNIV.PageIndex :=2;
C_RTRDEC : frm_RTRDEC.NBRTRDEC.PageIndex :=2;
end;

end;

procedure Tfrm_maingrh.BTNsaisClick(Sender: TObject);
begin
end;
C_SANCTION : frm_SANCTION.NBSANCTION.PageIndex :=2;
C_PROMOTION : frm_PROMOTION.NBPROMOTION.PageIndex :=2;
C_OUVPERM : frm_OUVPERM.NBOUVPERM.PageIndex :=2;
C_OUVCHANT : frm_OUVCHANT.NBOUVCHANT.PageIndex :=2;
C_ORGFORM : frm_ORGFORM.NBORGFORM.PageIndex :=2;
C_CATGRAD : frm_CATGRAD.NBCATGRAD.PageIndex :=2;
C_COMPERR : frm_COMPERR.NBCOMPERR.PageIndex :=2;
C_ABSENCE : frm_ABSENCE.NBABSENCE.PageIndex :=2;
C_CONGES : frm_CONGES.NBCONGES.PageIndex :=2;
C_DEPLACEMENT : frm_DEPLACEMENT.NBDEPLACEMENT.PageIndex:=2;
C_HEURSUP : frm_HEURSUP.NBHEURSUP.PageIndex :=2;
C_FICHNOT : frm_FICHNOT.NBFICHNOT.PageIndex :=2;
C_CATCAD : frm_CATCAD.NBCATCAD.PageIndex :=2;
C_CATFON : frm_CATFON.NBCATFON.PageIndex :=2;
C_COMPFONC : frm_COMPFONC.NBCOMPFONC.PageIndex :=2;
C_LIGNOTE : frm_LIGNOTE.NBLIGNOTE.PageIndex :=2;
C_COMCATCAD : frm_COMCATCAD.NBCOMCATCAD.PageIndex :=2;
C_COMGRA : frm_COMGRA.NBCOMGRA.PageIndex :=2;
C_COMFONCAD : frm_COMFONCAD.NBCOMFONCAD.PageIndex :=2;
C_COMPDG : frm_COMPDG.NBCOMPDG.PageIndex :=2;
C_FORMATION : frm_FORMATION.NBFORMATION.PageIndex :=2;
C_REMFRAMED : frm_REMFRAMED.NBREMFRAMED.PageIndex :=2;
C_INSCRIPTION : frm_INSCRIPTION.NBINSCRIPTION.PageIndex :=2;
C_PLANFORM : frm_PLANFORM.NBPLANFORM.PageIndex :=2;
C_AVANCES : frm_AVANCES.NBAVANCES.PageIndex :=2;
C_MVTMOIS : frm_MVTMOIS.NBMVTMOIS.PageIndex :=2;
C_COMPouv : frm_COMPouv.NBCOMPOUV.PageIndex :=2;
C_PRESCHANT : frm_PRESCHANT.NBPRESCHANT.PageIndex :=2;
C_CONGESOUV : frm_CONGESOUV.NBCONGESOUV.PageIndex :=2;

end;
BTN_maj(0,0,0,0,0,0,0,0,0,1,1,1,1,0,0,1,1,1,1);
delimiter;
end;
BTNsais.Flat:=true;
BTNlist.Flat:=true;
BTNsel.Flat:=false;
end;

procedure Tfrm_mairgh.BiB_ecranClick(Sender: TObject);
begin
if ActiveMdichild <> NIL then
  ActiveMdichild.close;
  frm_grille.hide;
end;

procedure Tfrm_mairgh.G16Click(Sender: TObject);
begin
  Application.CreateForm(Tfrm_PERSONNE,frm_PERSONNE);
  frm_PERSONNE.show;
end;

procedure Tfrm_mairgh.G01Click(Sender: TObject);
begin
  Application.CreateForm(Tfrm_COMPOS, frm_COMPOS);
  frm_COMPOS.show;
end;

procedure Tfrm_maingrh.G07Click(Sender: TObject);
begin
  Application.CreateForm(Tfrm_CATEGNIV, frm_CATEGNIV);
  frm_CATEGNIV.show;
end;

procedure Tfrm_maingrh.G40Click(Sender: TObject);
begin
  Application.CreateForm(Tfrm_PLANFORM, frm_PLANFORM);
  frm_PLANFORM.show;
end;

procedure Tfrm_maingrh.G39Click(Sender: TObject);
begin
  Application.CreateForm(Tfrm_ORGFORM, frm_ORGFORM);
  frm_ORGFORM.show;
end;

procedure Tfrm_maingrh.G42Click(Sender: TObject);
begin
  Application.CreateForm(Tfrm_OUVPERM, frm_OUVPERM);
  frm_OUVPERM.show;
end;

procedure Tfrm_maingrh.G24Click(Sender: TObject);
begin
  Application.CreateForm(Tfrm_REMFRAMED, frm_REMFRAMED);
  frm_REMFRAMED.show;
end;

procedure Tfrm_maingrh.G17Click(Sender: TObject);
begin
end;

procedure Tfrm_maingrh.G18Click(Sender: TObject);
begin
  Application.CreateForm(Tfrm_ABSENCE, frm_ABSENCE);
  frm_ABSENCE.show;
end;

procedure Tfrm_maingrh.G19Click(Sender: TObject);
begin
  Application.CreateForm(Tfrm_CONGES, frm_CONGES);
  frm_CONGES.show;
end;

procedure Tfrm_maingrh.G20Click(Sender: TObject);
begin
  Application.CreateForm(Tfrm_DEPLACEMENT, frm_DEPLACEMENT);
procedure Tfrm_maiingrh.G21Click(Sender: TObject);
begin
  Application.CreateForm(Tfrm_HEURSUP, frm_HEURSUP);
  frm_HEURSUP.show;
end;

procedure Tfrm_maiingrh.G22Click(Sender: TObject);
begin
  Application.CreateForm(Tfrm_PRIMREND, frm_PRIMREND);
  frm_PRIMREND.show;
end;

procedure Tfrm_maiingrh.G23Click(Sender: TObject);
begin
  Application.CreateForm(Tfrm_FICHNOT, frm_FICHNOT);
  frm_FICHNOT.show;
end;

procedure Tfrm_maiingrh.G41Click(Sender: TObject);
begin
  Application.CreateForm(Tfrm_FORMATION, frm_FORMATION);
  frm_FORMATION.show;
end;

procedure Tfrm_maiingrh.G25Click(Sender: TObject);
begin
  Application.CreateForm(Tfrm_AVANCES, frm_AVANCES);
  frm_AVANCES.show;
end;

procedure Tfrm_maiingrh.G26Click(Sender: TObject);
begin
  Application.CreateForm(Tfrm_DETACHE, frm_DETACHE);
  frm_DETACHE.show;
end;

procedure Tfrm_maiingrh.G27Click(Sender: TObject);
begin
  Application.CreateForm(Tfrm_DEMISSION, frm_DEMISSION);
  frm_DEMISSION.show;
end;

procedure Tfrm_maiingrh.G28Click(Sender: TObject);
begin
  Application.CreateForm(Tfrm_RTRDEC, frm_RTRDEC);
  frm_RTRDEC.show;
end;

procedure Tfrm_maiingrh.G29Click(Sender: TObject);
begin
  Application.CreateForm(Tfrm_SANCTION, frm_SANCTION);
  frm_SANCTION.show;
end;
procedure TForm_mainrh.G30Click(Sender: TObject);
begin
  Application.CreateForm(Tfrm_PROMOTION, frm_PROMOTION);
  frm_PROMOTION.show;
end;

procedure TForm_mainrh.G45Click(Sender: TObject);
begin
  Application.CreateForm(Tfrm_MVTMOIS, frm_MVTMOIS);
  frm_MVTMOIS.show;
end;

procedure TForm_mainrh.G52Click(Sender: TObject);
begin
  Application.CreateForm(Tfrm_PRESCHANT, frm_PRESCHANT);
  frm_PRESCHANT.show;
end;

procedure TForm_mainrh.G51Click(Sender: TObject);
begin
  Application.CreateForm(Tfrm_OUVCHANT, frm_OUVCHANT);
  frm_OUVCHANT.show;
end;

procedure TForm_mainrh.G34Click(Sender: TObject);
begin
  Application.CreateForm(Tfrm_sel_avancable, frm_sel_avancable);
  frm_sel_avancable.showmodal;
end;

procedure TForm_mainrh.G43Click(Sender: TObject);
begin
  Application.CreateForm(Tfrm_CONGESOUV, frm_CONGESOUV);
  frm_CONGESOUV.show;
end;

procedure TForm_mainrh.G03Click(Sender: TObject);
begin
  Application.CreateForm(Tfrm_COMCATCAD, frm_COMCATCAD);
  frm_COMCATCAD.show;
end;

procedure TForm_mainrh.G02Click(Sender: TObject);
begin
  Application.CreateForm(Tfrm_COMPFONC, frm_COMPFONC);
  frm_COMPFONC.show;
end;

procedure TForm_mainrh.G08Click(Sender: TObject);
begin
  Application.CreateForm(Tfrm_CATGRAD, frm_CATGRAD);
  frm_CATGRAD.show;
end;
procedure Tfrm_maingrh.G09Click(Sender: TObject);
begin
    Application.CreateForm(Tfrm_CATCAD,frm_CATCAD);
    frm_CATCAD.show;
end;

procedure Tfrm_maingrh.G10Click(Sender: TObject);
begin
    Application.CreateForm(Tfrm_CATFON,frm_CATFON);
    frm_CATFON.show;
end;

procedure Tfrm_maingrh.G04Click(Sender: TObject);
begin
    Application.CreateForm(Tfrm_COMGRA,frm_COMGRA);
    frm_COMGRA.show;
end;

procedure Tfrm_maingrh.G05Click(Sender: TObject);
begin
    Application.CreateForm(Tfrm_COMFONCAD,frm_COMFONCAD);
    frm_COMFONCAD.show;
end;

procedure Tfrm_maingrh.G06Click(Sender: TObject);
begin
    Application.CreateForm(Tfrm_COMPDG,frm_COMPDG);
    frm_COMPDG.show;
end;

procedure Tfrm_maingrh.G11Click(Sender: TObject);
begin
    Application.CreateForm(Tfrm_FNOMENC,frm_FNOMENC);
    BTN_maj(0,0,0,0,0,0,0,0,1,0,0,0,0,0,0,0,0,0);
end;

procedure Tfrm_maingrh.G44Click(Sender: TObject);
begin
    Application.CreateForm(Tfrm_COMPOUV,frm_COMPOUV);
    frm_COMPOUV.show;
end;

procedure Tfrm_maingrh.G46Click(Sender: TObject);
begin
    Application.CreateForm(Tfrm_GENERPOUV,frm_GENERPOUV);
    frm_GENERPOUV.showModal;
end;

procedure Tfrm_maingrh.G33Click(Sender: TObject);
begin
Application.CreateForm(Tfrm_EDITMENS,frm_EDITMENS);
frm_EDITMENS.showModal;
end;

procedure Tfrm_maingrh.G31Click(Sender: TObject);
begin
  Application.CreateForm(Tfrm_GENERPAIE,frm_GENERPAIE);
  frm_GENERPAIE.showModal;
end;

procedure Tfrm_maingrh.G35Click(Sender: TObject);
begin
  Application.CreateForm(Tfrm_sel_conges,frm_sel_conges);
  frm_sel_conges.showmodal;
end;

procedure Tfrm_maingrh.G36Click(Sender: TObject);
begin
  Application.CreateForm(Tfrm_sel_fichnot,frm_sel_fichnot);
  frm_sel_fichnot.showmodal;
end;

procedure Tfrm_maingrh.G37Click(Sender: TObject);
begin
  Application.CreateForm(Tfrm_sel_notper,frm_sel_notper);
  frm_sel_notper.showmodal;
end;

procedure Tfrm_maingrh.G50Click(Sender: TObject);
begin
  Application.CreateForm(Tfrm_sel_dectriouv,frm_sel_dectriouv);
  frm_sel_dectriouv.showmodal;
end;

procedure Tfrm_maingrh.G48Click(Sender: TObject);
begin
  with frm_maingrh do
  begin
    end;
  end;

procedure Tfrm_maingrh.G49Click(Sender: TObject);
begin
  with frm_maingrh do
  begin
    end;
  end;

procedure Tfrm_maingrh.N1Click(Sender: TObject);
begin
  with frm_maingrh do
  begin
    end;
  end;
procedure Tfrm_maingrh.N5Click(Sender: TObject);
begin
  with frm_maingrh do
  begin
    end;
end;

procedure Tfrm_maingrh.N9Click(Sender: TObject);
begin
  with frm_maingrh do
  begin
    end;
end;

procedure Tfrm_maingrh.N15Click(Sender: TObject);
begin
  Application.CreateForm(Tfrm_GENERDISK,frm_GENERDISK);
  frm_GENERDISK showModal;
end;

procedure Tfrm_maingrh.N17Click(Sender: TObject);
begin
  with frm_maingrh do
  begin
    end;
end;

procedure Tfrm_maingrh.N18Click(Sender: TObject);
begin
  with frm_maingrh do
  begin
    end;
end;

procedure Tfrm_maingrh.N20Click(Sender: TObject);
begin
  with frm_maingrh do
  begin
    end;
end;

procedure Tfrm_maingrh.N22Click(Sender: TObject);
begin
  with frm_maingrh do
  begin
    end;
end;

procedure Tfrm_maingrh.N24Click(Sender: TObject);
begin
  with frm_maingrh do
  begin

procedure Tfrm_maingrh.N31Click(Sender: TObject);
begin
  with frm_maingrh do
  begin
    end;
  end;
end;

procedure Tfrm_maingrh.N29Click(Sender: TObject);
begin
  with frm_maingrh do
  begin
    end;
  end;
end;

procedure Tfrm_maingrh.N28Click(Sender: TObject);
begin
  with frm_maingrh do
  begin
    end;
  end;
end;

procedure Tfrm_maingrh.N26Click(Sender: TObject);
begin
  with frm_maingrh do
  begin
    end;
  end;
end.
//#FV1xC00150
LIST OF REFERENCES


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   Monterey, California

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