

# **THE SUBSEQUENT SOLUTION FOR TRAINING AND PROMOTION REQUIREMENTS**

**Kavisha De Zoysa**

A dissertation submitted in partial fulfilment of the requirement for Bachelor of Science  
(Honours) degree in Business Information Systems

**Department of Computing**

**Informatics Institute of Technology, Sri Lanka in collaboration with  
University of Westminster, UK**

**2020**

## Abstract

The organization does not provide quality training to new and existing workers which affects not just the growth of individual employees but also the growth of the business itself. To fully appreciate the value that training provides to the organization, it will help to analyze how the lack of training affects the organization. According to the study, most of the organizations fail to provide training for the employees, or else the employees refuse to participate in the training due to projects. Through my proposed system, the employees will have to participate in the training provided for them. My system is called Trenite - The Subsequent Solution for the Training and Promotion Requirements. Through this system, both technical skills and soft skills will be monitored for employee ratings and promotions.

Technical skills will mainly be focused on Java, .Net and QA Employees. If the employee is expecting a promotion, they should participate in the technical skills and soft skill training. Once the employee attends the session, attendance will be tracked through a QR Code, which the employee should scan when entering the training session. Then HR could track the attendance and maintain a record of the employees who participate in the training. When the employee has completed all the trainings, an examination is provided to check the knowledge gained by each employee. Then through the results, a rating will be given to each employee then the salary increments, and the promotion will take place.

Throughout the research collecting information from employees on which time is suitable for the employees to participate in the training took place. According to the collected data, the training will be scheduled as per the recommended time which will result in good attendance. This will be a benefit for the employees to gain knowledge in both the technical and soft skills. Furthermore, the reputation of the organization will be maintained.

**Keywords** – Training, Classroom Training, Technical Skills, Soft Skills, QR Code, Attendance, Promotion, Rating