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**ONLINE SYSTEM FOR HANDLING STAFF DETAILS AND
FORECASTING CADRE POSITIONS IN
UNIVERSITY SYSTEM**

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**Dissertation submitted to the Faculty of Information Technology,
University of Moratuwa, Sri Lanka for the partial fulfillment of the requirements of
the Degree of Master of Science in**

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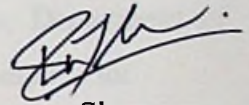
DECLARATION

I declare that this dissertation does not incorporate, without acknowledgement, any material previously submitted for a Degree or a Diploma in any University to the best of my knowledge and belief, it does not contain any material previously published or written by another person or myself except where due reference is made in the text. I also hereby give consent for my dissertation, if accepted, to be made available photocopying and for interlibrary, and for the title and summary to be made available to outside organization.

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ABSTRACT

University Grant Commission is the apex body of the government university system in Sri Lanka. Maintaining optimum staff is one of the main challenges in the government university system. The proper combination of quality and quantity of human capital is a measure of an organization's strength and success. Further University Grant Commission is seeking to find staff member in quick time frame. Neither have they had proper software tool nor up-to-date database of staff members.

This research has been conducted to develop a web based automated software solution to evaluate cadre position in university system. Principle objective of this research is to forecast cadre positions. In addition to that several features such as calculating current cadre requirement, searching staff members and generate charts and reports are included.

Statistical forecasting method, Time Series Trend Analysis is applied to evaluate cadre positions. This proposed system is generated using equations based on the past 5 or 10 year enrollment data of each faculty and related fixed norms which are accepted by the UGC is used for evaluation part. Web based software with real time updated database driven on Apache web server, which is available to access authenticated users only.

This research concludes that the presented solution has solved the above problems in the university and university grant commission in maintaining proper cadre positions in university teaching staff. Although widely varying approaches to forecasting the cadre positions are exists but most of them are not applicable for this issue. This method might not precisely predict the exact cadre position requirement of an university system in Sri Lanka. It is recommended that demonstration of fixed norm should be further drilled.

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ABBREVIATION

Chapter 01

1. UGC – University Grant Commission
2. HEIs – Higher Educational Institutions
3. SAR – Senior Assistant Registrar
4. HTML – Hyper Text Markup Language
5. UoM – University of Moratuwa
6. VPA – Visual Performing Art