

**MIS IN NEPAL INVESTMENT BANK LIMITED
(A Case Study of Human Resource Department)**

**By
SUNIL TULADHAR
Shanker Dev Campus
Campus Roll No.: 3079/063
T.U. Regd. No.: 5-1-37-232-98
2nd Year Exam Symbol No.: 3162**

**A Thesis Submitted to:
Office of the Dean
Faculty of Management
Tribhuvan University**



***In partial fulfillment of the requirement for the degree of
Master of Business Studies (MBS)***

**Kathmandu, Nepal
June 2011**

RECOMMENDATION

This is to certify that the thesis

Submitted by:

SUNIL TULADHAR

Entitled:

**MIS IN NEPAL INVESTMENT BANK LIMITED
(A Case Study of Human Resource Department)**

*has been prepared as approved by this Department in the prescribed format of the
Faculty of Management. This thesis is forwarded for examination.*

.....
Asso. Prof. Achyut Raj Bhattarai
(Thesis Supervisor)

.....
Prof. Bishweshor Man Shrestha
(Head, Research Department)

.....
Prof. Dr. Kamal Deep Dhakal
(Campus Chief)

.....
Er. Shankar Nath Adhikari
(Thesis Supervisor)

VIVA-VOCE SHEET

We have conducted the viva –voce of the thesis presented

By

SUNIL TULADHAR

Entitled:

**MIS IN NEPAL INVESTMENT BANK LIMITED
(A Case Study of Human Resource Department)**

And found the thesis to be the original work of the student and written according to the prescribed format. We recommend the thesis to be accepted as partial fulfillment of the requirement for the degree of

Master of Business Studies (MBS)

Viva-Voce Committee

Head, Research Department

Member (Thesis Supervisor)

Member (Thesis Supervisor)

Member (External Expert)

DECLARATION

I hereby declare that the work reported in this thesis entitled “**MIS in Nepal Investment Bank Limited (A Case Study of Human Resource Department)**” submitted to Office of the Dean, Faculty of Management, Tribhuvan University, is my original work done in the form of partial fulfillment of the requirement for the degree of Master of Business Studies (MBS) under the supervision of **Asso. Prof. Achyut Raj Bhattarai** and **Er. Shankar Nath Adhikari** of Shanker Dev Campus, T.U.

.....

Sunil Tuladhar

Shanker Dev Campus

Campus Roll No.: 3079/063

T.U. Regd. No.: 5-1-37-232-98

2nd Year Exam Symbol No.: 3162

ACKNOWLEDGEMENT

I wish to express my thanks to my thesis supervisors Associate Prof. Achyut Raj Bhattarai and Er. Shankar Nath Adhikari who provide us valuable time to know important of Management Informational System in this computer era.

I select this research on behalf of NIBL , which provide a lot of service in economical sector regarding I just completed my research on the behalves of Human Resource Management System and other more information I collected when I was in this research writing process which makes me personal beneficial to my future work plan, how to design MIS .

I could not forward this report if Mr.Prabir Samsher Jung Bahadur Rana (Head Officer of Human Resource Management Department), Miss Sony Tuladhar (Assistant) of NIBL would not helped me. So I would like to express a lot of thanks to all for providing me valuable information to complete this thesis.

Others so many my friends Mr. Durga Prasad Dhakal, Surendra Shrestha, Bibash Khatiwada and other teachers, all family members who help me for the suggestions, recommendation and ideas for the research. Lastly, a lot of thanks to all of them who help me directly as well as indirectly and for their right suggestion at right time in right place for right decision.

Sunil Tuladhar

TABLE OF CONTENTS

Recommendation	
Viva-Voce Sheet	
Declaration	
Acknowledgement	
Table of Contents	
List of Tables	
List of Figures	
Abbreviations	
	Page No.
CHAPTER - I	INTRODUCTION
1.1 Background	1
1.1.1 Introduction to Organization	4
1.2 Focus of the Study	6
1.3 Statement of the Problem	7
1.4 Objectives of the Study	8
1.5 Rational of the Study	8
1.6 Limitation of the Study	9
1.7 Organization of the Study	9
CHAPTER – II	REVIEW OF LITERATURE
2.1 Conceptual Review	11
2.1.1 Management Information System	11
2.1.2 Architectural Framework of Management Information System	13
2.1.3 Major Roles of MIS in an Organization	14
2.1.4 Needs of Management Information System	14
2.1.4.1 Management	16
2.1.5 Problems with MIS	19
2.1.6 Factors of Success and Failure of MIS	20
2.1.7 Levels of Decisions	22
2.1.7.1 Information need for Decision	23
2.1.8 Human Resource Management	24
2.1.8.1 Concept	24

2.1.8.2 Importance of HRM	26
2.1.9 Human Resource Information System (HRIS)	27
2.1.10 Relation between HRM & MIS	30
2.1.11 Electronic Human Resource Management (E-HRM)	30
2.1.12 Finger vien Authentication	32
2.1.13 Human Resource Management Versus Human Resource Development (HRD)	34
2.1.14 HRM Development and Implementation Responsibilities	35
2.1.15 Competent Human Resource and Strategic Advantage	37
2.2 Review of Articles	43
2.3 Review of Related Research Studies	44
2.4 Research Gap	47

CHAPTER – III RESEARCH METHODOLOGY

3.1 Research Design	49
3.2 Population and Sample	50
3.3 Sources of Data	50
3.3.1 Primary Data Collection	51
3.3.2 Secondary Data Collection	51
3.4 Analytical Tools and Technology	52
3.4.1 Tables and Figures	58

CHAPTER – IV SYSTEM ANALYSIS, DESIGN AND DATA PRESENTATION

4.1 Organization Structure	59
4.2 Sources of Information	60
4.3 DFD of Existing System	65
4.3.1 Context Level DFD	65
4.3.2 System Level DFD	66
4.4 Analysis of Existing Technology	68
4.5 Limitation of Existing System	69
4.6 Concept of new system or modify the System	69
4.7 Comparison between New and Existing System	69
4.8 Application Modeling	70

4.9 DFD, DD, ERD for New System	76
4.10 Input, Database and Output Design	81
4.11 Justification of the New System	82
4.12 Cost benefits analysis and feasibility analysis of New System	83
4.13 Major Finding of the Existing System	87

CHAPTER – V SUMMARY, CONCLUSION AND RECOMMENDATIONS

5.1 Summary	90
5.2 Conclusion	92
5.3 Recommendations	94

Bibliography

Appendices

LIST OF TABLES

Table No.	Title	Page No.
2.1	Types of Information Reports Needs at Various level of Management	24
2.2	Examples that Depict the Relationships of types of Decisions to the Managerial Level – Support Function	24
2.3	Organization and Information Concepts	43
3.1	Flowcharts Object Symbols and Description	53
3.2	DFD Object Symbols and Description	56
3.3	Symbols	58
4.1	Having knowledge of E-Attendance System	61
4.2	Access of data Information Through Network for MIS Purpose	62
4.3	Satisfaction with Existing HRM System	63
4.4	Modified Existing HRM System	64
4.5	Comparison between New and Existing System	70
4.6	Forecasting Model for Management in 2015 AD.	73
4.7	Example of Data Dictionary	80
4.8	Total no. of Management team In Nepal Invest Bank Limited up to 2009 from 2005	88

LIST OF FIGURES

Figure No.	Title	Page No.
2.1	Conceptual Frame Work of MIS	11
2.2	Architectural Framework of Management Information System	13
2.3	Tactical Information System	14
2.4	Business Universe and Information System	15
2.5	Pyramid of Level of Management	18
2.6	Management and MIS	19
2.7	Levels of Decisions in NIBL	23
2.8	HRM Model Process	38
2.9	HRM Model	39
2.10	Human Resource Management Frame work Model	41
2.11	HR Planning Model (Steps of Determining HR Requirement)	42
3.1	Methodology of the Research Design System	49
4.1	The Organizational Chart of Nepal Investment Bank Limited	60
4.2	Sources of Information	60
4.3	Pie chart of having knowledge of E-Attendance System	62
4.4	Pie chart of Access of data Information through Network for MIS	63
4.5	Pie chart of Satisfaction with Existing HRM System	64
4.6	Pie chart of Modified Existing HRM System	65
4.7	Context diagram of HRM Control System	66
4.8	Zero Level DFD	67
4.9	Forecasting within an Organization	72
4.10	The trend line Projection for the no. of Estimated Management team in 2015 AD	74
4.11	New DFD of HR control System	77
4.12	New Context Level DFD of HR Control System	78
4.13	ER Diagram of HRM Department of NIBL	81
4.14	Input, Database and Output Design	82
4.15	Total no. of Employees for 5 years up to 2009	88

ABBREVIATIONS

A.I	:	Artificial Intelligence
ABBS	:	Any Branch Banking System
AD	:	Anno Domini, Years after Christ's Birth
BS	:	Bikram Sambat, Nepali Calendar
CRM	:	Customer Relationship Management
DD	:	Data Dictionary
DFD	:	Data Flow Diagram
DSS	:	Decision Support System
ERD	:	Entity Relationship Diagram
ERP	:	Enterprise Resource Planning
E.S.S	:	Executive Support System Expert System
HRM	:	Human Resource Management
HRMIS	:	Human Resource Management Information System
IT	:	Information Technology
KWS	:	Knowledge Works System
LAN	:	Local Area Network
MIS	:	Management Information System
NIBL	:	Nepal Investment Bank Limited
SCM	:	Supply Chain Management
SDLC	:	System Development Life Cycle
SWOT	:	Strength Weakness Opportunity Threat Analysis
WAN	:	Wide Area Network