

# SUMMARY

The present project is based in the "Implementation of the System Administration of Human Talent for Guided Competitions to the Educational Plant of the Technical University of the North", using the methodology RUP. The present document consists of five chapters that remove in a clear way, focusing each step of the development in a concise way, pointing out the necessary stages for the culmination of the project. In the Chapter 1 are described Antecedents, Current Situation, General Objective, Specific Objectives, Reach and the Justification of the Tools and study Methodology that it will use to develop the system. In the Chapter 2 are explained how he/she is carried out the optimization of the processes in the educational department of talent human plant using the Strategic Management, the Reach of the Solution, Rising and Reengineering of Processes, Selection and induction of Personal for Competitions, evaluation of educational for competitions, training for competitions. In the chapter 3 the theoretical Marco of the administration of RR-HH is based by competitions, the study of development tools Oracle 11g that it is Apex, and the Methodology RUP. In the I Surrender 4 the application of the project it is developed where is explained those the beginning phase, the elaboration phase, the construction phase and the transition phase. Chapter 5 the conclusions are presented, recommendations also obtained in the realization of the project the analysis of risk, analysis cost-benefit, appraisalment of the development software and the impact that it will generate when using the application.

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The present project is based on the "Implementation of a Human Talent Administration System, which will be a competences oriented one, for the teachers who work in "Universidad Técnica del Norte UTN", using the RUP methodology. In order to make clear each step of the development, the document presents five chapters. In Chapter one, the Antecedents, Current Situation, General and Specific Objectives, efficiency and Justification of the Tools and study Methodology are well described. In Chapter two, the processes' optimization in the human talent department, using the Strategic Management, Solution's achievement, processes' rising and reengineering, personnel selection and induction evaluation, and finally training on competences, are all explained. In chapter 3 human resources administration theoretical framework based on competences is developed and development tools such Apex Oracle 11g and RUP Methodology are altogether, analyzed. In chapter 4, the whole project is applied trying to clarify each one of its phases which are: starting, elaboration, construction, and transition. In the last Chapter, number five, some conclusions are presented, and some recommendations obtained throughout the project are given to foretell risk, to have a whole cost-benefit analysis, and evaluate the software and the impact that it will generate when using the application.

  
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