Overcoming the Challenges of Implementing LMS, ERP and CRM in Traditional Business Environments: Survey

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Abstract— In this research article, I am basically discussing about the use of LMS/ERP/CRM/SAP utilities for the small as well as large business and their implementation issues. Here we are describing the issues related ERP due to the fact that LMS is based on ERP concepts. In short we can say that LSM is nothing but ERP of educational world. Further in paper whenever it comes ERP systems, by default it means LSM application. The scope of study of ERP extends to the different areas. It is a very vast subject. ERP ranges from implementation to the areas like technical advancement, ERP outsourcing, impact on international business, job consultation opportunities education etc. It is designed basically to assist the process of manufacturing. This paper focuses on describing the role of ERP- CRM with respect to traditional business for overcoming the existing challenges. Here the things that discussed are the features of sap ERP/CRM, with the help of this new technology companies get business in market. This tool used for increase the business scope, it increases the decision makings of companies and it helps to build the customers relations, and manage the high work or huge work with less efforts and manpower. On other hand, another management related tool is LMS (learning management system). In this study some things are going to be mentioned this all things briefly some suggestions are going to mention as to yield the benefits of ERP/CRM which helps to reduce the difficulties, problems which is exist in currents traditional business. Many industries has problems regarding the customer relationships, and for performing ERP systems need to implement the ERP/ERM tools in the organizations it increase the productivity of the company and the outcomes also helps to increase the growth of companies and it helps to maintain the relationships with the customers.

Keywords-ERP; CRM; SAP; styling; insert (key words)

1. INTRODUCTION

Now days for most of the businesses and industries the new mechanism of the ERP as well as CRM is used due to the computerization and advance technology uses all over the world. The computerization bought the information technology revolution and it also causes the elimination of the manual work in the organization. In the traditional business environments initial word was driven by the bunch of peoples in different departments and separately which would obviously required more space, time, extra costing efforts, more management work, more journals, notebooks, and handwritten works. The management of the paper work is very much messy and complex. And it requires an extra department for the management of the paper work. But such works always resulted into the more mistakes, error prone, less accurate and possibility of frauds. This also causes lot of errors that needed to be managed on the part of the organization only. Later on the ERP systems means enterprise resource planning which was new technique for the implementation over the small as well as large businesses organizations. The greatest advantage of the ERP application is that it is useful in the management of both large and small scale organization. The main functionality of the ERP systems is to support the various processes of the businesses across the various departments of the same organizations. Thus the main feature of the ERP system is that it helps in saving all types of the organizational work. Means single computer program can handle all the processes which are related to the same organization in different areas with more accuracy, efficiently, and less error prone with no possibility of frauds. As it also helps in the identification of frauds so as to avoid future problem and delays, to avoid the future drawback of the organization. It also helps one to save the resources or the workforce to do the kind of work. The question of human error gets reduced in this case. The implementation of the ERP or CRM systems for the organization always requires the skilled peoples and strong gathering of requirements from the organization so that all cases should be considered while implementing such systems in the organizations. The people who are going to handle the application should be well trained from experts in the domain of ERP. In this case the implementation process can be considered as a challenge. Thus implementing ERP in the organization is one of the major challenges for the business owner because of the fact that ERP implementation faces most of the problems and issues related to the structural as well as cultural organizational challenges in case of the traditional environments of business. Structural challenges occur as the structure of the organization varies that from of the others as some of the new modules can be added in it. Following are various challenges which are faced by the business organizations while implementing the ERP systems over the estimated organizations. These issues must be faced with full and thorough determination on the part of the manager who can do the job. Following are major issues for the implementation
of ERP and hence which are challenges for the owners of organizations:

- Lack of ERP expertise or less business knowledge oriented ERP expert.
- Limitation over the overall costing.
- Not enough executive support both in house and out bound.
- Lack of employee buy-in.
- Limited project resources.
- Lack of availability of resources at right time.
- Difficult to change.

Also some of the issues that are needed to be addresses are that it is very difficult to find the experts in the domain of the ERP. Since the domain of the ERP is recent and is a bit challenge among the recent developers. As for using the kind of application that is SAP it is very much important that training must be provided in prior to the using directly the application. So the need of efficient experts is mandatory for using the application. Another problem that can arise that there exist the scarcity employees. Because as the application is very recent and it is a challenge on the part of the employee to learn the recent concept. So it is a challenge to find employees who are already to find those are expert in the particular domain. Another problem that can come across is that there exists limitation of project resources. Because of the implementation part and since the concept is not new then it is also considered as challenge since the resource are not available for the problem. Additionally, in this paper, we are presenting the distributed didactic platform based on an LMS is presented in order to provide full courses of electric and electronic measurements including theory as well as practical experiments on real instrumentation.

Thus these are most of the problems which are occurring at the time of implementation of the ERP or CRM systems in the traditional business processes. In this survey paper, I consider that factors how well a manager can overcome the challenges in the traditional business environment. Thus in this research is all about presenting the effective and efficient strategies to do the implementation of the ERP and CRM systems in such traditional businesses organizations.

II. AIM AND OBJECTIVES

From the problem definition, it can be said that in short “Employee and Employer Relationship: Challenges and Strategies in IT project management” is the main objective of this study. As employees in the IT industries are the important part for making the most of the works on time and make their clients happy as compared to their competitors, this is always challenge for the IT industry’s to keep the skilled professionals inside the organization. In the competitive environment it is very much essential to survive in the market so strategies are needed to be developed accordingly. Again as it is discussed in the previous section for the retention of the clients the behavioral perspectives must be taken care of. It is also important to manage the time very well as it is important to complete the assigned task in scheduled period of time. And even if the skilled employees are recruited they needed to be trained in the technology that one is working accordingly. These people are recruited as for the development of the firm. As people are the most integral part of any organization their various factors which are affecting the employee and employer relationship are included in this research, strategies for the better employee and employer relationship management and strategies to retain the skilled employees at the time of projects critical stage. The relationship of the employer and the employee is for maintenance of the balance of organizational domain of the work that is to be done. People management is also an important job for the determination of the criticality of the project. As it helps for the management of the overall work that is to be done as in it. Also it can be very much helpful for reducing the conflict among the coworkers within the organization. The conflicts and disputes disturb the atmosphere of the organizational domain. Following are main objectives of this research study:

2.1 Objectives

- To study the various factors those are having the strong influence over the employer and employee relationship. In this case the behavioral concept of the organization is taken into consideration. In this case the intricacy of the development in the organization.
- To present the various strategies for the employee and employer relationship management. The strategies are developed by the top level management for the organization. The development of the strategy is of very much importance for keeping the atmosphere of the organization peaceful.
- To present the effective strategies for retaining the skilled IT professionals in case of critical stage of project. When the project is needed to be developed in the stipulated circumstances for the criticality of the project development. The demand of the skilled professional is for delivering the sophisticated developed project in the organizational domain.
- To provide ways to overcome the various challenges for the management of employees in the organizations. The management of the employee’s task is help for the strategic development of the job. As people management is most important job of any organization so these conditions should be kept in mind for increasing the stability of the business environment. This case is very much important determining the criticality of the success factor of the project.
- To conclude some recommendations for the HR management of organizations to deal with the projects critical stage employee resignation cases. In case the consideration of the effects if some project are left are the critical stage and the deadline for the development is near. This is the consideration of the case when some employees leave the organization in the middle of the development or the deployment of the critical project.
To study about the major problems which are associated in critical stages? In this stage the errors and the flaws in the project are calculated. The importance of the project is that for the removal of the errors before the product is delivered to the customers. In that case it is very bad for maintaining the reputation of the organization. But if all modification is not possible then some can be kept for the development of the product in the future. To analyze employee resignation problems like financial, employee replacement, and unsatisfied client [14].

To present the detailed architecture of LMS system along with its advantages and disadvantages.

III. INTRODUCTION TO ERP, CRM AND LMS

1. Introduction to ERP system

Most of every discussion of enterprise resource planning (ERP) starts with material requirements planning (MRP) and MRP II systems. This is started from the 1970s and 1980s. In the manufacturing environment of old, the original focus was on the "widget"; the ability to produce the product was the focus.

ERP is a software engine that provides one seamless interface to all departments, systems, and existing data within an organization so that each department understands very well how it fits within the organization’s macrostructure and how it impacts that macrostructure. It is helps in the standardization process of all the departments. It helps in reducing the complexity and the simplification of the work. Such understanding is crucial in facilitating enhanced communication in between departments, good knowledge management and improved processes. The good communication processes helps in the simplification of the processes. The inter and intra departmental communication helps in the resolution of the conflicts. Such as enhancement is the foundation for fundamental business changes in organization. The kinds of the enhancement are fruitful for developing the making out the organizational development. The helping of all the jobs are helpful for the development processes.

Problems in Deployment

But there is a mainly focus on the technological aspects of an ERP deployment, there must be a similar focus on changing the way of an organization functions. As the implementing the positive change is very much essential for the development of the organization. Deploying ERP is not the easier task, for the sake of ERP can be dangerous. ERP is not simply reengineering system; it is reengineering the way organizations done the business. The reengineering process involves revising the thus helpful in removing the previous faults. It helps in the removal for the faults. In a recent CIO Magazine case study, Jeri Dunn, CIO for Nestle USA, said it this way, “If you weren’t concerned with how the business ran, you could probably [install the ERP software] in 18 to 24 months. Then you would probably be in the unemployment line in 19 to 25 months”. [8] The ABCs of ERP,” CIO Magazine, Koch, Christopher, 7 February 2002.

How to Overcome?

ERP lies in between system and users without considering their position in pipeline. All the tasks should be completed in sequential manner. ERP has different data collection points and it must interface with all different formats of particular data (from legacy 3270 to 5250 to Windows to proprietary formats). For any kind of the tasks successful processing should be planned as under. The data collection part helps in managing the tasks arrangement that is needed to be performed. These factors should be taken into consideration to be given importance as under. All the jobs that must be managed in accordance with ERP routes the order at appropriate time to the desired department. The development is done by keeping the process consideration. The scheduling of the job time ERP reduces number of times user has to enter the data to dramatically reduce errors. These types of the job are automated so that the errors resulting from the manual work can be reduced. And the errors resulting from the manual work also the human errors like dizziness are completely reduced. To perform each department its required function ERP takes all data and formats. All the jobs that are to be performed in the well format should be maintained in terms of it. Let us consider the example of a customer representative that can see everything associated with the order to fully satisfy the customer. It also concerned to make the clients and the end users satisfied. It is very much beneficial for the execution of organizational process. The deployment of ERP is a major undertaking for any organization though the ERP have impressive benefits. The organizations who really implement the ERP processes are actually benefitted from the processes. The benefits that are yielded by implementing the ERP are long term. There are some real issues that occur during ERP deployment are related to job function keeping aside the surface level reasoning of better order tracking and management. The deployment of the ERP application in the organization is an issue because all the systems must be compatible to accept its configuration. The concept of the order tracking management arise so as to check if the orders are is change the business process it is critical to change the mentality of the organization’s employees. It is also important to keep the transparency between the employer and employee relationship. It also helps in understanding how and why the particular employee behaves in a particular way. The support to corporate goals socialization and communication must be done. The socialized business helps increasing the contacts and the networking of the organization. It also helps in increasing the good will of the company. The good communication and the socializing process helps in increasing the social contact with the customers and it also help to make the organization popular. Otherwise the organization will spend millions of dollars in time, software and hardware with negligible res.

2. Introduction to CRM system

Customer Relationship Management (CRM) is related to three enterprise applications that are considered in this paper. Main objective with this application is for maintaining the relationship with the employees. CRM is based on three root or basic areas: call centre systems, help desk applications, and sales force automation familiar to these three kinds of application. The kind of the services can be on shore or of
The finance of the company is maintained and all the recorded end providers of software like SAP and Oracle mostly focused supply chain management and ultimately e-business the back-tracking of the transaction. The functions related to finance, the later phase of the business it helps to create the order to keep the record of the sales and purchase related record. In the later phase of the business it helps to create the order tracking of the transaction. The functions related to finance, supply chain management and ultimately e-business the back-end providers of software like SAP and Oracle mostly focused. The finance of the company is maintained and all the recorded transaction financial. These things are not all thing that are maintained in it. The e-business suite is for maintaining the application related to doing the internet or the online transaction in the business. SAP utilities are very much helpful for simplifying the tasks of that application [13].

Problems in Deployment

CRM systems are continuously evolving .A January 2006 article in a CIO magazine posted the question “Is CRM dead?” The author contends the shortcomings of CRM that it CRM was never intended to support customer directly. Rather, solutions were apparently sold to executives as a way to wring out inefficiency, force standardized processes, and gain better insight into the state of the business. The out-of-box products marginally increase organizations effectiveness. The most CRM systems provided by the way to track the customers, route and facilitate inbound Communications, and report on the progress of various marketing sales and support activities. The all these solution did not resolve organizations help to solve customer problems , answer The customer questions and help to solve their own problems. As a result industry is seeing Slow and steady shift in focus and investment from core internal front office functions to Streamlining edge processes like online customer support product returns or account management etc [13].

How to Overcome?

The future enhancements for the next generation of CRM is trying to Integrate for effective organizations ERP proposals and it will see what is the effect of buying patterns on manufacturing, human resources and plan for long range. At the same time there are some interesting areas like knowledge management, business intelligence and some like service resolution management (SRM). By breaking down silos, simplifying the authoring and collection or getting new contents and by providing consistent answers for all sales and service channels to improve access to the corporate knowledge is the main purpose of SRM as stated by the leaders in this area.

For organizations success it is very difficult to collect, store and to investigate or examine information correctly from data warehouses to recreate the market of old where buyers and sellers meet, look at each other in eye and connect [3].

3. Introduction to LMS

At its core, a Learning Management System (LMS) is a software system application or net based mostly technology accustomed set up, implement, and assess a particular learning method.

Typically, a learning management system provides a teacher with how to form and deliver content, student participation monitoring, as well as student performance analysis.

The LMS allows the educational content to be to be offered and/or accessible on-line thereby permitting students to look at and move with learning materials although net browser on primarily any pc that has internet access.

There are several industrial LMS products offered these days yet as many open source choices from that educators and establishments could opt for. the particular options and functions of those systems vary significantly, however bound core functions is found across all of them. These functions embrace administration options such as:

- Registration of student
- Assignment after all
- take a look at scores pursuit
- Completion standing.

From the student or learner perspective, the LMS provides customized access to allotted course materials, electronic messaging and notifications, and access to scores and transcripts.

LMS is also nothing but ERP, in fact the term LMS is based on concept of ERP. Hence it is defined as an ERP of learning which will help learning process in order to administrate the training processes. This tool basically providing the help in:

- Tracking and managing capability building through a competency framework.
- Structuring learning through curriculum as well as plan.
- Classrooms scheduling, manage classroom training nomination and schedule activities.
- Delivering online e-learning programs.
- Facilitate informal learning through wikis as well as blogs.
- Provide reporting of data as well as analysis.

In above sections, we already discussed the architectural details for ERP which are at same for LMS. Also, the problems related ERP are similarly applied for LMS. Following figure 1 is showing the block diagram of LSM system, whereas figure 2 shows the second level features for LSM.
IV. BENEFITS OF ERP/LMS/CRM OVER TRADITIONAL BUSINESS ENVIRONMENT

4.1 General Services:

To contact or meet more vendors producing more competitive bids and for more participation in government contracts and to reduce the cost of products and services purchased. In annual savings potential of the work is in millions.

-Reduction in paper and postage amount also as the part of yearly savings.

To reduce the payment processing and paper cost by automated ordering and Payment

-It provides fast access to account history of past and provides large amount of

- Improvement in planning and analysis phase.

-It is able to distribute, get an award contracts out for bid much faster.

-For large involvement in purchasing entities by city and country, increasing the cost of savings and improvement in management and offsetting system operation [6]

3. Introduction to SAP Utilities

SAP Utilities: SAP Utilities, Customer Service Customer Interaction Center Maintain Front Office Framework ID and Parameters

The SAP is the collection of software. It performs standard business functions for corporations. System has become so popular as it provides the complete solution to business requirement such as accounting, manufacturing, human resources. The system incorporates the concepts of ERP (enterprise resource planning) into an integrated solution for business applications [4].

4.2 An ERP system in the Department of Management would:

-It helps to reduce the concept some of the extra time and efforts in data entry and report production for estimates.

-lets more innovative and extensive estimates report data and analysis.

-It allows viewing estimates information via use of web lawmakers, directors, managers, even taxpayers

-to allow nearly at a time data exchange and to ensure consistency of such information and uniform across the board it links the estimates system to payroll, accounting and Legislative Fiscal Bureau, Personnel and other departments.

-historical information is produced in up-to date long term view to provide easy access to trend data. It also helps to maintain the old record of the tasks performed.

-It is important to observe and measure the program performance and results to empower departments [6].

4.3 Four imperatives for leaders in a networked world

a) Focus on how IT can reshape work and public sector strategies Problem: To get succeed with an IT there is need of knowledge which is complex and rapidly changing. There are many large agencies those checks and balances established to foster debate and deliberation, government failed to keep pace new ideas required for the new changing age [6].

What to avoid or what should not be done:
Never hand-over all responsibility for technology and technologists or not focus on internal operations to exclude external oriented service improvements and essential political support. It is a good practice of not to mix the internal operation with the external one, as it creates much ambiguity.

**What should be done?**

Learning of new technologies like digital technologies and communication are changing the working environment and style, to work with or get involved with IT project and make computer based applications as a part of routine work, as it is very much important to run similar kind of technologies.

**b) Use IT for strategic innovation, not simply tactical automation**

Problem: The large benefits of IT are agreed if it is used merely to entrench old work processes and organizations instead of fundamentally redesign them. The kind of fundamental renovation is very much essential for the development of the important firms.

**What to avoid:**

Do not focus on incremental improvement to exclude more competitive innovation

**What to do:**

Try for strategies like 10 fold improvements and not for merely 10 percent. It is good to encourage and save experimentations. Design an e-government idea with large opportunities “anytime, anyplace” service. Discover service integration across program and organizational boundaries. To design rich flexible technology based on options for self service [6]

**Utilizing best practices in implementing IT proposals**

Problem: The failure rate of IT proposal is often discouraging though most of the problems occurring are political instead of technological. It means that the technological problems are easy to correct but sometimes it is not feasible to adjust with the political policies.

**V. REASONS OF PROBLMES WHILE IMPLEMENTING ERP SYSTEMS**

What should not be done?

IT should not be considered as a primary technology problem and IT projects should not be handled predominantly to technology specialists.

What should be done?

Realize that technology implementations are change management problems. In this case it is feasible to include higher general managers and politically capable leaders in charge of most large IT projects. And it is required to hire the kind of leaders who can authoritatively deal with opposition and estimates issues.

Improve budgeting and financing for promising IT proposals

Problem: By considering incremental and yearly changes in existing programs, government estimation makes it difficult to invest in IT projects that provides high value but also needs long term cross agency ideas.

What should not be done: It is not feasible to depend on IT financing through tax levy estimates.

Things needed to be done: investigate or study financial or budgetary trends to find sources of financing appropriate for increasingly electronic economy. The study should investigate the theory of letting the direct users of services pay when they are the ones who gets benefits (i.e., user charges for service elements not inherently public in nature). Also, investigate estimate reforms to give greater emphasis on multiyear, cross boundary service integration and innovation (via capital funds, revolving funds, shared-risk investments with the private sector, etc.) [11].

**VI. EVALUATION OF DATA INTERPRETATION**

As in this paper the discussion is on the ERP and CRM system so one has to understand the data for the evaluation part of it. In the recent decades in the business world the business system like systems such as enterprise resource planning (ERP), supply chain management (SCM), customer relationship management (CRM), and enterprise asset management (EAM), have yielded greater profit to the organization. This system bought a kind of the revolution in the business world. The case would have become easier if it is easy to find a vendor in the business. The key requirements should be specified explicitly, candidate vendors should be identified, demonstrations should be organized, and the separation of the concern should be there. Choosing the wrong vendor or software package can be proved to be fatal for the business more in terms of the money and the client.

For evaluation of the process the first step is the selection of the correct system. Selecting the right system is the basic part that will start out the process. The system should be modified for the configuration and implementation to adjust through the situation. The situation may arise that the organization are not experienced in the domain to manage a project with the range of an ERP implementation or a supply chain management (SCM) roll-out. As a result, ERP implementation projects take more time than planned previously, the budget exceeds as the plan planned, and also all the requirements are not delivered as well. A model must be planned that can act as a way as program manager for ERP implementation, CRM implementation, supply chain system roll out, or other major enterprise system deployment. A qualified project manager should be present for the management and administration of the various vendors and service providers, and coordinating all of the project resources internally and externally. The main objectives the delivery of the resources in scheduled time and budget. Many organizations claim to do the business deal in making the investments in information systems such as ERP but the results are not expected as necessary. The loss of the
expected results may cause many organizations to face severe loss. A recent Conference Board survey explains the fact that more than 40% of the respondents do not succeed in the venture of the business case for an ERP implementation and the requirement is about the successful post-implementation efforts that help in the identification and the measurement of the shortcomings and deficiencies that the system may encounter and termed out to be the reason of the failure. There are organization that does not need that kind of the system that cannot be explained and do updating and modification within the system is ERP systems, CRM, SCM, or legacy systems needing modernization. To address this need, the organization can hire some of the IT consultants who can deliver a rapid and cost-effective assessment that help the organization to value the existing or legacy systems. This is especially useful for the small scale organization that cannot afford existing system or want to work in that system only. The main constraints must be identified for the successful implementation and effective use of the system, the performance of the information system should be assessed as well, recommendations should be formulated as well, and action plan should be planned and executed as well for full realization of benefits.

The benefits of the organization are the main factors that should not be overlooked. In organization the ERP and CRM systems separately deployed from each other, the integration of the two systems will be advantageous for the organization as it is time to market, improve the monetary flow and agility. According to the experts the optimization of the whole business processes, rather than in small modules will help in the implementation of the process successfully. Although the process of the integration of the ERP and the CRM system will be a difficult task but with thorough planning can be handled successfully. As it is known that Enterprise resource planning (ERP) is an organization computer software system used for the management and coordination of all the resources, information, and functions of a business that can be obtained from the shared data stores. Generally a team of consultation is responsible for the ERP implementation the phases included planning, training, and testing, implementation, and deployment of the customized modules. ERPs sometimes called as back office systems that indicate that customers and public are not directly involved with the project. The process is quite different from that of the back office systems like customer relationship management (CRM) systems. In this process the interaction with the customers is direct, or the e-Business systems are also present such as e-Commerce, e-Government, e-Telecom, and e-Finance, or supplier relationship management (SRM) systems also exist. Customer relationship management (CRM) may contain process that an organization obtain that of to track and monitor with the contact list with its current and prospective customers. The CRM software should support this kind of the organizational processes; information related to the customers and customer interactions can be recorded, stored and accessed by person present in the different department of the organization. Typical CRM goal are the improvement of the delivery of the services, and the information should be collected in general for the future marketing. Thus the evaluation of the ERP and the CRM system help in the yielding of the various factors of the organization. It will help to run the management in properly [7].

VII. CONCLUSION AND DISCUSSION

As in this paper the in detail research is done about overcoming the challenges for the implementation of ERP and CRM in traditional business environment. So it can be said that for the management of large enterprise this kind of software is very much important. The CRM is used widely due to computerization and automation of all the technologies in the world in today’s industry. In the traditional business environments these kind of the system was very much into use as there was an urgent need for the automation of the system as the paper work maintenance was very much urgent and also it was very much important to organize all the kind of tasks. In traditional business environment since the manual work is more there is a kind of provision that error may encounter and it may also be very much difficult to correct those errors. These errors consume the important time of the organization as well as it also waste the monetary resources of the organization. As a manager of the organization one must avoid unnecessary pitfalls that bring the company to do losses. Also since the discussion about that the implementation of the ERP system helps and is very much suitable for both large and small organization. Thus the software is developed by keeping in mind all level of organization that is both small scale and large scale. It helps in the simplification of all the function. And it also helps in the communication between the departments of the organization. As communication is the most important entity of any organization. That helps for the facilitation of the goal and the vision of the organization. As it helps to organize the tasks and also help to remove the frauds. Organizing the task is very much important or it help in unnecessary delay at the time of rush. The organization who implements the system in their business domain is benefitted with the list of the advantages of the function related to it. The implementation of the ERP or CRM systems requires that the people who are going to handle the functions are trained in the system efficiently. For handling a new system one must be well trained in that domain. In this case as the employees are going to handle the SAP software for their organizational work, training must be provided to handle the functions. It is also one of the constraint or the basic need that they must understand the basic functionality and the requirement of the system. Basic fundamental of the ERP system must be clear among the users. As it is known that in case of traditional environment it challenge to implement the kind of functions as these can be turned out to be very much complex in terms of functionality. So to reduce the complexity and to simplify the task so that the overall work will be done faster the system is implemented. The discussion is important about various kinds of challenges it may be feasible or not a kind to implement all the functions. These types of the task help to make the task of implementation easier. These kinds of challenges make us difficult to implement the functionality in the system. The problems encountered in the process are first identified then it could be subjected for the refinement. As the topic of ERP is new not many organizations has employee who are trained in the domain so efficient experts must be provided so as to do mentoring to the employees of the organization. In spite of all
these implementation of the ERP in the traditional business is very much profitable for the organization [19].

VIII. REFERENCES


