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Human Resource Management System

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ABSTRACT: In The "Human Resource Management System" is a web-based applicationthat has been developed to override the problems prevailing in thepracticing manual system. This software is supported to eliminate andin some cases reduce the hardships faced by this existing system. Moreover,this system is designed for the particular need of the company tocarry out operations in a smooth and effective manner.Every organization, whether big or small, has challenges to overcomeand the manager and the employees of the company, the web pageconsists of the admin panel where the project manager will be assignedwith the respective department, designation task, manage holidays, setemployee salary. In the Employee panel, we can see the attendancereport and their progress with respect to the project, and their leavesystem can also be managed by the team leader and also the projectmanager and they can manage it by permitting the leave or by decliningit.

The web pages is about an employee are creates dynamically basedon the user id and password and links are provided to web pages containinginformation about employee General details, Contact details,Skill details etc., he also has the facility of viewing a summary reportof all the projects done by a particular employee.

I. INTRODUCTION

For more than a century now, human resource management, as a disciplineand practice in the management of people in an organization, hasevolved and developed into different areas.These disciplines and practiceshave gone through a process of trial and error, theory building andtesting of various concepts by practicing managers and academics.The underlying forces behind the evolution and development of humanresource management have been (and still are) mainly environmental,and the quest for knowledge of better ways of acquiring andutilizing labor.

The changing organizational environment in the marketplace pushedmanagers to improve efficiency in the production and service deliveryprocesses by increasing their ability to use the best practices of peoplemanagement at the time. That is, employee management techniques ormethods that would improve production, reduce service delivery costs,and at the same time ensure sustained availability of competent staffin the organization.

Human resources management system (HRMS) was created to includethe best practices for service human resources departments withinthe company and is the work of all employees department.The targetgroup of the system that serves the human resource procedures is specialfor the employees and managers.

II. PROBLEM STATEMENT

The aim is to automate its existing manual system with the help of computerized equipment and full-fledged computer software, fulfilling their requirements, so that their valuable data/information can be stored for a longer period with easy access and manipulation of the same. Basically, the project describes how to manage for good performance and better services for the clients. The aim of this study is to build the human resources management system to increase the efficiency of the performance and the safety of the decisions taken and the advancement of the institution.

OBJECTIVE: The primary objective of HRM is to ensure the availability of competent and willing workforce for an organization. Beyond this, there are other objectives too. Specifically, HRM objectives are four fold: Societal, Organization, Functional and personal.To assist Employees in achieving their personal goals, at least in so far as these goals enhance the individual's contribution to the organization. Personal objectives of employees must be maintained, retained and motivated.To maintain the contribution of department at an appropriate level organization should fulfill the needs. Resources are wasted when HRM is either more or less sophisticated to suit the organizations demands.To

recognize the role ofHRM in bringing about organizational effectiveness, HRM is not an end in itselfbut it is only a mean to assist the organization with its primary objectives organization.

III. RELATED WORK

Human resources are those who make up the workforce of some particular organization, economy or business sector. The "human capital" term may be understood as a synonym to the "human resources'" one. But at the same time, "human capital" one usually refers to a narrower view such as the knowledge the individuals embody as well as the economic growth. Some other terms that sometimes may be used instead of the human resources one include talent, manpower,labor, people or personnel. [1] Anupama Gupta (2010) explained the consequences of the challenges faced by the Human resource management in context with the current economic status and the challenges faced should be taken in consideration. This article insists on the challenges in the short fall of talented employees. This also emphasis on how Human resources Management tackles the problems handled on a day to day activities. It also suggested some important points to handle things better. [2] Saini R.R. (2020) this article explains Management in United Commercial Bank which is a case study of Chandigarh State which elaborates HRD rules and regulations. Basically this study explains the hurdles in the process of framing the rules and process of executing it. This analytical study contains a sample size of 100 people and analyzed their opinion about HRD rules and regulations. As a result of this study is qualification plays a important role in recruitment in top, middle and low level management. The practice of selecting right candidate for the level of management helps the organization to achieve 3 more and retain employees in the organization. [3] Kundu. Subhash C., DivyaMalhan (2019) in their article on "Human Resources Management Practices in Insurance Companies: The study was made in Indian and MNC's and explains the benefits of the organization is generated only by Human Resources .However the advantage of giving insurance to the Human Resources is one of the employee benefits issued by the Human Resource Management. The findings of the study says that both domestic and international Insurance companies have to improve more on their HR practices like performance appraisal, HR planning and Recruitment. [4] Tripathy (2018) explained that the organization have the optimum usage of Human resources in the organization. They follow the 3 C concept (i.e) Competencies, commitment and culture.By following these 3 C culture in the work organization give the positive results in the organization. This practice is considered to be the best result earning which resulted in the increase in the financial growth. [5] Vidya A. Salokhe (2012) in her study he explained the Human Resource department have several processes to improve the employee's individual growth in the organization. It also helps the organization to achieve more in the profit with their effective smart work. Employees are the asset of any organization which they make profit out of them.

IV. PROJECT DESIGN

The purpose of the design is to plan the solution of a problem specified by the requirements documents. This phase is the first step moving from problem to the solution domain. In other words, starting with what is needed design takes us to work how to satisfy the needs the design of the system is perhaps the most critical factor affecting the quality of the output and has a major impact on the later phases. System design aims to identify the modules that should be in the system, their functions and interactions with each other to produce desired results. This chapter presents the High Level Design and a brief description of the modules.
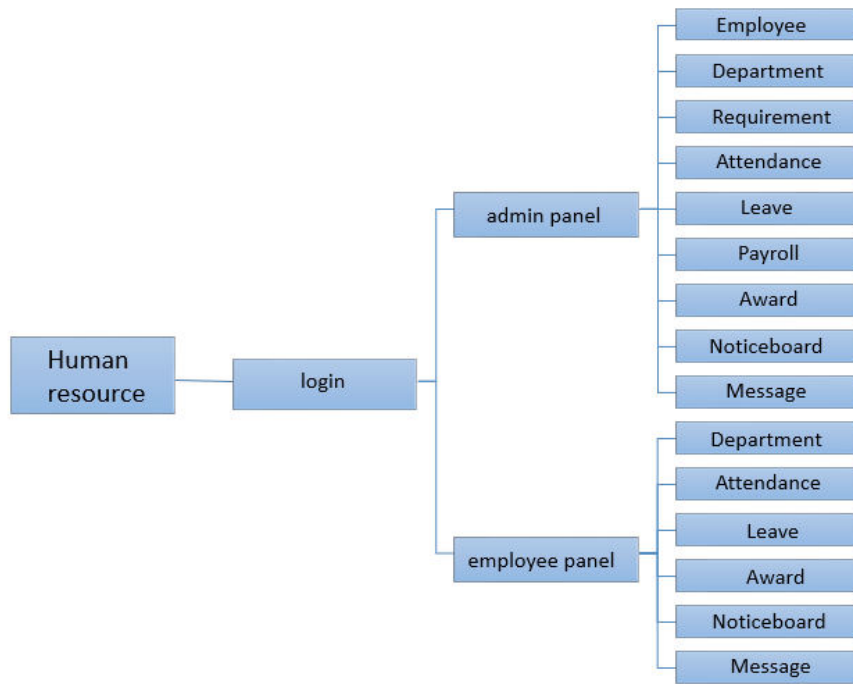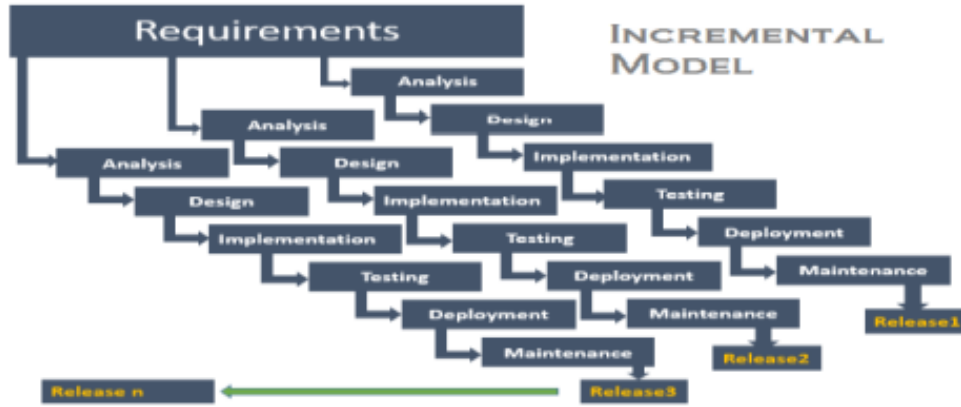
The incremental model is used to develop theproject. The software is developed by taking one module at a time incrementally. In this first module is used to store theemployee details like personal and professional details. The second module is used to store payroll that is salary andyearly appraisal. The third module is used to store Attendance management. It speeds up the progress of development of eachfunctionality. Each functionality is delivered to the end userone after the other. First increment is always a base featureand other features are added in the next increments.

V. IMPLEMENTATION

The implementation includes User login Management (ULM), The Employee Information Management (EIM), The Employee leaves Management (ELM). The process of implementation is as follows:

USER LOGIN MANAGEMENT (ULM): It is divided into ordinary user login and administrator login. When ordinary users log on, the system will give him low authority to meet the basic needs of ordinary users. When the user is an administrator, the system will assign a higher authority in order to achieve the system's updates and maintenance by the administrator.

EMPLOYEE INFORMATION MANAGEMENT (EIM): Itis mainly the basic information management for employees. Employees can view the personal information page their own such as (name, address, sex, minority status, etc.,) when they enter system and do not have any right to edit and manage of the information as defined by HR Policies of the organization. They can edit personal information only as defined by HR administrators of the organization and also uploads their personal photographs into the system.
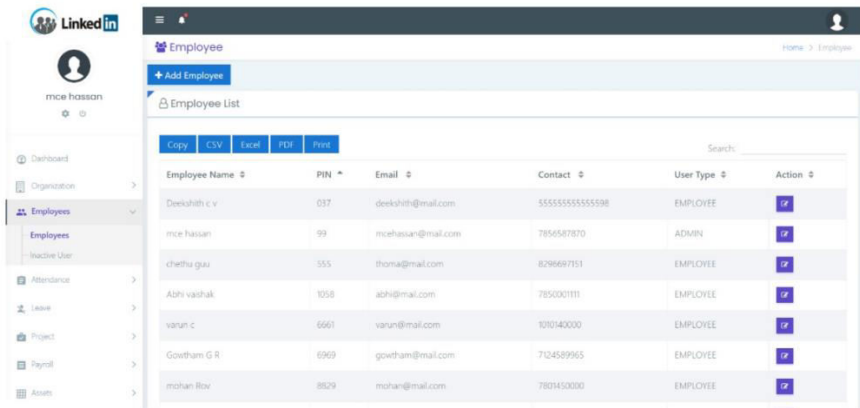
EMPLOYEE LEAVE MANAGEMENT (ELM): Itis the assessment of the daily work of employees. The employee worth an annual leave when he has at least one year of continuous service to be eligible for this type of leave. The employee can request another leave (maternity, satisfactory, without pay, etc.,) as well as a local leave period of seven days for a while if an employee did not complete the year on his appointment and will be in cases necessary only. The employee can send request leave to the administrator after getting employee's to initial approval from the senior management for submission of the application.

VI. RESULT
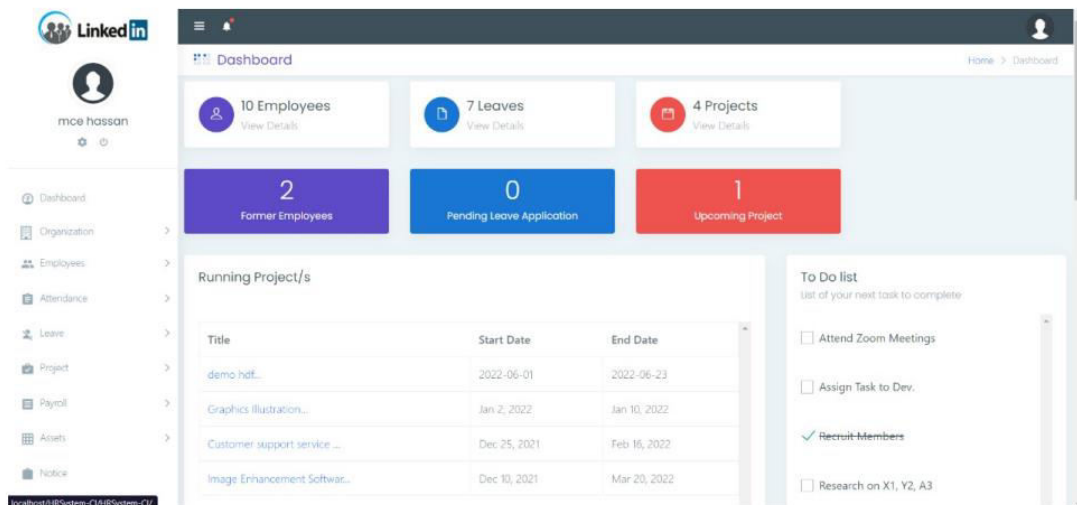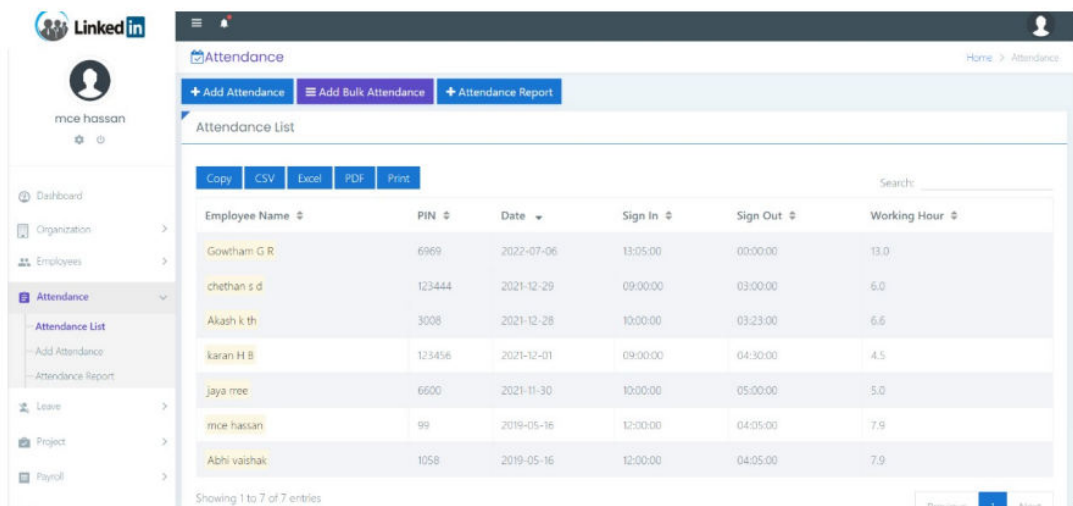

Snapshot of Dashboard page

Great dashboards are clear, interactive, and user-friendly. They need to communicate information at a glance through efficient data visualizations that will enable users to extract actionable insights, identify trends and patterns, and find improvement opportunities through a friendly online data analysis process data. While it can be used in all kinds of different ways, its primary intention is to provide information at-a-glance, such as KPIs. A dashboard usually sits on its own page and receives information from a linked database.

Snapshot of Employee page

Employee Details module is used to maintain the employees' details such as adding new employee, modifying the existing employee and deleting the existing employee. When a new employee is selected from the resume tracking, all the details are to be entered and maintained in the database. The aim of staffing is to provide a sufficient supply of qualified individuals to fill jobs in an organization. Job analysis, recruitment and selection are the main functions under staffing. Workers job design and job analysis laid the foundation for staffing by identifying what diverse people do in their jobs and how they are affected by them. Job analysis is the process of describing the nature of a job and specifying the human requirements such as knowledge, skills, and experience needed to perform the job. The end result of job analysis is job description. Job description spells out work duties and activities of employees. Through HR planning, managers anticipate the future supply of and demand foremployees and the nature of workforce issues, including the retention of employees. So HRP precedes the actual selection of people for organization. These factors are used when recruiting applicants for job openings. The selection process is concerned with choosing qualified individuals to fill those jobs.

Snapshot of Attendance page

Attendance Management System is based on web server, which can be implemented on any computer. In This application, PHP is server side language, MySQL and PHP is used as back-end design and HTML, CSS and JavaScript are used as front-end tools. The system communicates with database residing on a remote server.It Attendance Management System is based on web server, which can be implemented on any computer. In This application, PHP is server side language, MySQL and PHP is used as back-end design and HTML, CSS and JavaScript are used as front-end tools. The system communicates with database residing on a remote server.

VII. CONCLUSION

In conclusion I would like to tell that this Human Resource Management Systems has achieved its purpose. It has taken a huge task for this project to be completed. It has given a huge lift to the company's operations. What ever that has done manually has been completely shifted to the computerized process and this has enabled the company to carry out its operation more quickly. This has also given a wider spectrum of communication to the users. Since whatever that has so far been done manually has been changed to a computerized. It has resulted in more efficient processing of data. The new system has resulted in giving numeric advantages to the company in many ways. Some of them are given below State of negligible paper work is almost reduced. Accessing and getting data can be done at a single click. Data manipulation has become simpler and the cost factor has been reduced. It is faster and more efficient processing of data. It is less time consuming. Operations are more transparency.
Communications between the users is more efficient.

- Manual shifted to a completely computerized process.
- Operation more quickly.
- Good communication to users.
- Efficient processing of data.

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