Employee Management and Work Performance Measurement System

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ABSTRACT: The purpose of this document is to give detailed description of the requirements of the system, i.e. employ management with software life cycle. It will explain the purpose of the system, its features, its interfaces, what the system will do, the constraints under which it must operate and how the system will react to user's input. The employ management system propose for the checking the performance of employ using the project deadline, attendance of employee, we also use the grade system that is depend on the work of employ. And in our system we use the location, means the area of company. This system is the private for company so the employ cannot use this website out of area of company. We use the KNN algorithm for cluster the grade in the high, medium, low format. In that keep track of Project domain wise assignment of project, role wise access to the entire system, project progress. It will also analyze the project process with respect to respective deadlines. Resources like people, peripherals are managed according to project priorities. It will record attendance, working hours and accuracy of each Project.

KEYWORDS: Web Based Application, Project Management, Dynamic database.

I.   INTRODUCTION

A.BACKGROUND

The **"Employee Management System"** is based on the salary activity for each company staff depending on their attendance and the performance of employee. The first activity is based on saving the Projects details where each Project will be given a unique Project ID. The Manager only has the authority to enter the number of leaves available for leave type and for each Project. Now based on the no of days an Employee attended, salary will be calculated and a separate salary slip will be provided for reference. Manager has the authority to add Project details. And he also has the right to edit or delete Project information to/from the list. Manager provides a unique username and password for each Employee through which he can login. All the information's are being saved in the database. And we check the deadline of project and depend on the work of employee grade will be assign. And cluster the Grade in high, medium, low format using the KNN algorithm. This help to manager to assign the project and also if he wants to change the team leader at that time also. So KNN algorithm is save the time of manager.

II .   LITERATURE SURVEY

Several techniques and methods have been carried out effectively to monitor Project attendance. Lawson et al. proposed a cost-effective computer based embedded attendance management system by which authority electrically monitors the attendance for verification using an improvised electronic card. These cards contain necessary information of an individual. These are inserted in an electronic machine which will record the time and other information to a server system. Password based authentication and verification of attendance monitoring system of any individuals has also been carried out in the literature. A system that applies user id and password of a person for authentication was designed and implemented by Cheng et al. However, an issue with these electronic cards or password based system allows for imposture since cards or passwords can be shared or someone can ask another person to insert his/her card or password. This problem can be addressed by using biometric recognition system which includes finger print or iris recognition. A system was proposed and implemented by authors fingerprints to identify and calculate the attendance

and generate the reports after a fixed time duration. Individuals simply put their fingerprints on the fingerprint reader which scans the finger print and verifies that person. M. Smaili et al solved the problem by proposing a wireless attendance management system where iris of an individual is used for authentication. It is also like fingerprint where no two people can have the same eyes. A scanner will scan the eyes and automatically log the person in. Unlike fingerprint, iris is more preserved from the external environment. But both the fingerprint and iris recognition based approach needs some extra devices or scanner which can be connected to the server computation system. In our work, we addressed the problem utilizing Web Based internet connectivity for monitoring the presence or attendance of an individual. Web Based based monitoring system reduces the surplus cost of additional scanning device because now a day almost each Project possesses a Web Based of his own. An area is fixed for every Project when a Project enters or exits that area, that time stamp is saved and the time duration of any particular Project residing within its area is calculated by the system

III. MATHEMATICAL MODEL
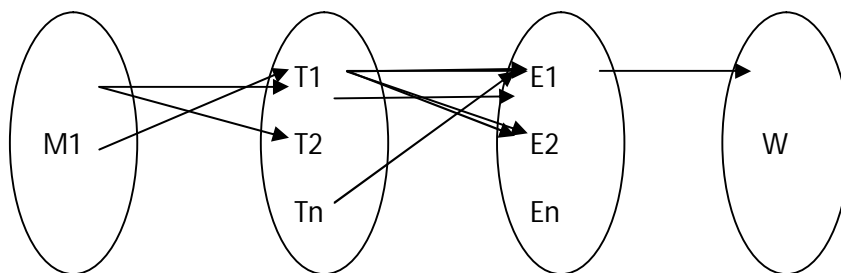
M1: Manager
T1, T2 … Tn: Team Leader
E1, E2….En: Employees
W: Working History of Employee
Set Theory:-

S={s, e, X, Y,⊕}

Where,

　　s = Start of the program.
1. Log in System
　　　　2. Take Attendance, Check Project Status
e = End of the program.
　　　　Get Proper Working Performance of Employee
X = Input of the program.
　　Input should be projects.
Y = Output of the program.
Proper performance of working of employees and team leaders also and choose one of the best team leader

X, Y ∈ U

　　Using the proposed system you can get the all information of employees with minimum timing. So its useful to manager.
Failures:
1. Huge database can lead to more time consumption to get the information.
2. Hardware failure.
3. Software failure.
Success:
1. Status of employee in grade format.
2. Cluster the grades.

3. Performance.

Above mathematical model is NP-Complete.

IV.EXISTING SYSTEM APPROACH

Existing System is based on Standalone system. It is developed under Access 95 that's why it is not compatible with new operating system. The Administration falls short of controlling the Project's activities in analyzing His/her strengths and weakness. If you want to search Project record then it's very complicated so it's waste of time and the money. In existing system admin don't have the authority to add the company details, department details, branch details and manage allowances and the deduction details. In existing system admin don't have the authority to manage salary details. In existing system admin can't manage the attendance details. Existing PMS is not much user friendly. There is no separate login for the Project.
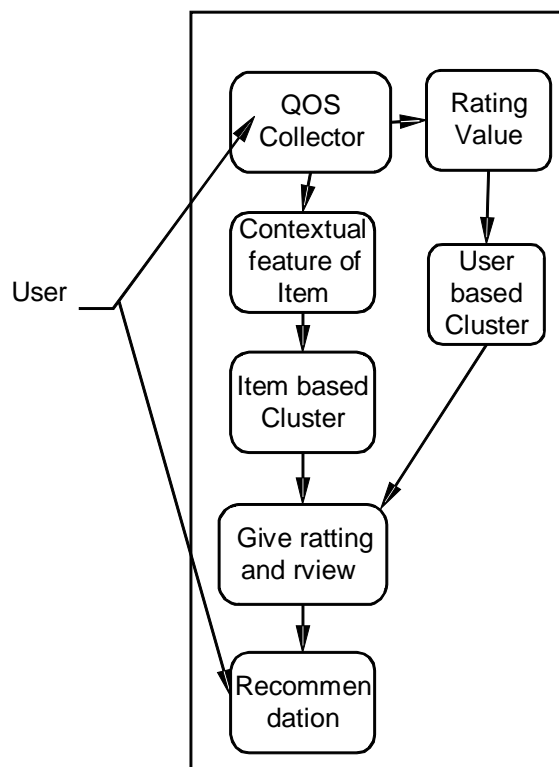
V.PROPOSED SYSTEM APPROACH

Fig.1 Block Diagram of Proposed System

The proposed system is intranet based system so Project can also participate in this System and track their status. The Proposed system provides admin and Project secure login. Remember user id or password. The proposed system provides detail general information about the Project along with Educational, Certification, Skill and Project details. It enhances the Project Management in adding, viewing and updating Projects' details and Generates various reports regarding Project's skill and experience and requirements.
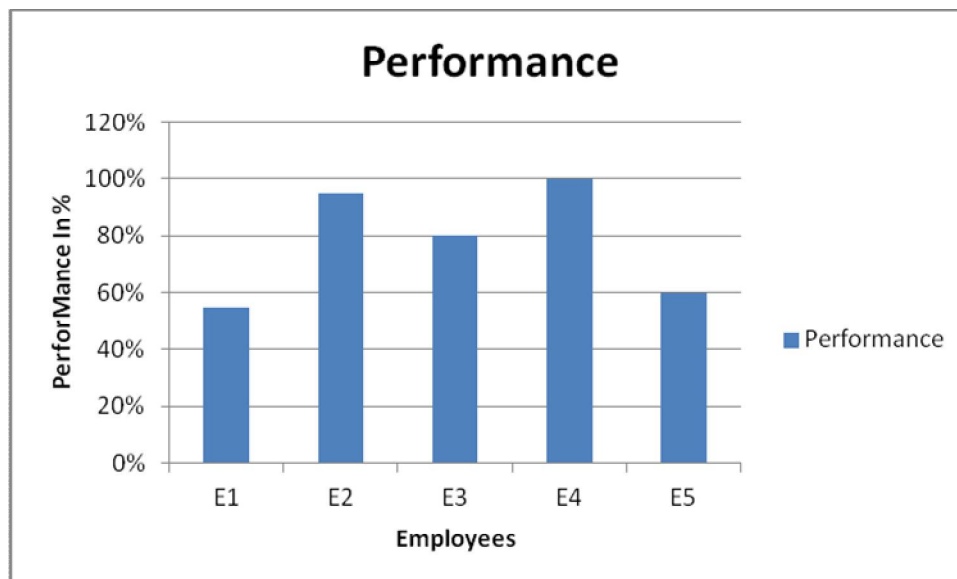
VI. SYSTEM ANALYSIS

In a following table we show the performance of employee on the basis of working and deadline.

Employee	Performance
E1	55%
E2	95%
E3	80%
E4	100%
E5	60%

In a following graph we show the employees performance in the graphical presentation.

VII. CONCLUSION

Project Management System" software developed for a company has been designed to achieve maximum efficiency and reduce the time taken to handle the Project activity. It is designed to replace an existing manual record system thereby reducing time taken for calculations and for storing data. The system uses Asp .Net as front end and Microsoft SQL as a backend for the database. The system is strong enough to withstand regressive daily operations under conditions where the database is maintained and cleared over a certain time of span. The implementation of the system in the organization will considerably reduce data entry, time and also provide readily calculated reports.

VIII. ACKNOWLEDGEMENTS

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