



International Journal of Innovative Research in Computer and Communication Engineering

(An ISO 3297: 2007 Certified Organization)

Vol. 4, Issue 9, September 2016

Corporate Appraisal System

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ABSTRACT: In organization, Formal performance appraisal has become a widespread instrument of human resource management. Performance appraisal is a measurement of how well someone performs job-relevant tasks. These measurements can serve different organizational purposes, but the most common goal is to improve or sustain performance levels by eliciting behavioral change. The underlying assumption with regard to this tool is thus that it is able to raise the performance of a whole organization by raising the individual performance of each employee. In general we normally do this activity manually or on paper but by using this system process is directly linked with rewards.

KEYWORDS: Employee Master, Payroll, Performance management, Absence management, Expense Management, Employee Self Service, KPA, KBA.

I. INTRODUCTION

The Importance of human and organizational factors for information systems (IS) adoption in manufacturing has been highlighted in the extant literature. Human factors include the views and needs of the relevant stakeholders and decision makers, and human resources such as management/staff time and training. Organizational factors may include the organizational/managerial structure, leadership, business processes, and organizational culture.

One important reason for formulating marketing strategy is to prepare the company to interact with the changing environment in which it operates. Implicit here is the significance of predicting the shape the environment is likely to take in the future. Then, with a perspective of the company's present position, the task ahead can be determined. Study of the environment is reserved for a later article. This article is devoted to corporate appraisal. An analogy to corporate appraisal is provided by a career counselor's job. Just as it is relatively easy to make a list of the jobs available to a young person, it is simple to produce a superficial list of investment opportunities open to a company. With the career counselor, the real skill comes in taking stock of each applicant; examining the applicant's qualifications, personality, and temperament; defining the areas in which some sort of further development or training may be required; and matching these characteristics and the applicant's aspirations against various options. Well-established techniques can be used to find out most of the necessary information about an individual. Digging deep into the psyche of a company is more complex but no less important. Failure by the company in the area of appraisal can be as stunting to future development in the corporate sense as the misplacement of a young graduate in the personal sense

II. LITERATURE SURVEY

A. *Towards Analyzing Information Management Requirements in New Zealand Genetic Services*

Towards analysing the requirements for genetic information management, we study the perspectives of various stakeholders of New Zealand genetic services through semi-structured interviews.

B. *User Interface Harmonization for IT Security Management: User-Centered Design in the PoSecCo Project*

The end-user frontend can be considered as an architectural layer on top of the PoSecCo applications hiding any technical or functional separation in the prototype implementation.

C. *Informal Control, Knowledge Integration and IJVs Innovation: An Empirical Research in South China*

We set out to contribute to the understanding of the roles of informal control and knowledge integration for IJVs in building competitive advantage of management innovation.

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D. The Effects of Switching Costs on User Resistance to Enterprise Systems Implementation

User resistance to change has been identified as one of the most critical issues in the success of IS implementation since the inception of organizational IS.

E. Distributed coordination for separable convex optimization with coupling constraints

We have developed continuous-time coordination algorithms for networks of agents that seek to collectively solve a class of constrained convex optimization problems with an inherent distributed structure.

III. PROPOSED SYSTEM

In organizations, Employee Performance calculated manually. All reward decisions depend on subjective performance evaluations. However, evaluating an employee's performance is often difficult. In proposed system new generation Corporate Appraisal System is introduced. In proposed system functions like Employee Master, Pay Roll, Performance Management, Absence Management, Expense Management and Employee Self Service.

A. MODULE :

1. Employee Master contains all details of employee.
2. In Payroll System, Salary details will be maintained. Here Employee can also download Payment Slip.
3. Performance Management Contains Employee performance related data.
4. In Absence Management, Employee can request for a leave. They can also view their last leave.
5. In Expense Management, All Expense of employee will be maintained. They can also request for a those expenses which are related to company.
6. In Employee Self Service, Employee can view his/her Details and can also request for Update.

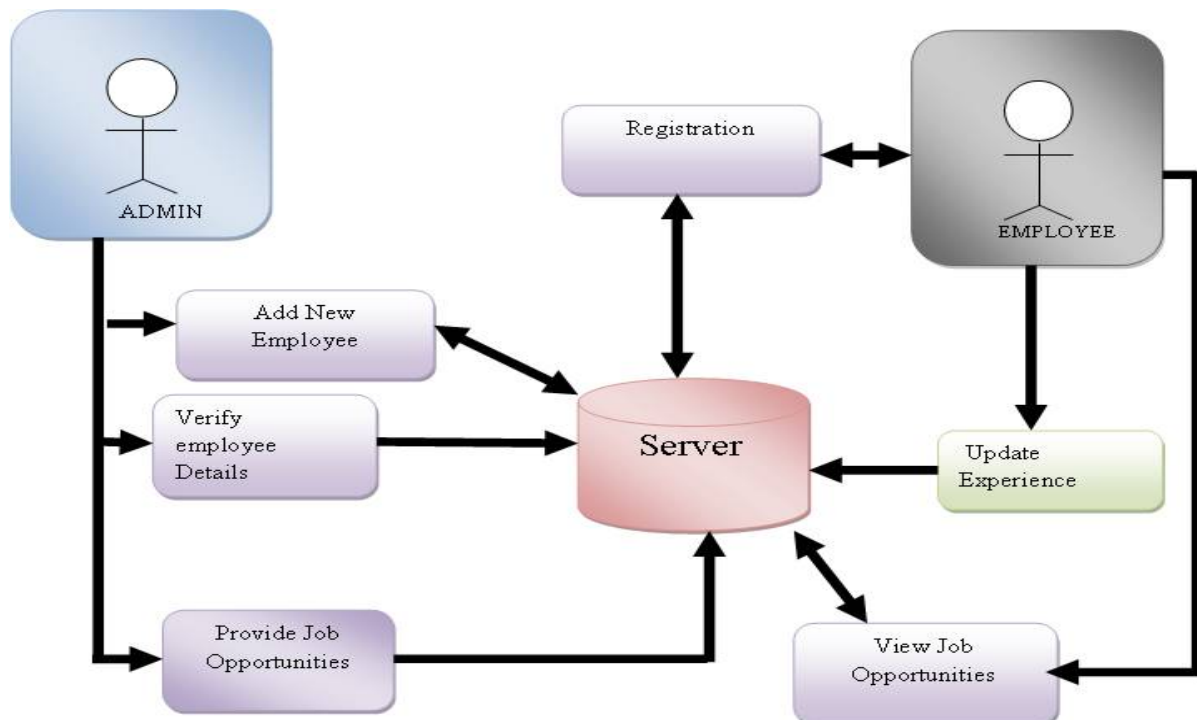


Fig. 1 Block Diagram of employee and admin.



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B. WORK FLOW

1. Admin can register new employee and can verify employee details.
2. All this data will get updated in server and further get stored in database.
3. In this system Employee can View their performance, request for changes, can manage expense management etc.

IV. APPLICATION

1. These system is used in big organization.
2. These type of system also contain approval system.
3. These system used in companies, colleges.

V. FUTURE WORK

Part of such framework is fundamental thing with in every organization that needs to keep record concerning its faculty data. Functionality and execution on all level in its structure. Performance evaluation meetings are a decent chance to talk about representative's wellbeing and prosperity in the working environment. Especially as to variables that add to sentiments of anxiety and encounters that advance fulfillment with their work.

VI. CONCLUSION

The framework has been produced considering each and every quality element. Because of this reason the framework is exceedingly secure starting from the crash issue. In addition, the framework is exceptionally solid and because of the security and respectability highlights, accommodates the framework, unapproved clients can't get to the framework. A data framework advancement has been introduced subsequently taken amid tasks improvement courses as a specific consideration swung to the fundamental agent capacities performed upon the information into database.

VII. ACKNOWLEDGEMENT

We are working on this project under the guidance of Prof. Ajay Gupta, Associate Professor at Institute Of Knowledge College Of Engineering, PUNE.

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