

Application Development of Employee Management System

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Abstract: In this paper proposed a Manual handling of employee information poses a number of challenges. This is evident in procedures such as leave management where an employee is required to fill in a form which may take several weeks or months to be approved. The use of paper work in handling some of these processes could lead to human error, papers may end up in the wrong hands and not forgetting the fact that this is time consuming. A number of current systems lack employee self-service meaning employees are not able to access and manage their personal information directly without having to go through their HR departments or their managers. Another challenge is that multinational companies will have all the employee information stored at the headquarters of the company making it difficult to access the employee information from remote places when needed at short notice. The aforementioned problems can be tackled by designing and implementing a web-based HR management system. This system will maintain employee information in a database by fully privacy and authority access. The project is aimed at setting up employee information system about the status of the employee, the educational background and the work experience in order to help monitor the performance and achievements of the employee through a password protected system.



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INTRODUCTION

Employees are the backbone of any company therefore their management plays a major role in deciding the success of an organization. Human Resource Management Software makes it easy for the employer to keep track of all records. This software allows the administrator to edit employees, add new employees as well as evaluate an employee's performance. Employees can be managed efficiently without having to retype back their information in the database. You can check to see if there are duplicate positions/employees in the database. A flexible and easy to use Employee Management software solution for small and medium sized companies provides modules for personnel information management thereby organization and companies are able to manage the crucial organization asset – people. The combination of these modules into one application assures the perfect platform for re-engineering and aligning. Human Resource processes along with the organizational goals. This system brings about an easy way of maintaining the details of employees working in any organization. It is simple to understand and can be used by anyone who is not even familiar with simple employees' system. It is user friendly and just asks the user to follow step by step operations by giving easy to follow options. It is fast and can perform many operations for a company.

PROBLEM STATEMENT

- Existing system requires manual integration of data and management of different-different processes.
- Company requires different systems for Human Resource Information management, Project management and client & Product management.
- Searching and tracking of information becomes complex and time consuming.

DISADVANTAGES

- High cost.
- Results are not accurate.

PROPOSED SYSTEM

The proposed system is designed to eliminate all the drawbacks of the existing employee management software. The system shall be responsible for maintaining information about employees, thus their personal profile. The system shall incorporate leave

management all the way from application to acceptance/rejection of leave requests as well as all employee projects with close monitoring of the projects from creation to completion and trainings to assist in monitoring active and inactive employees.

The main features to be added include:

- Employee profiles
- Leave management
- Task management
- Trainings
- Projects (Work Breakdown Structure)
- Notifications
- Employee Self-Service (ESS)
- Resume Tracking

ADVANTAGES

- Leave Management
- Data is stored in Computerized format. So it will be easy for accessing the data.

SAMPLE RESULTS



Description: Main page of Employee Management System

Emp ID	Name	Salary
1	John Doe	100
2	Christine Manning	90
3	Michael Pearson	80
4	Wendell Hernandez	70
5	Jan Smith	60
6	Steven Wilson	50
7	Earl Greenfield	40
8	Richard King	30
9	Jonathan King	20
10	William Clarke	10
11	Neil Miller	0

Project Name	Due Date
Project A	2020-12-31

Base Salary	Total Salary
100	100

Start Date	End Date	Total Days	Reason	Status
2020-04-01	2020-04-02	1	Urgent Family Cause	Approved

Description: Employee access his own data in different fields

Leave Type*

Job Title*

Employment Status*

Employee*

Admin can assign leave to employees*

Employees can apply for this leave type*

Employees can apply beyond the current leave balance*

Leave Accrue Enabled*

Leave Carried Forward*

Leaves Per Year*

Description: Employee Leave Management System

Emp ID	Name	Email	Birthday	Gender	Contact	ID	Address	Department	Degree	Role
101	Mehal Hasan	mehal@corp.com	1995-08-01	Male	0993 0202	1001	Roorkee, India	IT	MSc	10
102	Test Pilot	testpilot@gmail.com	2018-01-01	Male	0333 333 333	1002	AI, USA	CSE	PhD	5
103	Steven Wilson	wilson@corp.com	1990-03-02	Male	5552 6362	1003	Thames, UK	Creative	MSc	6
104	Colleen Cavan	colleen@corp.com	1975-12-01	Female	3555 3355	1004	Cherry Hill, USA	Creative	MSc	0
105	Bob Hawk	bob@corp.com	1975-06-28	Male	8955 3858	1005	LA, USA	Speech	BSc	20
106	Hacker Man	hackerman@corp.com	1990-02-02	Male	7575 3757	1006	Underground, Dark	Network Security	MSc	3
107	Wanda Norman	wandan@corp.com	1993-03-03	Female	4545 5454	1007	USA	Defense	MSc	3
108	Andrew Ng	andrew@corp.com	1976-04-14	Male	7878 8989	1008	USA	AI	PhD	3
109	Jan Goodell	jan@corp.com	1985-01-01	Male	9393 2525	1009	USA	AI	PhD	4
110	Christopher Manning	christopher@corp.com	1965-08-18	Male	1212 1212	1010	USA	NLP	PhD	5
111	Jon Snow	jon@corp.com	2011-02-01	Male	0979 1233	1011	Winterfell	Management	BSc	8

Description: Admin Accessing Employees data

Project ID	Emp ID	Project Name	Due Date	Submission Date	Mark	Status	Option
205	105	Tesla Model Y	2019-04-19	2019-04-06	10	Submitted	Mark
224	107	Security Check	2019-04-26	2019-04-05	9	Submitted	Mark
206	106	Hack	2019-05-04	2019-04-05	5	Submitted	Mark
213	101	Database	2019-04-07	2019-04-04	10	Submitted	Mark
222	103	Statistical	2019-04-19	2019-04-04	6	Submitted	Mark
221	100	Data Analysis	2019-04-16	2019-04-04	7	Submitted	Mark
220	100	Data Analysis	2019-04-16	2019-04-04	8	Submitted	Mark
225	109	ML	2019-04-03	2019-04-04	6	Submitted	Mark
208	105	Tesla Model X	2019-04-03	2019-04-03	10	Submitted	Mark
223	108	Software Scoria	2019-04-09	2019-04-02	3	Submitted	Mark
217	111	Do Nothing	2019-04-02	2019-04-01	8	Submitted	Mark
204	102	Test	2019-04-10	0000-00-00	0	Due	Mark
209	101	PHP	2019-04-07	0000-00-00	0	Due	Mark

Description: Employees Project details

CONCLUSION

In this paper, This project is developed using php, html, css, javascript and MySQL fully meets the objective of the system which it has been developed. This project is used for computerizing employee management work in offices, schools, etc. The software is capable of easy storage of information related to employee through database. As a future work, some additional stuff could be implemented and integrated into the application code making it much more reliable and flexible;

especially what concerns a pay-roll module, for instance. Apparently, the role of such systems is basic and essential within each company that wants to keep a really good control and record concerning its personnel data, functionality and performance on all levels in its structure.

FUTURE SCOPE:

Complain box can be created to register and store complains. Interactions among various employees of the organization through live chats. Discussing project with clients across various parts of the world. Employee Attendance Management. Employee Recruitment Management.

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