# SYNOPSIS ON

# Human Resource Management System

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# submitted by

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# UNDER THE GUIDANCE OF : \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

## Introduction

People are employed by companies and organizations throughout the world. Employees are expected to work and deliver results and in turn help the company move forward. Well being of the employees is a important factor in the performance of employees. Excellent infrastructure, good team work, productive environment, appropriate pay package are some of the factors which lead to employee satisfaction and also increases the productivity of employees.

* 1. Hierarchy

Companies have hundreds and thousands of employees. Managing such a huge workforce is a mammoth task. Most companies have a hierarchical structure for better and efficient management of daily operations. Every employee has a manager who takes care of assigning work.

* 1. Potential Problems

Employees at times face problem in working with their managers. These problems may be due to the nature of work or can be interpersonal in nature. In all cases, the problems need to be addressed to maintain the spirit of the company.

The problem can be resolved by proper communication between the concerned parties.

## Existing System

In the existing system, employees discuss their problems with immediate superiors over emails or verbally. The process is quite unorganized and is not guaranteed to provide proper results. At times, the employees are just ignored by the superiors and employees continue to remain unproductive.

Few employees do take action and approach the HR department for resolution of their problems.

Overall, the whole process is quite informal and far from acceptable.

## Candidate System

The solution to the above problems lies in creating an intranet or internet based web application where all employees can raise relevant problems and can expect a solution in a given time frame. The employees can raise the complaint, which is then seen by the manager. The manager needs to provide a satisfactory explanation and provide solutions to the same. Project managers can also login to the system.

The online solution is cost effective and easy to maintain. Hence it is proposed to develop a online system which can take care of the process of complaint resolution in a fair manner.

The proposed solution will be a Web based Application developed in PHP with MySQL as a database. We plan to make use of the WAMP Server as the tool for development.

The candidate system will be a 3 tier based architecture with the following

Front End: The front end will be done in HTML / CSS

Back End: The back end coding will be done in PHP

Database: The data will be stored in MySQL database

Modules

The proposed system shall have the following modules.

**Administrator Module**

This module shall have facility to maintain the whole system and the database. Admin will create profiles for employees and managers.

**Employee Module**

This module shall help the employees to raise new complaints. It will also help them to keep track of their complaints.

**Project Manager Module**

This module shall enable the project managers to login and provide solutions to the complaints.

## Requirements

In this section the hardware and software requirements for the development of this project are discussed.

### Hardware Requirements

The hardware requirements for this project are listed below.

|  |  |
| --- | --- |
| CPU | Intel Pentium Dual Core / Core 2 Duo / Core i3 |
| Memory (RAM) | 1 GB or above |
| Storage (Hard Disk) | 80 GB or above |

### Software Requirements

The software requirements for the development of this project are listed below.

|  |  |
| --- | --- |
| Operating System | Windows 7 or above |
| Web design | HTML, CSS |
| Server Side Scripting | PHP |
| Client Side Scripting | JavaScript |
| Database | MySQL |

## Conclusion

The current version of the software has selected few features for implementation, as per the scope of this project. This project will go a long way in helping the companies to streamline the management of employees and will lead to happy employees who will work for the betterment of the company. The process will also be quick and easy to maintain.

## Future Enhancement

The next version of the software can included more attractive features. Some of them are listed below

* A messaging feature can be added. A SMS will be sent when any event occurs, like raising a new complaint.