



StaffSphere

Web Programming Project Proposal

Group Members:

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1. Brief Description:

The project is a thorough web-based solution created to simplify and improve numerous facets of managing human resources within an organization. It offers a wide range of functionalities and acts as a central point for HR professionals and employees. These include managing personnel data, monitoring attendance, processing leave requests, generating payments, and resolving problems. The system also promotes open communication through chat integration, offers financial health insights through cash flow statements, and promotes employee appreciation through performance ratings and prizes. This project intends to provide all stakeholders with a seamless and effective HR management experience by integrating third-party services, implementing security measures, and providing user-friendly interfaces.

2. Intention/ Goals of the Project:

The main purpose and objectives of the project for handling HR matters and managing employees include streamlining and improving numerous facets of HR management within a business. These are the main motives and objectives:

- **Efficient Employee Management:** The main goal is to give HR departments a platform to handle employee data effectively, including personal data, employment history, and performance records. This allows HR professionals to decide with knowledge and keep a well-organized team.
- **Streamlined HR procedures:** The project attempts to streamline HR procedures, including leave administration, payroll creation, and attendance tracking, to lessen administrative responsibilities and mistake rates. This guarantees that HR activities are completed efficiently and correctly.
- **Improved Communication:** Chat and notification system integration encourages better communication between staff and management. It makes the workplace more open and responsive by allowing employees to raise problems, record attendance, and seek time off.
- **Financial Management:** The dashboard's incorporation of cash flow data and profit tracking provides information about the company's financial situation. This data can aid budgeting and financial decision-making.
- **Employee Recognition:** The project will encourage employee recognition by utilizing elements like employee ratings and performance rewards. Top achievers might be motivated and engaged more by being acknowledged and rewarded.
- **Knowledge Exchange:** The addition of a newsletter and blog area enables the exchange of insightful information, business news, and market updates. This encourages information exchange and maintains staff engagement.

3. Functional Requirements:

The precise features and capabilities that must be implemented to successfully complete the project's objectives are included in the functional requirements. These prerequisites consist of:

- **User Authentication:** Secure login and signup processes are used for user authentication to ensure authorized access.
- **Dashboard:** A centralized dashboard that shows key statistics, such as financial information, attendance records, and employee evaluations, and gives a brief snapshot of the business's HR-related KPIs.
- **Employee Management:** CRUD operations are used to add, edit, remove, and view employee information, making it simple to keep correct employment data.
- **Payroll Management:** Creating and administering employee payrolls for timely and correct salary processing is known as payroll management.

Employees can indicate their attendance using an attendance tracking system, which aids HR in keeping track of timeliness and attendance patterns.

- **Leave application:** Employees can seek leave through a portal that allows HR to effectively manage and approve those requests.
- **Issue Resolution:** A method for employees to report issues so that HR can address and resolve them appropriately.
- **Issue Handling:** Quickly locate personnel records, teams, or specific data in the system using the search functionality.
- **Location Information:** Google Maps integration to show the business's exact location.
- **Payment Integration:** For managing financial transactions, integration with the Stripe and Jazzcash APIs.
- **Chat GPT Integration:** Integrating GPT-based chat features will allow real-time communication and help.
- **Team Management:** Team management refers to the CRUD procedures used to manage teams inside an organization
- **Notification System:** A notification alert system to keep users informed of important updates.
- **Employee Interface:** An employee-centric interface for attendance marking, leave requests, and issue reporting.
- **Financial Insights:** Daily expenditure tracking, cash flow statements, and profit monitoring to aid financial decision-making.
- **Knowledge Sharing:** A blog and newsletter feature for sharing company news and insights.
- **Event Calendar:** A calendar for marking and managing upcoming events and meetings.
- **Social Media Integration:** Integration with social media platforms to connect with the company's social profiles and share content.