Ans

1. System Architecture:
   * The application follows a typical three-tier architecture: presentation layer, application layer, and data layer.
   * Presentation Layer: Built using Laravel's Blade templating engine to create views and handle user interactions.
   * Application Layer: Controllers handle incoming requests, interact with services, and return responses.
   * Data Layer: Utilizes Laravel's Eloquent ORM to interact with the database.
2. User Authentication and Authorization:
   * Laravel's built-in authentication system is used for user registration, login, and password reset functionality.
   * Authorization is implemented using Laravel's gate and policy system, defining permissions and roles for different user types, such as administrators, managers, and employees.
3. Employee Management:
   * Employees' information is stored in a database table, and Eloquent models are used to interact with the data.
   * An EmployeeController handles operations related to managing employee information, such as adding new employees, updating employee details, and archiving or deleting employee records.
4. Performance Evaluation Criteria:
   * Performance evaluation criteria are defined and stored in the database, such as key performance indicators (KPIs), competencies, and goals.
   * The criteria can be configured by administrators and customized based on organizational requirements.
   * Eloquent models are used to interact with the criteria data.
5. Performance Evaluation Process:
   * A PerformanceEvaluationController handles the performance evaluation process.
   * Managers or supervisors can initiate evaluations for their assigned employees.
   * The system sends notifications to employees regarding the evaluation process.
   * Employees can access their evaluation forms, fill in self-assessments, and provide supporting evidence.
6. Evaluation Rating and Feedback:
   * Managers or supervisors evaluate employees based on predefined criteria.
   * The system calculates ratings and generates performance reports.
   * Feedback mechanisms allow managers to provide comments and suggestions for improvement.
7. Performance Reports and Analytics:
   * Performance reports are generated based on evaluation ratings and feedback.
   * Reports can be accessed by managers, supervisors, and employees to review performance summaries.
   * Analytics and visualizations can provide insights into individual and team performance.
8. Notifications and Reminders:
   * The system sends automated notifications and reminders to employees and managers at different stages of the evaluation process.
   * Notifications can be delivered via email, in-app notifications, or other communication channels.
9. Security and Privacy:
   * Access control and data privacy measures are implemented to ensure that evaluation data is only accessible to authorized individuals.
   * Encryption and other security practices are employed to protect sensitive employee information.

Ans2

The specific requirements and workflows for an employee performance evaluation system can vary depending on the organization's goals, industry, size, and culture. However, here are some common requirements and workflows to consider when implementing such a system:

1. Evaluation Periods: Determine the frequency and duration of evaluation periods. Common options include annual evaluations, semi-annual evaluations, or quarterly evaluations.
2. Performance Criteria: Identify the specific performance criteria to evaluate employees. This can include key performance indicators (KPIs), competencies, goals, or a combination of these factors. Each criterion should be measurable and aligned with organizational objectives.
3. Evaluation Forms: Design the evaluation forms that managers or supervisors will use to assess employee performance. The forms should include the identified performance criteria and provide space for rating and feedback.
4. Self-Assessment: Determine whether employees will have the opportunity to complete a self-assessment as part of the evaluation process. Self-assessments can provide employees with a chance to reflect on their performance and provide additional insights.
5. Rating Scales: Define the rating scales or scoring mechanisms to assess employee performance. This can include numerical scales, descriptive scales, or a combination of both. Ensure that the rating scales are clear and consistent across all evaluations.
6. Performance Reviews: Establish a process for conducting performance reviews. This may involve one-on-one meetings between managers and employees to discuss the evaluation results, provide feedback, set goals, and discuss career development.
7. Feedback Mechanisms: Implement mechanisms for managers or supervisors to provide constructive feedback to employees. This can include written comments, suggestions for improvement, and recognition of achievements.
8. Performance Reports: Determine the format and content of performance reports that summarize employee evaluations. Reports may include overall performance ratings, strengths, areas for improvement, and recommendations for future development.
9. Communication and Notifications: Define how notifications and reminders will be sent to employees and managers throughout the evaluation process. This can include automated emails, in-app notifications, or reminders on the employee dashboard.
10. Data Privacy and Security: Establish protocols to ensure the privacy and security of employee evaluation data. This includes implementing access controls, data encryption, and compliance with relevant data protection regulations.

Ans3

OSI

Presentation Layer: AminLTE,

Application Layer: PHP Laravel

Data Layer: MySQL