Human Resource Management System (HRMS)

Overview, Process, Tools & Roles

Team: Arya (Backend Dev), Aryan (Frontend & UI)

What is HRMS?

HRMS (Human Resource Management System) is a software solution to manage HR processes efficiently.
Purpose: Reduce manual work, increase transparency, improve data accuracy, and support HR decisions.

Common Basic Features of HRMS

- Employee Data Management - profiles, documents, employment details
- Attendance & Time Tracking - shifts, clock-in/out, overtime
- Leave & Absence Management - leave requests, balances, approvals
- Payroll Processing - salary calculation, deductions, benefits, payslips
- Performance Management - appraisals, goal setting, feedback
- Recruitment & Onboarding - applicant tracking, onboarding workflows
- Reports & Analytics - HR dashboards, turnover, attendance reports
- Self-Service Portal - employees manage their info, leave, payslips

What is SDLC? Why It Matters

- SDLC = Software Development Life Cycle: plan, create, test, deploy, maintain
- Phases: Requirements → Design → Implementation → Testing → Deployment → Maintenance
- Ensures clear requirements and systematic design
- Improves reliability and data security (critical for HR data)
- Reduces risks like scope creep, bugs, and instability

Our Roles & Contributions

- Arya (Backend Developer): APIs, database, security, integrations, scalability
- Aryan (Frontend & UI Developer): UI/UX design, responsive layout, API integration, styling

Common Development Tools

- Postman - API testing and documentation
- Figma / FigJam - UI/UX prototyping and collaboration
- Preferred IDE - e.g. VS Code, WebStorm
- Development Platform - Windows / Linux
- Other: Git for version control, testing frameworks, CI/CD pipelines

Summary & Next Steps

- HRMS simplifies HR operations and data management
- SDLC ensures quality and stability of project
- Roles: Arya (Backend), Aryan (Frontend & UI)
- Using robust tools for development and collaboration
- Next: Finalize requirements, UI mockups, database design, implementation & deployment