**FINAL YEAR PROJECT – I**

***HR360-USING AI FOR SMART WORKFORCE AND PAYROLL AUTOMATION***

**REQUIREMENTS:**

***FUNCTIONAL REQUIREMENTS:***

These are the core functionalities that define “what the system will do”.

1. **User Authentication & Authorization:**

- Employees must be able to register, login, and reset passwords securely.  
 - Role-based access control (Employee, HR).

1. **Employee Profile Management:**

- Employees can view their profiles, salary details, and attendance records.  
- HR can view and edit employee records.

1. **Payroll Processing:**

- The system must automatically calculate salaries, deductions (including tax), and bonuses.  
 - Employees can download their pay slips.

1. **Attendance & Leave Tracking:**

- Employees should be able to mark attendance (Check-in/Check-out system).  
 - HR should be able to approve/reject leave requests.

1. **Job Application & Recruitment:** - Candidates can apply for jobs and upload resumes.  
    - AI-based resume screening for shortlisting candidates.
2. **Employee Increment:**

***Key point indicator***

***Faculty:***

* Research paper
* Performance (Student Feedback)
* Attendance

***Employee:***

* Customer Satisfaction
* Attendance (Punctuality)
* Progression

1. **Interview Scheduling:**  
    - HR should be able to schedule interviews and notify candidates.  
    - System must auto-suggest available time slots.
2. **Exit Process & Clearance System:** - Employees can submit resignation requests.  
    - HR should be able to manage the clearance process (IT, Finance, HR approvals).
3. **HR Queries Chat bot:**

-Employees can drop any queries regarding their leaves request, leave policies, attendance, OPDs submission or any other thing.

***NON-FUNCTIONAL REQUIREMENTS:***

These are the functionalities that define “how well the system will perform rather than what it does”.

1. **Performance:**  
    - The system should handle 50+ concurrent users smoothly.  
    - API response time should be as quick as possible.
2. **Security:** - All sensitive data must be encrypted.  
    - Two-factor authentication (2FA) for HR/Admin accounts.
3. **Scalability:** - The system must support up to 100 employees without performance degradation.
4. **Usability:**  
    - The UI should be easy to use with minimal training required.