**Idea/Approach Details**

Organization Name: Chennai District Small Scale Industries Association (CDISSIA)

Problem Statement: Software platform for managing payment transactions of Employee

Problem Description: All the MSME are facing a tough challenge in maintaining ESI, PF, Pension Accounts for their employees as each of these are being maintained by different departments with different identification number for each employee. The MSMEs also must maintain separate account and make payment separately to each department. It is suggested to have one employee identification number through which all the payments can be made by a single cheque and Employee Identification Number (EIN) should be valid wherever the individual joins.

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**Solution**

Our approach is to create a portal which will comprise of all details of MSME, their departments and their respective employees. It will contain the details of the payments made to each department and also the salary payments made by each department to the employees. Employees will have their unique ID at the MSME level. Hence, even after shifting to another department, the employee data will be accessible from the company’s database as it will be department independent. Each department will also have their own database which will contain necessary information about the employee, like their PF and Pension accounts, their salaries and any other relevant data which the department requires. Employees will be able to view their past salaries, make rebate/allowance claim. All Employee fund accounts are associated with the Employee ID, and this information is available to their respective department. The salary is given to the employees after deduction, and the deduction data is stored in Department Database and synced with MSME main database.

**Technology Stack**

1. PHP
2. MySQL
3. JavaScript
4. Payroll Management System

**Use Cases**

**Case 1**: User - MSME Operator

* Operator logs in to the portal where he/she can view the payement details along with the information of all departments and employees.
* Operator can approve the addition/changes in the employee data and different departments.
* Once everything is approved, payments are made to each Department.

**Case 2**: User - Department Operator

* Operator logs in to the portal where he/she can view the payement details along with the information of all employees.
* Operator can approve the claims made by employees like allowance, changes in details.
* Department has information of its Employees’ fund accounts, and record is maintained of their PF and Pension funds.
* Once everything is approved, payment is made to each and every employee of that department.

**Case 3:** User - Employee

* Employee logs in to the portal where he/she can view the history of salaries.
* He/she can make claims like rebates/allowances and changes in his/her details.
* Employees have access to their different fund accounts and can make request for withdrawal of funds to their department in case of need.

**Use Case Diagram**

* Employee ID is independent of department but is given at MSME level.
* Hence even if an employee moves from Department 1 to Department 2, all his/her data can be easily migrated on the basis of Employee ID.
* All Departments are able to communicate with other Departments, so flow of information is smooth.

**Dependency**

There are no dependencies on anything. Our solution would work in all the cases.