DATA BASE MANAGEMENT SYSTEM:

PROJECT PROPOSAL

PROJECT IDEA:

"Society Employee Payment Management System"

WHY SOCIETY EMPLOYEES PAYMENT MANGEMNET SYSTEM REQUIRED:

Nowadays every co-operative housing societies needs an effective Society Management System that manages all the activities and functionality giving a lead to your society over its competitors by enhancing quality service to Societies' Resident in a timely manner which gives a unique living experience to residents.

WHY?

To run a system (society) at a large scale; A system is partitioned into Section/Department which are administered by employees where an employee works under an employee at various designation both responsible for their work individually. A society may have large number of employee whose payment management may cause trembling if whole the payment system is done manually. Where as a Society Employee Payment Database Management System would replace this problem. The solution involves hassle-free platform to deployment of major modules combined as an efficient software for Mechanism of Society Employee Payment.

ADVANTAGES OF DATABASE MANAGEMNET SYSTEM

- Society Employee Payment Database management systems will allow the society Employee data w.r.t their payments to be organized and easily categorize by structuring the available data resulting in increased productivity.

- Society Employee payment DBMS will authorize administrators of society to spend time on strategic initiatives as the data once stored on DBMS will be fully automated that would ensure rapid data fetching due to its relational approach (through querying in DDL). Ultimately leads to better decision-making through procedures generating higher-quality information.

- The automated data found on DMBS is accurate and much reliable; reducing workload of administrator office staff from manually scrubbing lists therefore it will lessen the chances of Data inconsistency.

- The Society DBMS will promote flexible integration options to standardize accurate data (as compare to manually scripted data found across multiple file in same office.

- One of the feature of DBMS is versatility i.e. Society Data base management system could be accessed via computers, tablets, and even mobile device.

SOCIETY EMPLOYEE PAYMENT DBMS:

The payment system of employee in holds/store basic details e.g. name, address, phone number but the employee status divides the employee into two sub-categories that are direct employees and in direct employees.

1. **Direct employee**: The direct employee are permanent employees whose data and payment status would be further classified according to their job description. The job description would be classified as:

   a. **Sales/marketing**: Despite of giving a fixed salary, a society would also provide bonus to its employees on the basic of their role of bringing deals (property sales) to the society in addition

      - a fixed mobile phone allowance;
      - Utility charges;
      - Training Charges (for employee field grooming);

   would be allotted that would affect their monthly salary.

   The payment methodology:
   The Sales/marketing employee would be working on a fixed salary and would be responsible for earning bonuses to themselves if merits achieved as set by society.

   Bonus System:

   @ 20 + sales bonus would be **.15** percent of each sale done.

   @ 30 + sales bonus would be **.20** percent of each sale done.

   @ 40 + sales bonus would be **.25** percent of each sale done.

   NOTE: All the Sales ratio mentioned above are to be achieved in a span of a month. Number of sales recorded on data base of employee would help in selecting an equitable employee for promotion.

   b. **Administration:** Such type of employees would be categorized as society department chief employees responsible for enduring and managing all operation in society they would be having a fixed salary (considerably high salary as compared to ordinary sale staff) with a fixed yearly bonus and following facilities:

Small scale packages

- Any one Staff Member Facility (defined on point b) from two options.
- One fixed Staff Member Facility i.e. PA (defined on point b).
- Medical allowance
- a fixed mobile phone allowance
- Hose Rent Allowance
- Utility Bill Allowance
- Monetization of Transport Fund
- Option could be added/deleted

If staff member facility would not be acquired, then staff monthly salary would be incremented in their fixed pay.

NOTE: An administration can only administer a department for three years after that the command would be changed.

Administrator (employee)would be dealing with one department each that are

- Sale Department
- Account
- IT Staff
- Basic facility department
- Management department

An administrator employee would be selected from same department on the basis of their services

c. **Office staff:** These staff would be working in various department at low wages as office boys, receptionist, and clerk.

d. **Staff Member**

e. : These employees would work in the department at status like driver, chef, assistant only. Their salaries would be small and fixed and would be assigned to an administrator. These are part of allowance provide to administrator.

f. **Accountant and IT staff**: These employees would be working on fixed but high salaries only.

2. **In Direct Employee:**
    These are the employee whose role in the society would be temporary and their salaries would be determined on the basis of hours of work they would give Technical facilities to society as electrician plumber gardeners. These would be assigned through society to different houses if required and their hourly salary would be given by society.

    For society Infrastructure if truck cranes labor and man force labor would be required their data could also be stored on DBMS for their payment management.

SALARY WAGES

@: Rs150 per hour for indirect employee

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@: Rs.45000 Fixed salaries per month for sales employee

@: Rs. 200,000 Fixed salaries per month for admiration employees

@: Rs. 150,000 Fixed salaries per month for Accounts employees

@: Rs. 125,000 Fixed salaries per month for IT employees

@: Rs.20000 Fixed salaries per month for staff employees

@: Rs.50000 Fixed salaries per month for employees in Basic facilities except in security department

@: Rs.15000 Fixed salaries per month for employees in Basic facilities for only security department

EXTRA BENEFITS:

@: Medical allowance at 5000 per-month

@: A fixed mobile phone allowance at 1000 per-month

@: Hose Rent Allowance at 40000 per-month

@: Utility Bill Allowance at 10000 per-month

@: Monetization of Transport Fund at 10000 per-month

RELATIONAL MODEL:

DIRECTEMPLOYEE (**EMPLOYEEID, CNIC, CNIC,NAME,AGE GENDER,ADDRESS,SALARY**

INDIRECTEMPLOYEE (WORKHOURS, CNIC,NAME,AGE GENDER,ADDRESS,SALARY,A.EMPLOYEEID(FK)

SALESSTAFF (EMPLOYEEID,NOOFSALES,COMMISION, EMPLOYEEID,CNIC, CNIC,NAME,AGE GENDER,ADDRESS,SALARY,A.EMPLOYEEID(FK)

SALES (SALEID,DATE,REVENUE,EMPLOYEEID, AD.EMPLOYEE(FK)

ADMINISTRATION (EMPLOYEEID, EMPLOYEEID,CNIC, CNIC,NAME,AGE GENDER,ADDRESS,SALARY,A.EMPLOYEEID(FK)

IT   (EPMLOYEEID, EMPLOYEEID,CNIC, CNIC,NAME,AGE GENDER,ADDRESS,SALARY,A.EMPLOYEEID(FK), AD.EMPLOYEE(FK))

ACCOUNT   **(EMPLOYEEID, CNIC,NAME,AGE GENDER,ADDRESS,SALARY)**

OFFICESTAFF (EMPLOYEEID, EMPLOYEEID,CNIC, CNIC,NAME,AGE GENDER,ADDRESS,SALARY,A.EMPLOYEEID(FK)

JOBTYPE (JNAME,WAGE)

ALLOWANCE (ANAME,AMOUNT,EMPLOYEEID)

TECHNICAL FACILITY (JOBNAME,RATEPERHOUR)

OPTION 8B USED

AD.EMPLOYEE IS ADMINISTRATOR PK

A.EMPLOYEE IS ACCOUNTANT PK