**Synopsis**

**Title of the project:**

Human Resource Management System.

**Objective of the project:**

* Reduce manual work.
* Generate payroll.
* Online recruiting.

**Structure of the project**

**Problem analysis:**

Every organization has numerous types of resources like office equipments, finances raw materials, etc. Human resource is one of these resources. It is the most vital among all the resources of an organization. So HR functions are common to all type of organization these HR function may include recruitment, time management, management of payroll and many more. In the Scenario of handling thousands of employees, their recruitment procedure, their time scheduling and their salary slip generation according to their package and their working days may become difficult to handle manually.

**Features:**

* Allow insertion of new employee records
* Generation of payroll.
* Help create vacancies and schedule interviews for recruitment.
* Ability to stay updated with the progress of the assigned project.

**Modules:**

* Employee record
* Payroll module
* Project management module
* Creating vacancies
* Scheduling interviews

**Module description:**

* Employee record module:

This module consists all the records of the employees it also allows insertion and deletion of employee records. The existing records can also be updated.

* Payroll module:

This module generates the payroll for individual employee based on few attributes like, number of hours worked, basic pay, PF amount to be deducted, etc. i.e., this module calculates the net pay of an employee.

This module has two sub modules:

* Earnings module:

This sub module calculates the gross earnings of the employee based on the number of hours worked, Over-time hours, etc.

* Deduction module:

This sub module calculates the gross deductions to be made from the gross earnings of the employee.

* Project management module:

This module keeps the updates about the progress of an assigned project. i.e., it allows the employee to update his/her progress in the task that was assigned to him/her.

* Creating vacancies:

This module allows the firm to update the vacancies in its firm in its site so that applicants can apply for the appropriate posts. It also allows an applicant to upload his/her details for the vacancy and also upload the required documents. And then the firm can broadcast the results.

* Scheduling interviews:

Through this module the firm can schedule the interviews for the applicants.

**Software requirements:**

**Front end:** php

**Back end:** MySql

**Hardware requirements:**

**RAM:** min. 512 MB

**Hard Disk:** 1 GB

**Operating System:** Windows xp or further versions

**Future Scope of the Project:**

This project will be useful especially to those firms that have multiple branches located at different geographical regions. It allows the administrator to have a supreme control over the Human Resource of its firm.