



Employee Performance Management and Review System



Overview

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Introduction

The primary goal of the Employee Performance Management and Review System is to streamline the performance review process for organizations. This is achieved by providing a centralized platform that simplifies goal-setting, feedback collection, performance tracking, and data-driven decision-making. The system ensures an organized, efficient, and transparent approach to employee performance management.



Scope

- **User Authentication And User Management**

Create and manage user accounts for employees, managers, and HR personnel, so that each user has secure access to the system with appropriate permissions based on their role

- **Goal-Setting**

Enabling managers to define and assign clear objectives for employees.

- **Feedback Management**

Facilitating structured feedback from managers and self-assessments from employees.

- **Performance Tracking**

Allowing employees and managers to monitor progress toward set goals in real-time.

- **Analytics and Reporting**

Providing HR and management with actionable insights into performance trends and improvement areas.

System Overview

overview of the system's core features, advantages, and why it's essential for modern organizations.

01

Role-Based Access Control

Secure and personalized access for HR admins, managers, and employees.

02

Goal Management

Tools for setting, updating, and tracking employee goals.

System Overview Cont...

03

Review Scheduling

Automated review cycles with reminders and notifications.

04

Feedback Tools

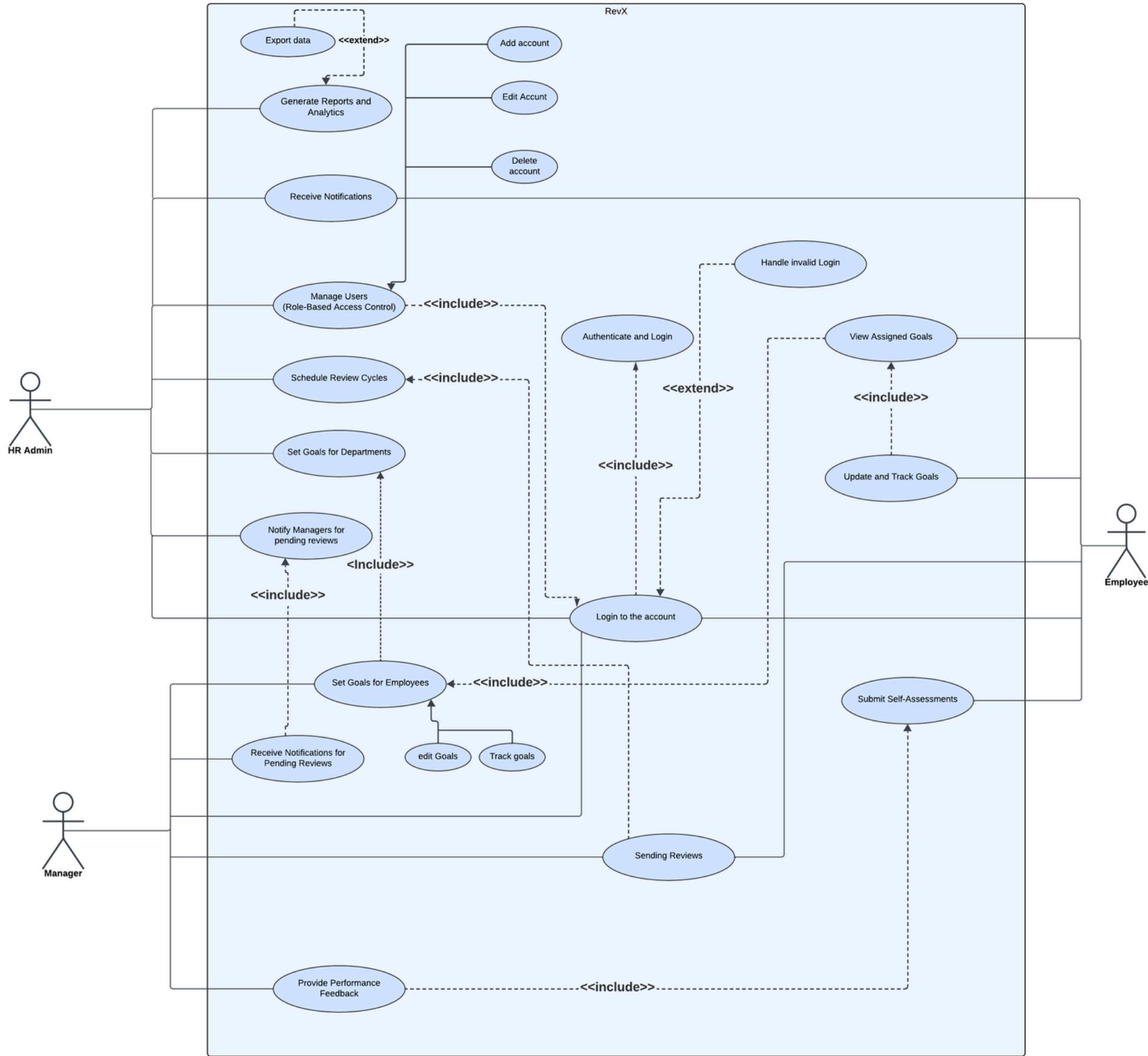
Structured forms for manager feedback and employee self-assessments.

05

Analytics and Reporting

Performance dashboards and trend analysis for actionable insights.

Use Case Diagram

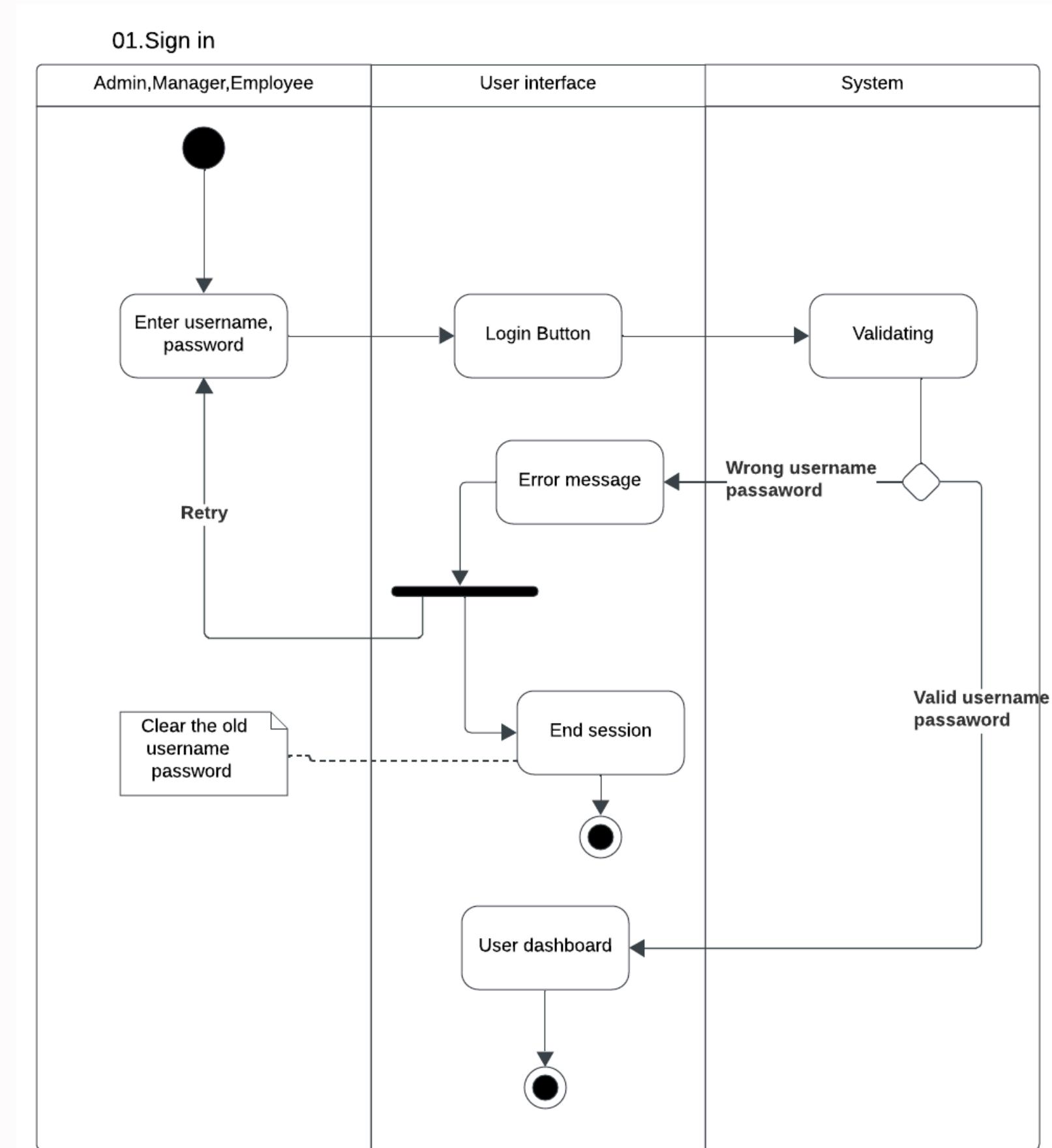


Key Features

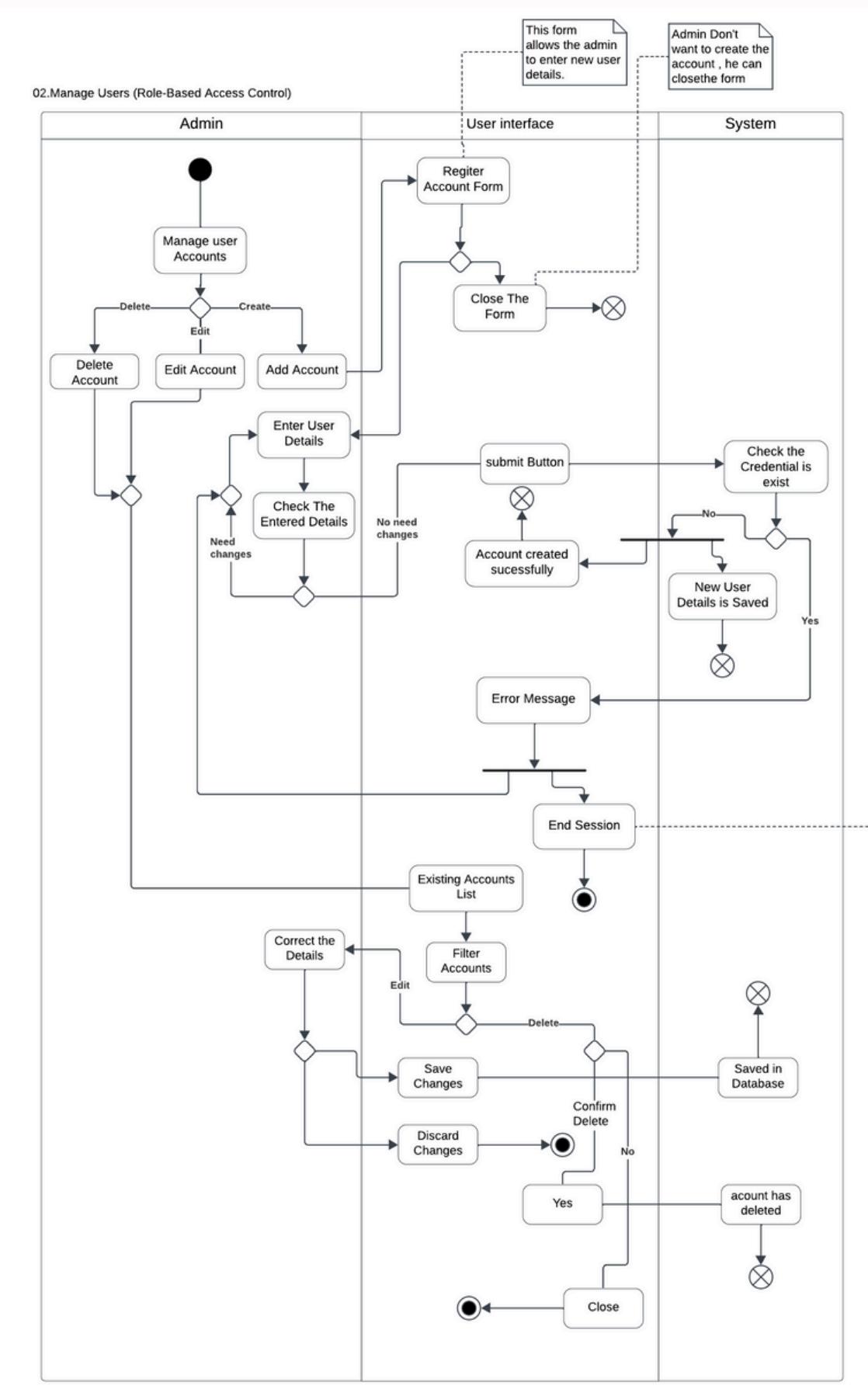
1. Role-Based Access Control (RBAC)

- **Secure Access Management:** Ensures that employees, managers, and HR admins access only the functionalities relevant to their roles.
- **Custom Permissions:** Configurable access levels to maintain organizational security and data integrity.

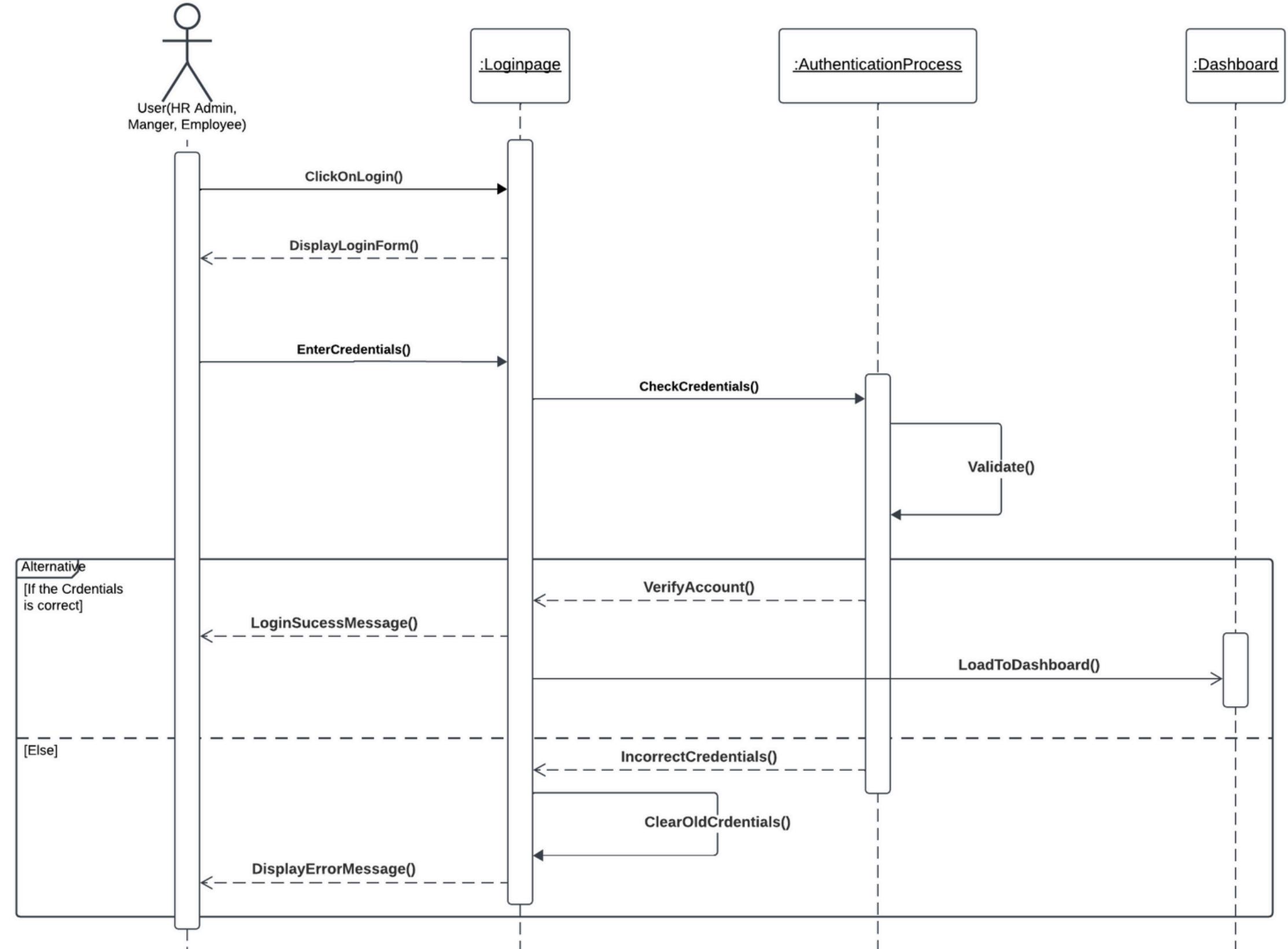
Activity Diagram



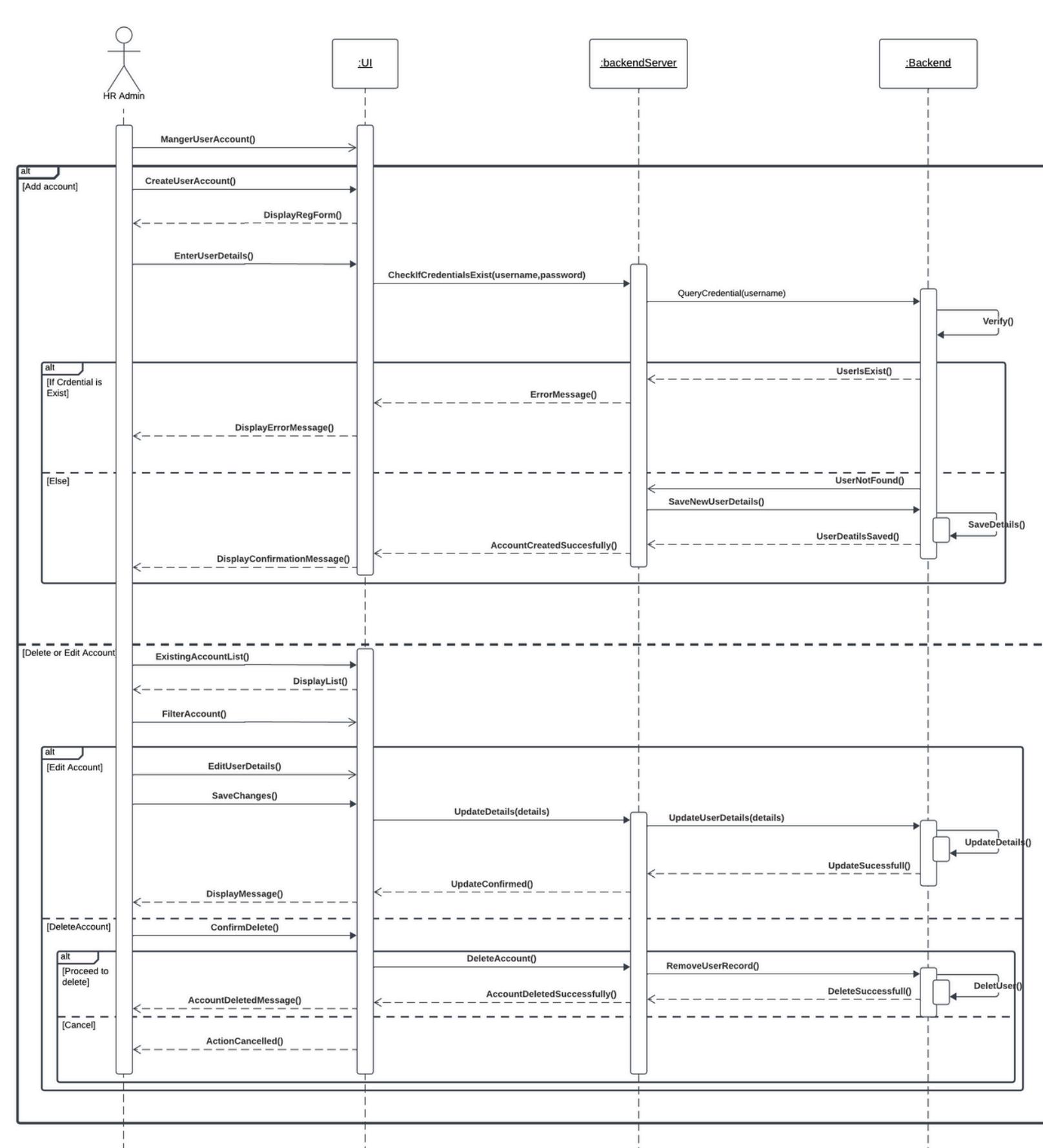
Activity Diagram cont..



Sequence Diagram

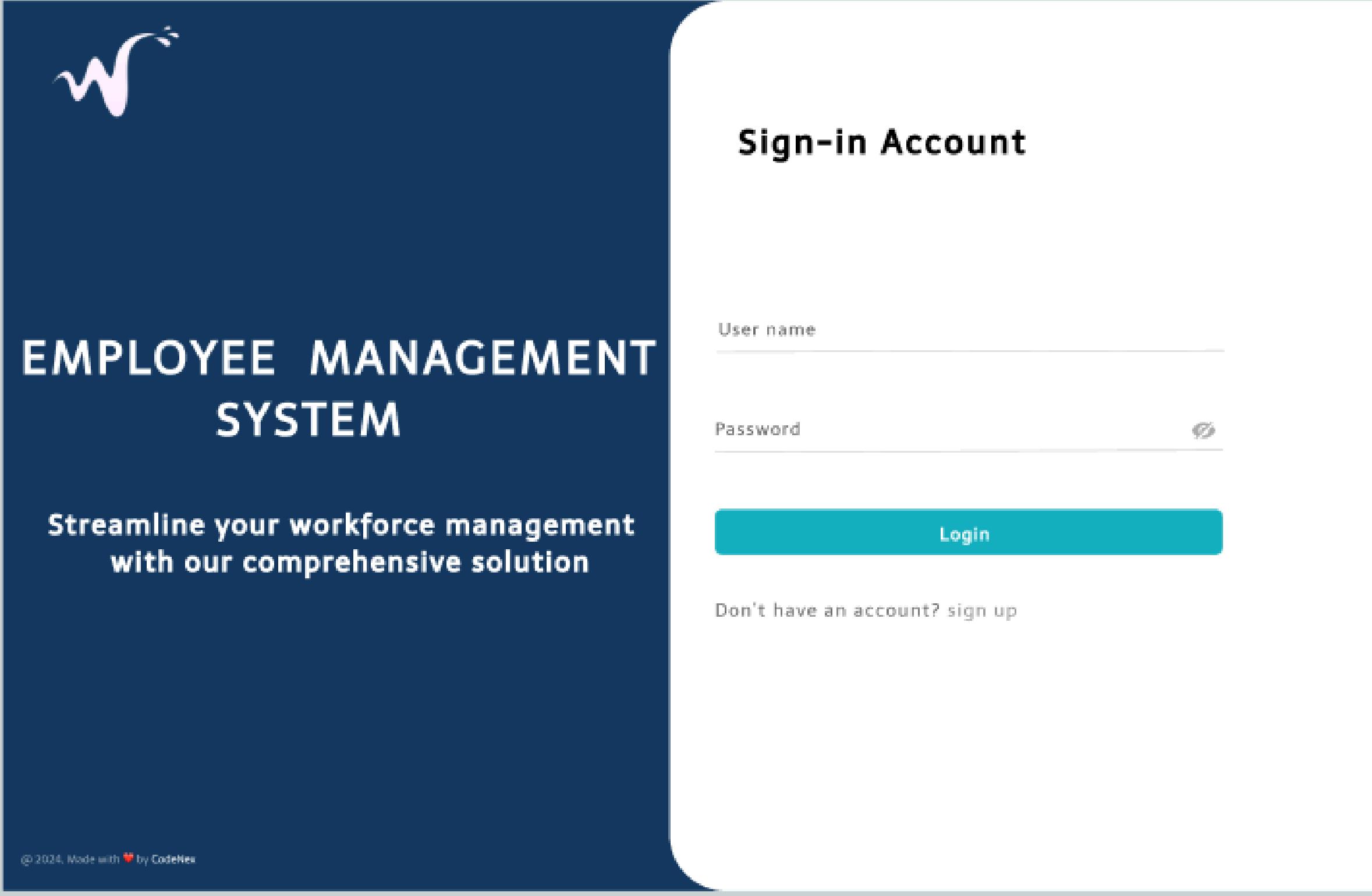


Sequence Diagram cont..



UI Design

Sign-in page



The image shows a comparison between two sign-in pages. On the left is a dark blue sign-in page for an Employee Management System. On the right is a white sign-in page for a Sign-in Account.

Left Side (Employee Management System):

- Logo: A stylized white 'W' logo.
- Title: **EMPLOYEE MANAGEMENT SYSTEM**
- Text: Streamline your workforce management with our comprehensive solution
- Footer: © 2024. Made with ❤ by CodeNex

Right Side (Sign-in Account):

- Section: **Sign-in Account**
- Input: User name input field.
- Input: Password input field with a visibility icon.
- Button: A teal **Login** button.
- Text: Don't have an account? [sign up](#)

UI Design cont..

The image shows a side-by-side comparison of two user interface designs for a dashboard, likely from a mobile application and a web application.

Left Side (Mobile App Screenshot):

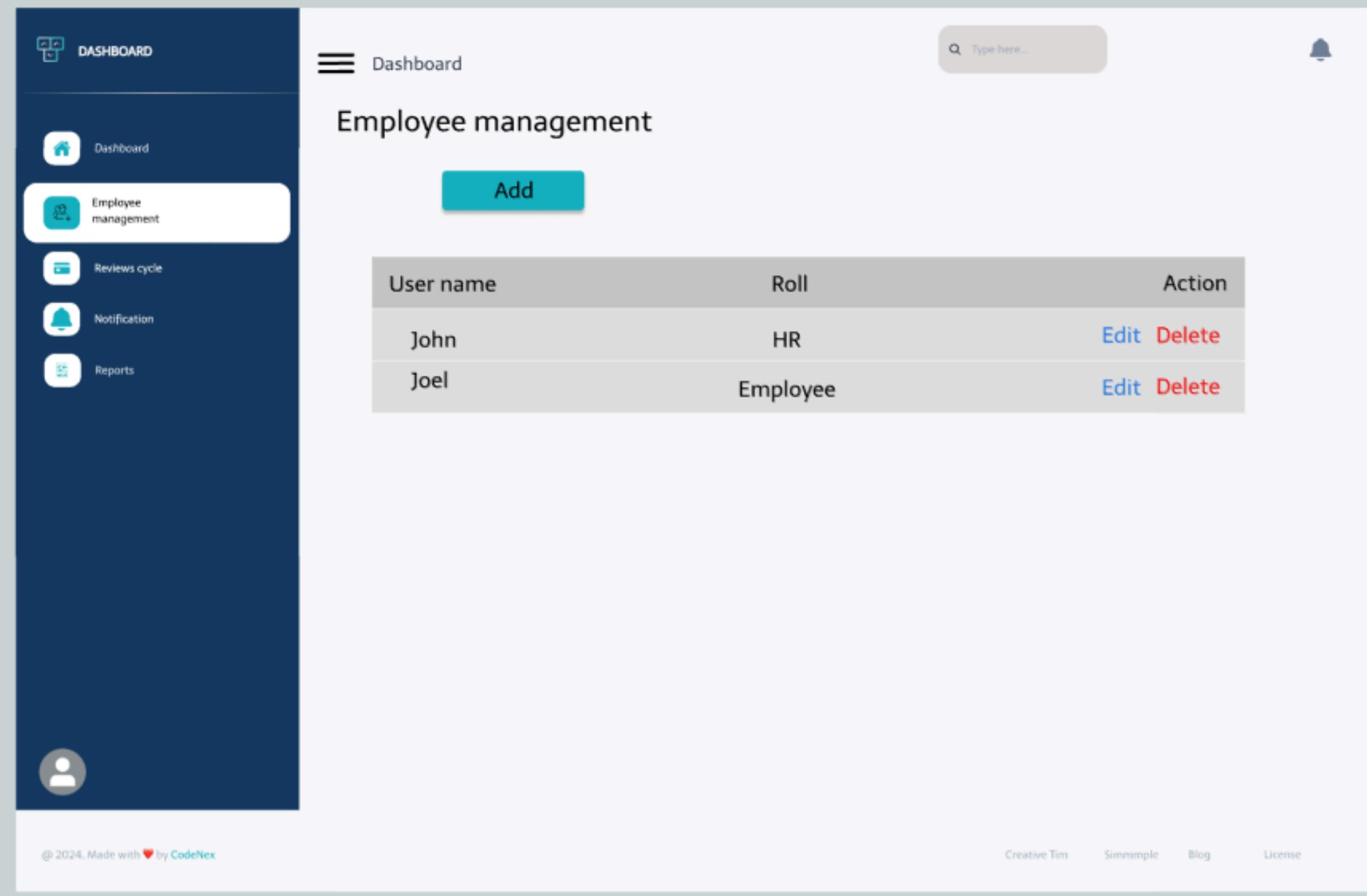
- Header:** Dashboard / Admin
- Top Bar:** DASHBOARD icon, DASHBOARD title, Navigation menu (three horizontal lines), Search bar (Type here...), and a Bell icon.
- Content Area:** A large button labeled "Dashboard" with a house icon, followed by four smaller cards:
 - Employee management:** icon of a person with a plus sign.
 - Reviews cycle:** icon of a document with a checkmark.
 - Notification:** icon of a bell.
 - Reports:** icon of a document with a chart.
- Bottom:** A circular profile picture icon.

Right Side (Web Application Screenshot):

- Header:** Pages / Dashboard, Dashboard, and a search bar (Type here...).
- Welcome Message:** "Welcome back, RevX!" with a user icon.
- Title:** Dashboard Overview
- Key Metrics:** Three teal-colored boxes:
 - Active Goals:** 4, +2 goals added this month, icon of a checkmark.
 - Pending Reviews:** 2, Next review due in 5 days, icon of a document with a checkmark.
 - Performance Score:** 8.5, +0.5 from last review cycle, icon of a rainbow.
- Recent Activities:** A teal box listing recent events:
 - Completed the "Learn TypeScript" goal (Mar 15, 2024, 12:00 AM)
 - Quarterly performance review submitted (Mar 14, 2024, 12:00 AM)
 - New goal added: "Improve team collaboration" (Mar 13, 2024, 12:00 AM)
- Upcoming Reviews:** A teal box listing upcoming reviews:
 - John Doe: Quarterly Review, Due: Apr 1, 2024, status: pending
 - Jane Smith: Annual Review, Due: Apr 15, 2024, status: upcoming
- Footer:** Creative Tim, Simmmple, Blog, License.

UI Design cont..

Employee management / Admin



DASHBOARD

Dashboard

Employee management

Reviews cycle

Notification

Reports

Employee management

Add

User name	Roll	Action
John	HR	Edit Delete
Joel	Employee	Edit Delete

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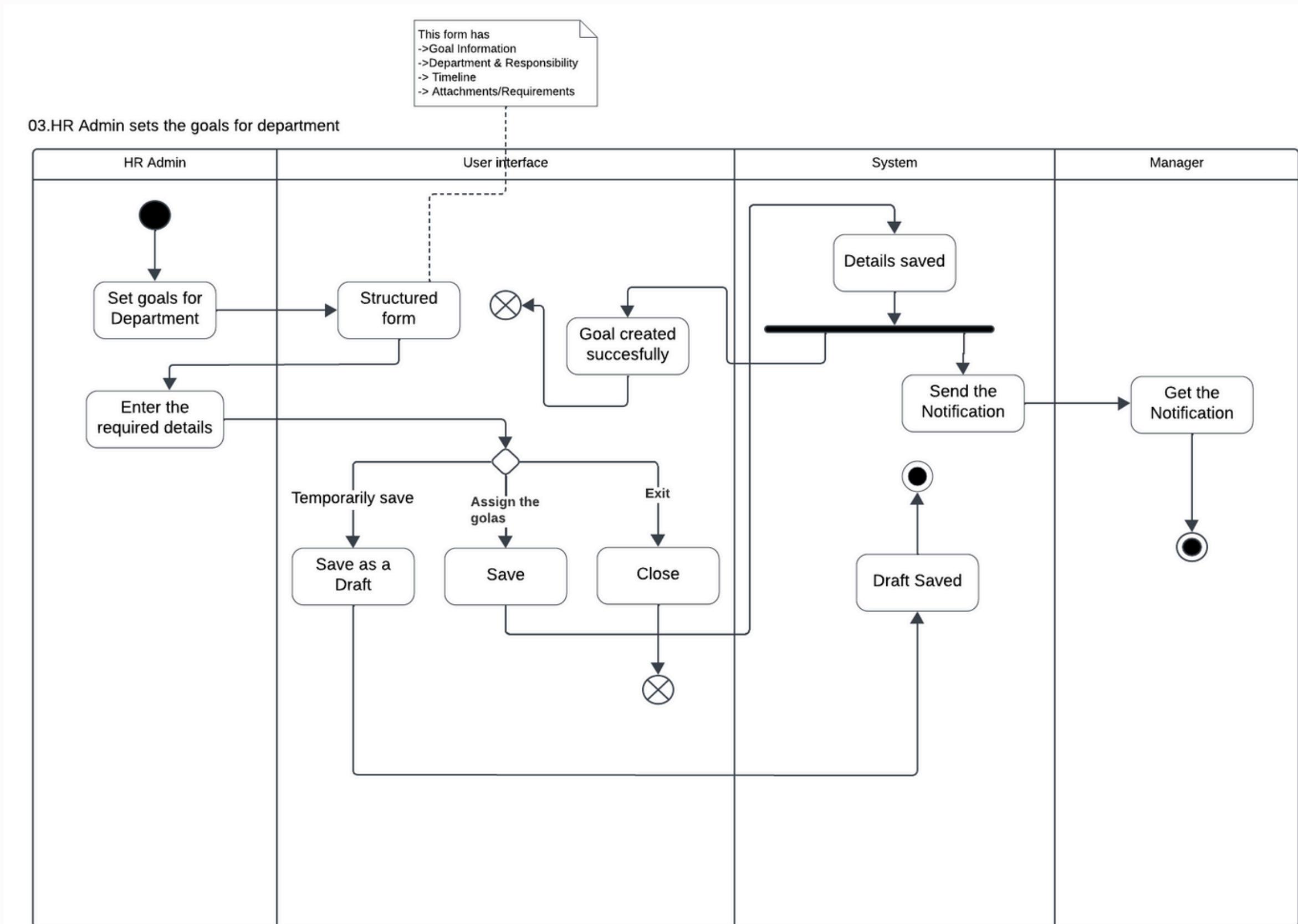
Creative Tim Simmple Blog License

Key Features cont..

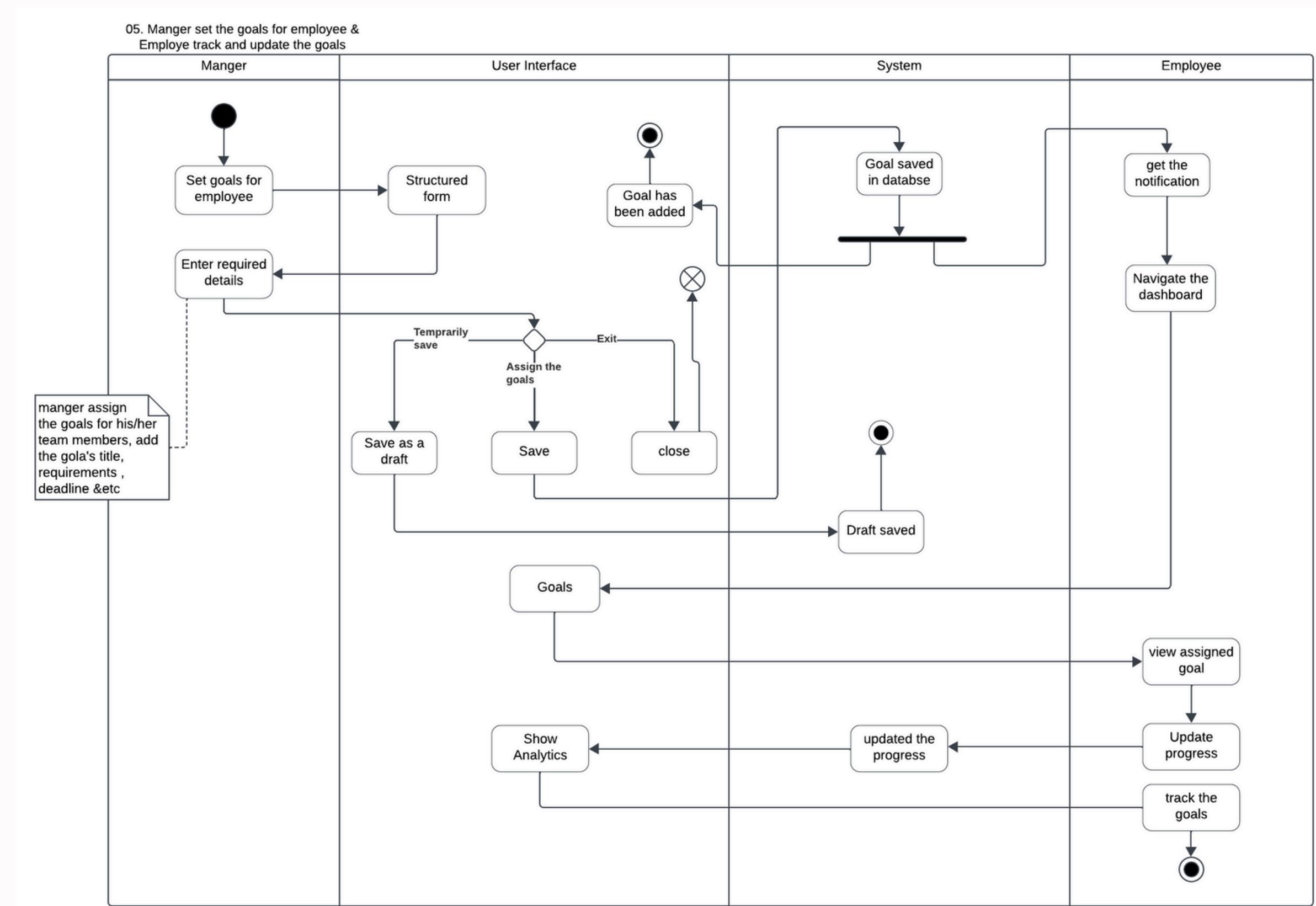
2. Goal Setting and Tracking

- **Manager's Workflow:** Allows managers to define, assign, and track performance goals for their team members.
- **Employee Interface:** Enables employees to view, update, and monitor their progress toward achieving set objectives.
- **Real-Time Updates:** Provides instant notifications for goal modifications and status changes.

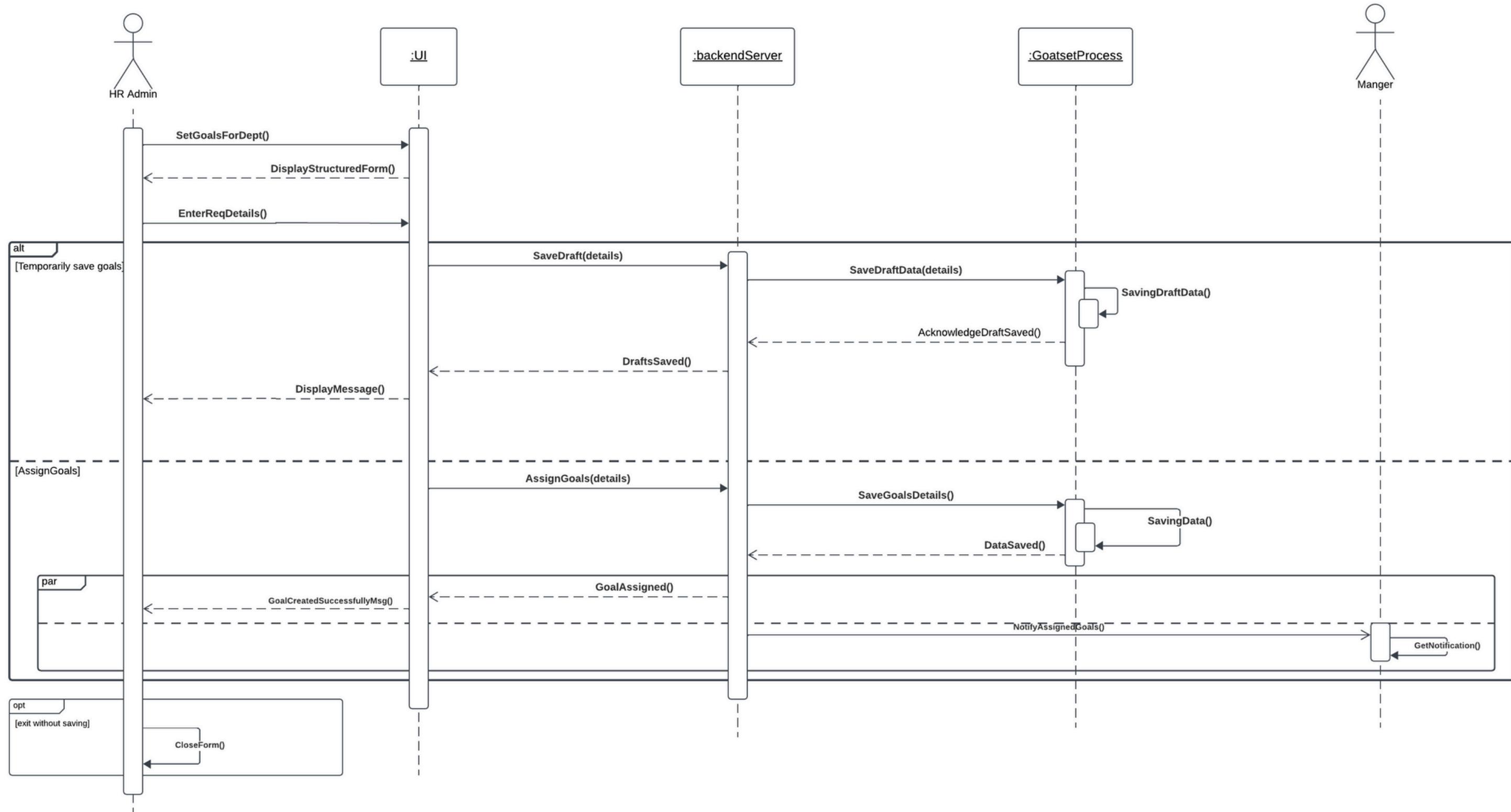
Activity Diagram cont..



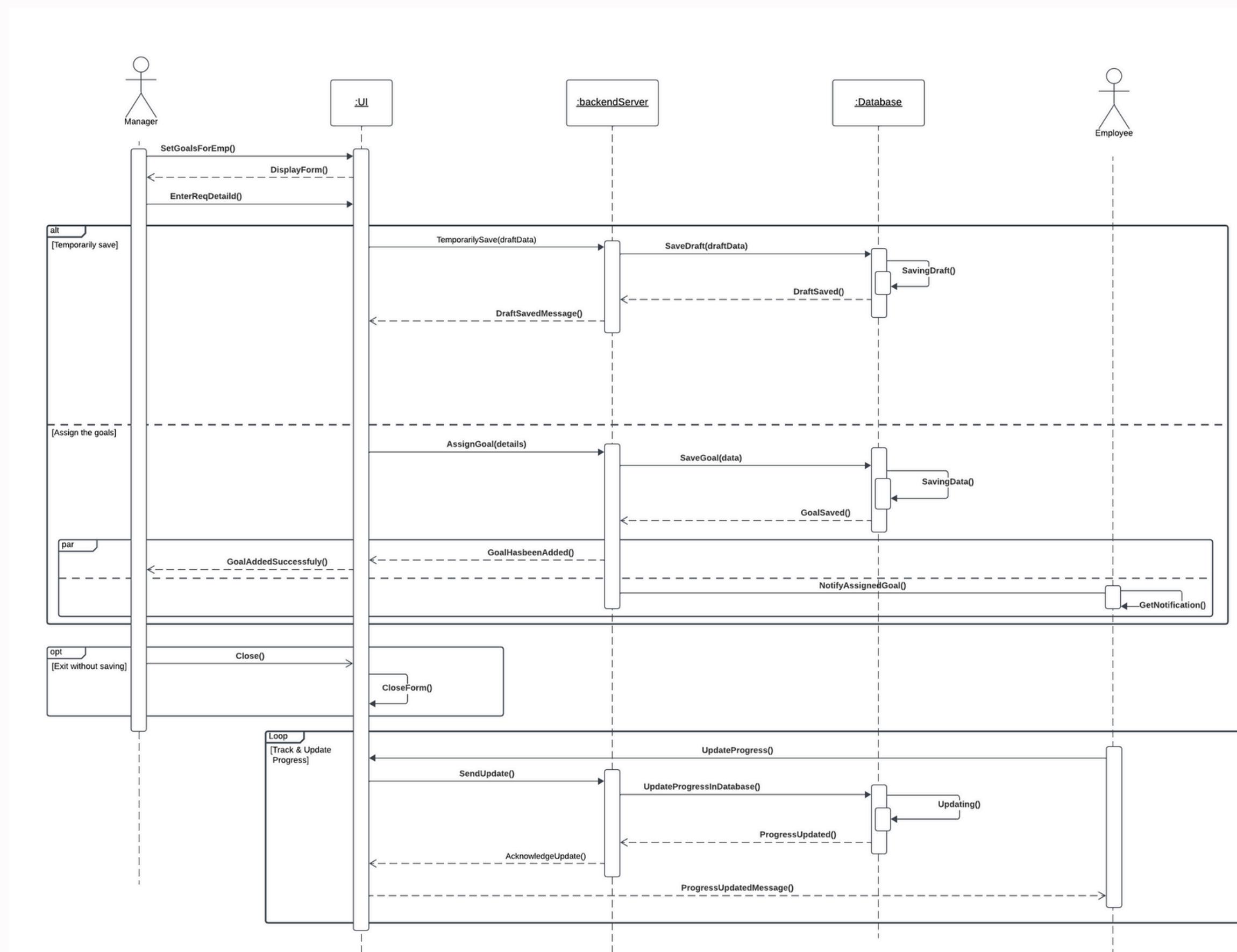
Activity Diagram cont..



Sequence Diagram cont..



Sequence Diagram cont..



UI Design cont..

The screenshot displays a user interface for a dashboard titled "Dashboard Overview".

Left Sidebar: Labeled "Dashboard / manager", it contains a "DASHBOARD" section with a "Dashboard" button (highlighted in blue) and other options: Goals management, Performance Reviews, Self-Assessments, Team performance, and Reports.

Top Navigation: Shows "Pages / Dashboard" and "Dashboard". It includes a search bar ("Type here...") and a bell icon.

Welcome Message: "Welcome back, RevX!"

Dashboard Overview Section: Contains three cards: "Active Goals" (4, +2 goals added this month), "Pending Reviews" (2, Next review due in 5 days), and "Performance Score" (8.5, +0.5 from last review cycle).

Recent Activities Section: Lists completed actions: "Completed the 'Learn TypeScript' goal" (Mar 15, 2024, 12:00 AM), "Quarterly performance review submitted" (Mar 14, 2024, 12:00 AM), and "New goal added: 'Improve team collaboration'" (Mar 13, 2024, 12:00 AM).

Upcoming Reviews Section: Lists upcoming reviews: "John Doe" (Quarterly Review, Due: Apr 1, 2024, pending status), and "Jane Smith" (Annual Review, Due: Apr 15, 2024, upcoming status).

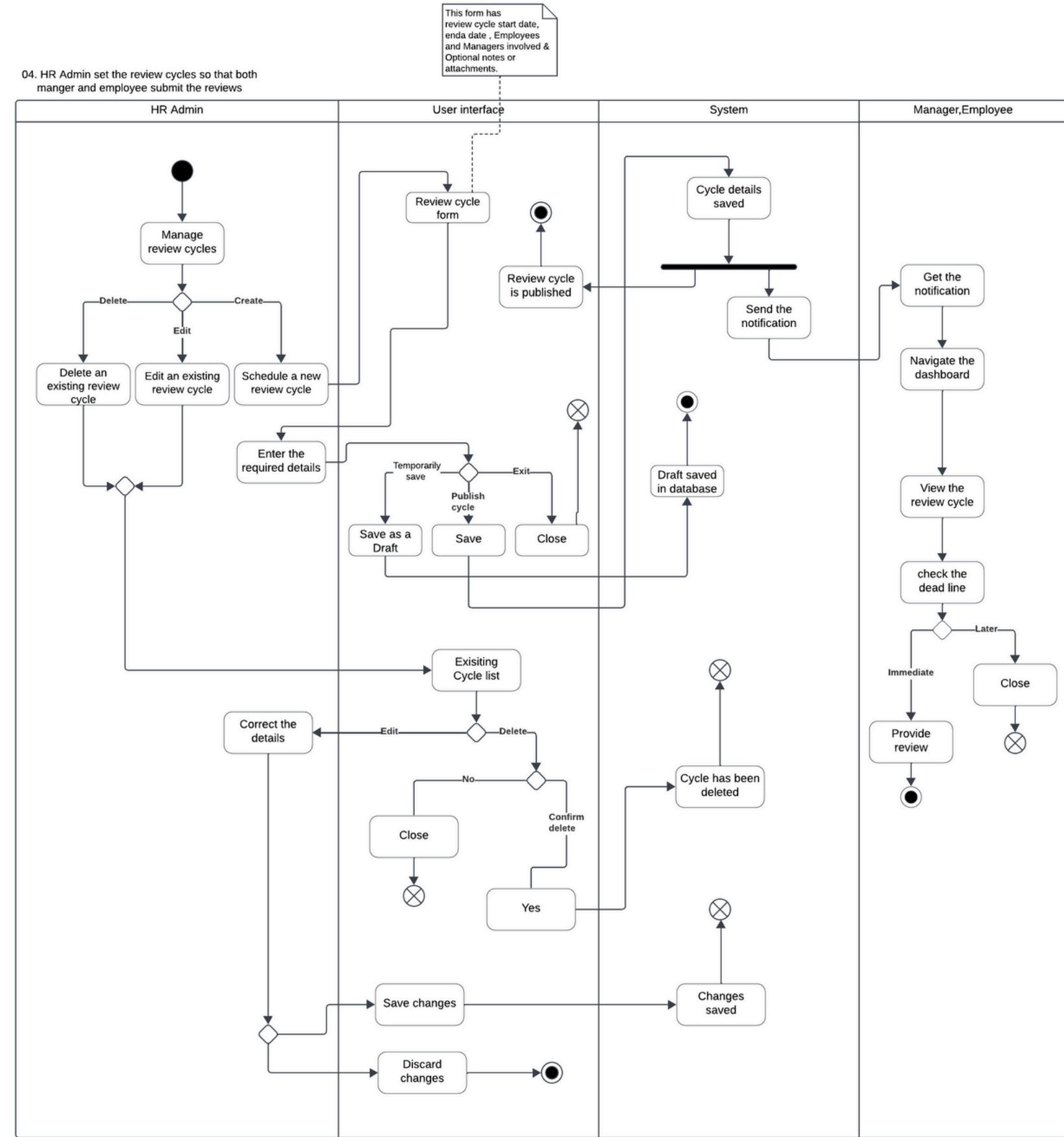
Page Footer: Includes copyright information (@ 2024, Made with ❤ by CodeNex), links to Creative Tim, Simmimple, Blog, and License, and a footer note: "Simmable is a trademark of Creative Tim S.L.U."

Key Features Cont...

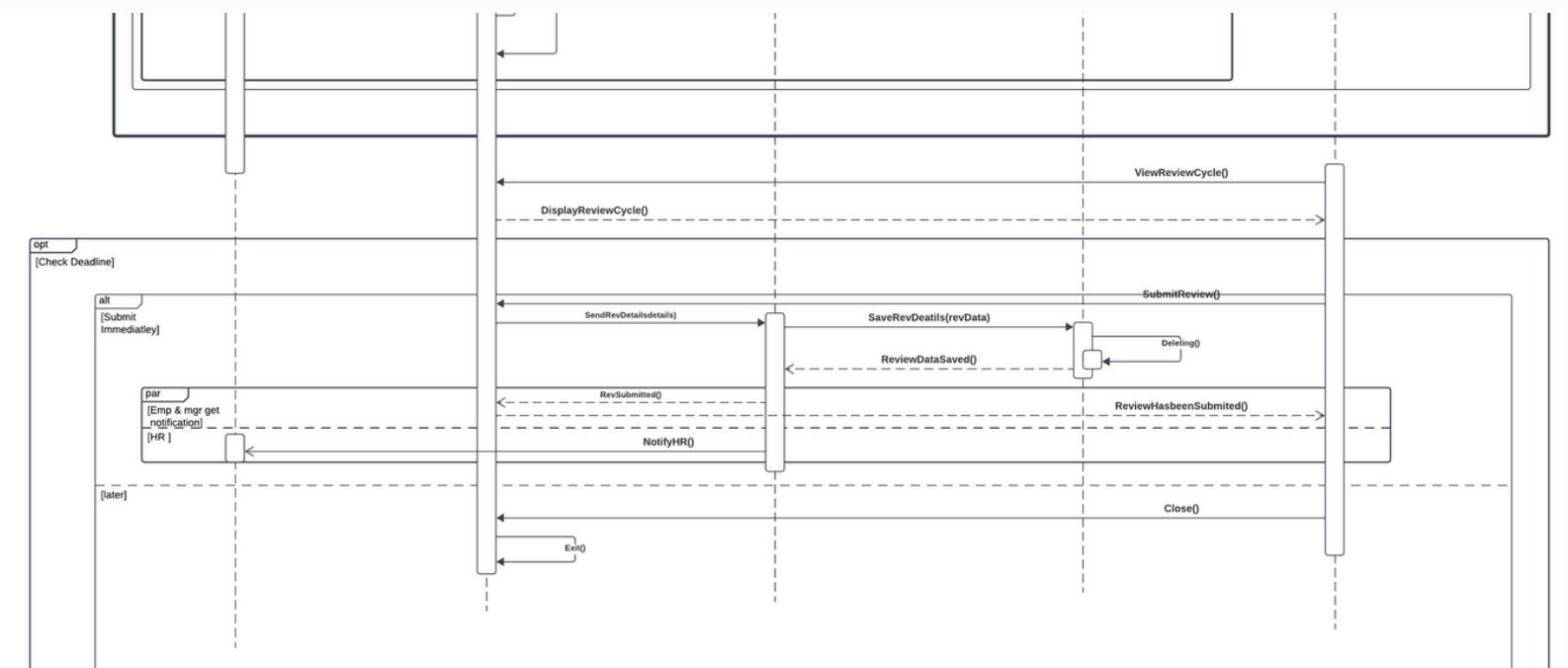
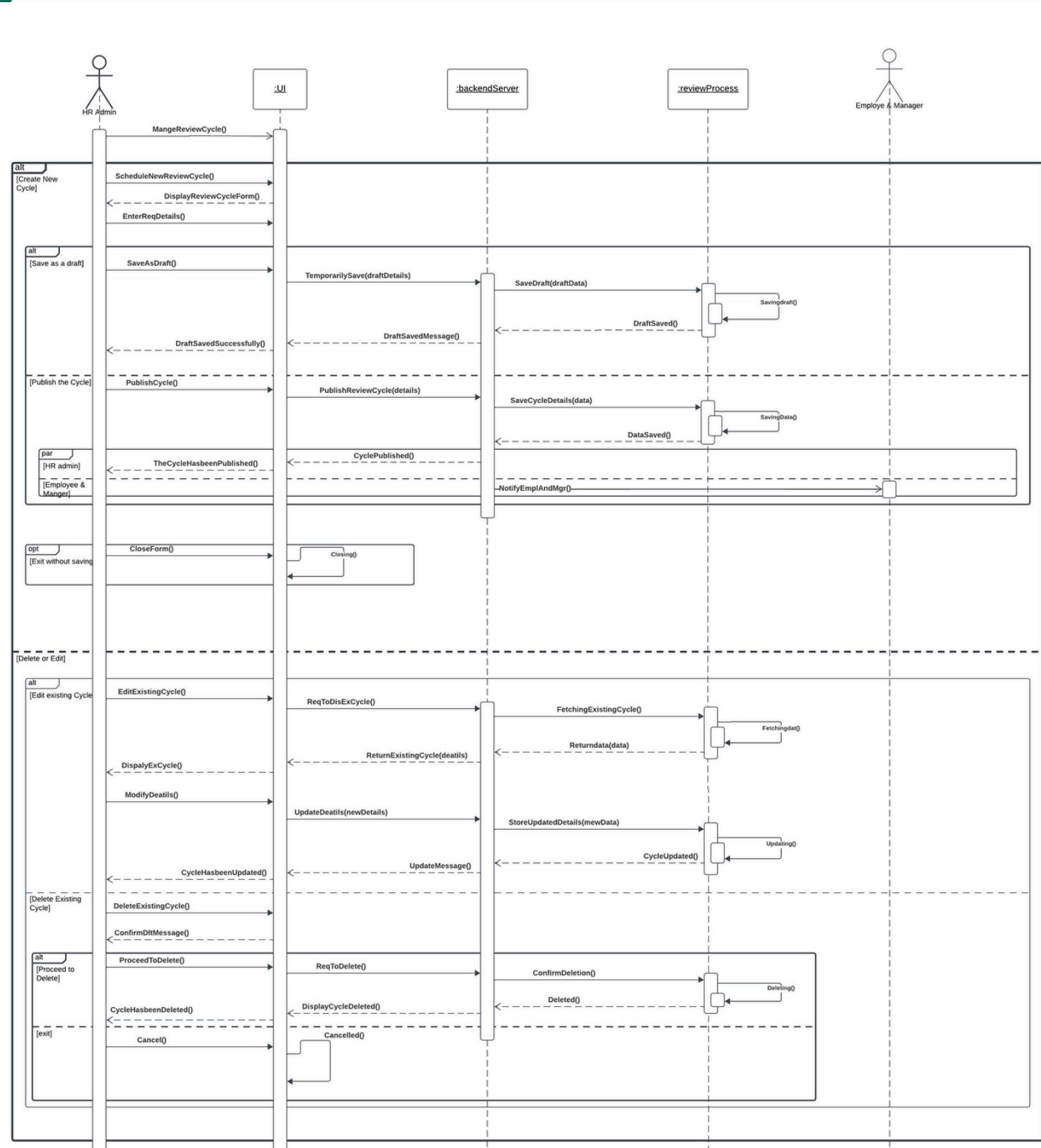
3. Review Scheduling and Notifications

- **Automated Scheduling:** HR admins can plan and manage review cycles with defined deadlines.
- **Notification Triggers:** Sends reminders to managers and employees for pending reviews and approaching deadlines..

Activity Diagram cont..



Sequence Diagram cont..



UI Design cont..

The screenshot shows a user interface for managing review cycles. On the left is a dark sidebar with a navigation menu:

- DASHBOARD
- Dashboard
- Employee management
- Reviews cycle** (highlighted with a white background)
- Notification
- Reports

The main content area has a light gray header with the text "Dashboard" and a search bar containing "Type here...". Below the header is a section titled "Review cycle" with a teal "Add" button. A table lists one item:

Title	Department	Action	Action
E-commerce	E-commerce		

At the bottom of the page, there is a footer with the text "@ 2024, Made with ❤ by CodeNex" and links to Creative Tim, Simmple, Blog, and License.

UI Design cont..

The screenshot shows a web-based application for managing performance reviews. The left sidebar has a dark blue background with white icons and text. The 'Performance Reviews' item is highlighted with a blue border. The main content area has a light gray background. It features a header with a search bar and a bell icon. Below the header is a title 'Performance Review' and a large teal 'Add' button. A table lists two teams: 'Alpha' and 'Beta'. Each team entry includes a 'Download' link, an 'Edit' link, and a 'Delete' link.

Team name	Title	Description	Action
Alpha	e commerce	Download	Edit Delete
Beta	ML	Download	Edit Delete

At the bottom, there's a footer with links: '@ 2024, Made with ❤ by [CodeNex](#)', 'Creative Tim', 'Simplicity', 'Blog', and 'License'.

UI Design cont..

The screenshot shows a performance review dashboard with a dark blue sidebar and a light gray main content area. The sidebar on the left is titled 'Reviews' and contains the following navigation items:

- DASHBOARD
- Dashboard
- Goals
- Reviews** (highlighted with a white background)
- Self-Assessments
- Tools
- Reports

The main content area has a header with 'Pages / Dashboard' and 'Dashboard'. It features a search bar ('Type here...') and a notification bell icon. The title 'Performance Reviews' is displayed prominently. Below it, two cards are shown:

- Q1 2024 Performance Review**
Reviewer: Sarah Wilson
Due: April 15th, 2024
Status: Pending
- Annual Skills Assessment**
Reviewer: Michael Chen
Due: May 1st, 2024
Status: Upcomming

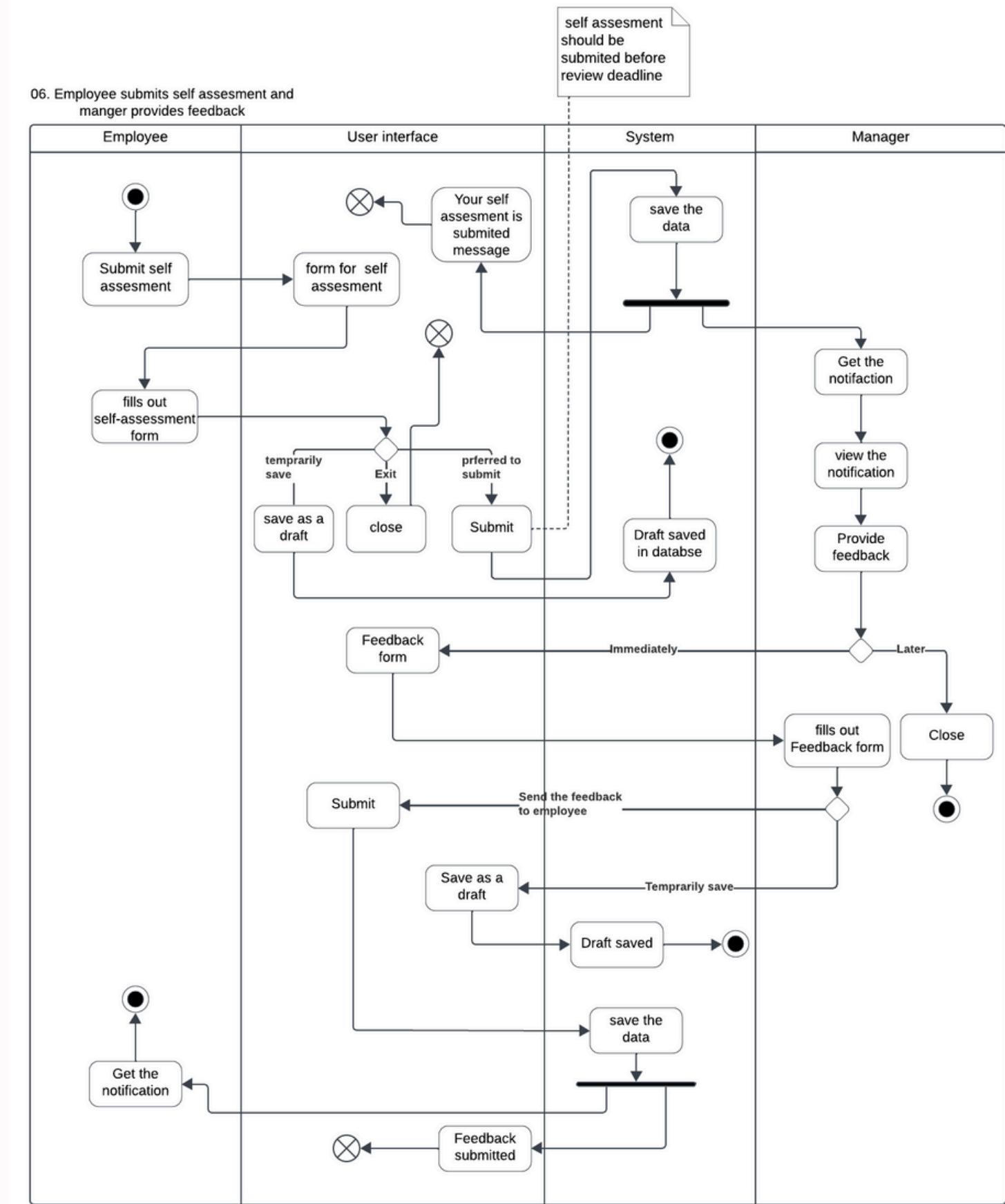
At the bottom of the sidebar, there is a user icon labeled 'User'. The footer of the page includes the copyright notice '@ 2024, Made with ❤ by CodeNex' and links to Creative Tim, Simmple, Blog, and License.

Key Features Cont...

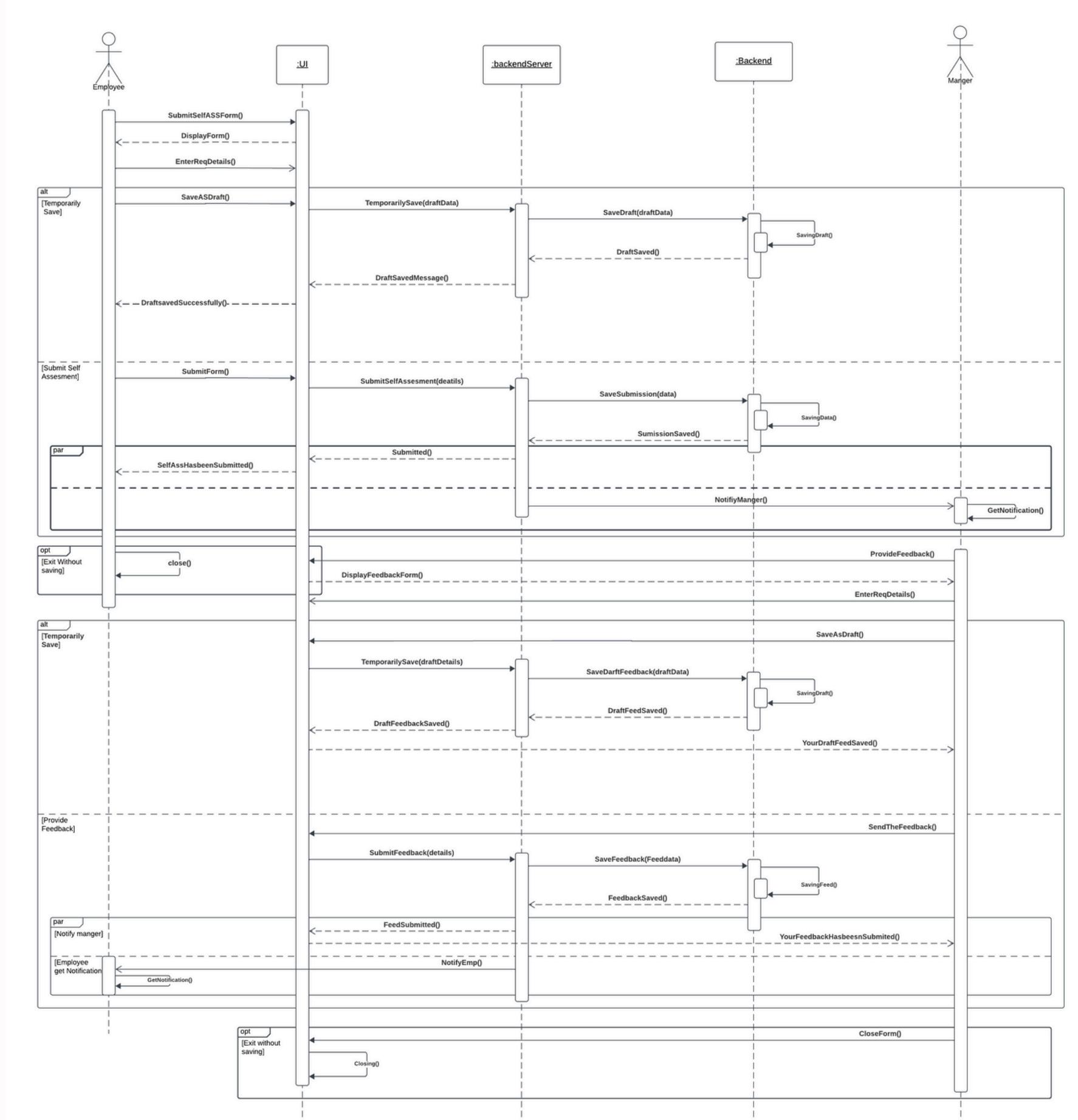
4. Performance Feedback and Self-Assessment

- **Feedback Forms:** Structured templates for managers to evaluate employee performance based on predefined metrics.
- **Self-Assessment Tools:** Employees can highlight their achievements, areas for improvement, and future goals.

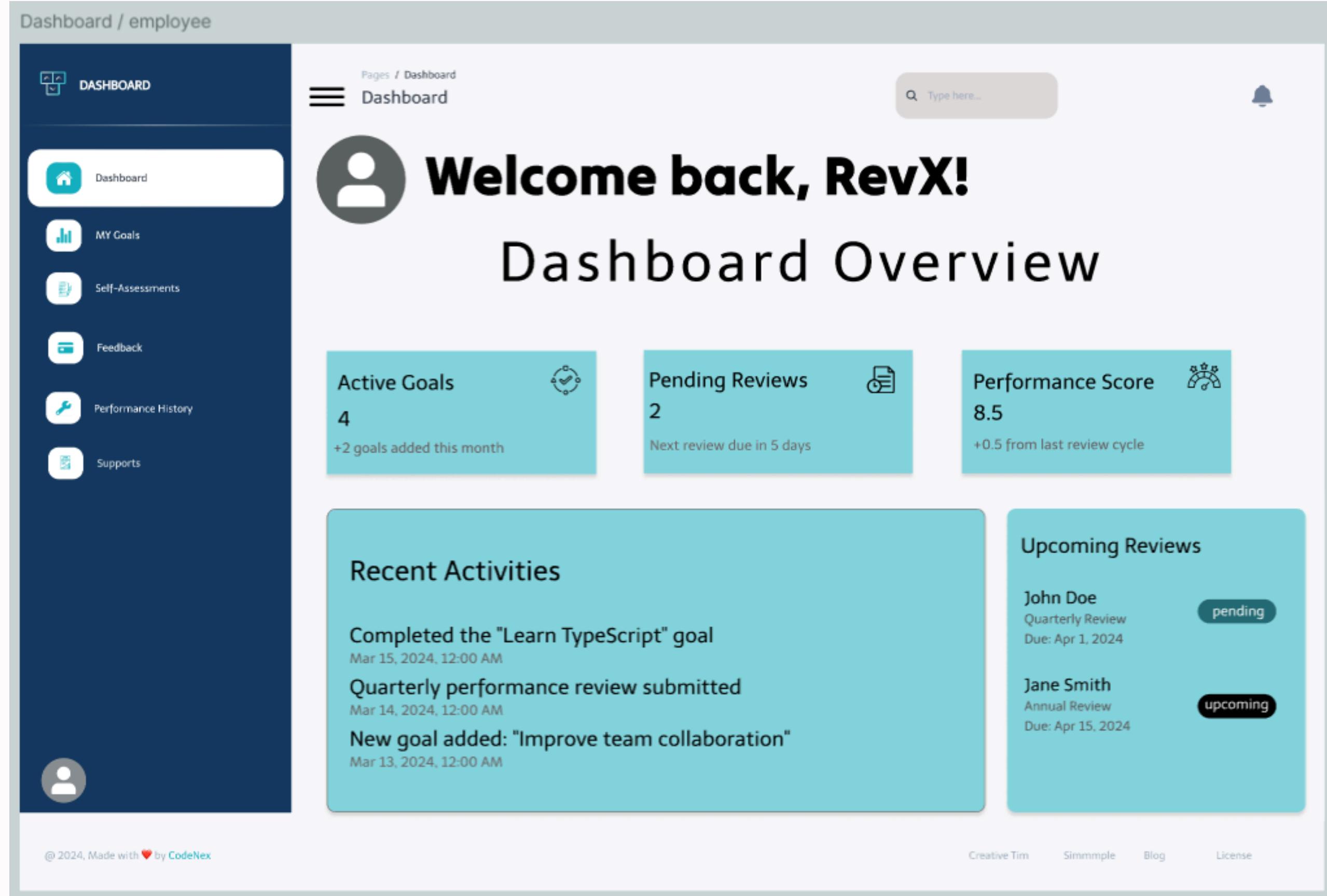
Activity Diagram cont..



Sequence Diagram cont..



Sequence Diagram cont..



The screenshot displays a user interface for a performance management system. On the left, a sidebar titled "Dashboard / employee" lists navigation items: Dashboard, MY Goals, Self-Assessments, Feedback, Performance History, and Supports. The main content area has a header "Pages / Dashboard" and "Dashboard". It features a large "Welcome back, RevX!" message with a profile icon. Below it is a "Dashboard Overview" section with three cards: "Active Goals" (4, +2 goals added this month), "Pending Reviews" (2, Next review due in 5 days), and "Performance Score" (8.5, +0.5 from last review cycle). The bottom half contains two sections: "Recent Activities" (Completed goal, Quarterly review submitted, New goal added) and "Upcoming Reviews" (John Doe Quarterly Review pending, Jane Smith Annual Review upcoming).

Dashboard / employee

DASHBOARD

Dashboard

MY Goals

Self-Assessments

Feedback

Performance History

Supports

Pages / Dashboard

Welcome back, RevX!

Dashboard Overview

Active Goals

4

+2 goals added this month

Pending Reviews

2

Next review due in 5 days

Performance Score

8.5

+0.5 from last review cycle

Recent Activities

Completed the "Learn TypeScript" goal
Mar 15, 2024, 12:00 AM

Quarterly performance review submitted
Mar 14, 2024, 12:00 AM

New goal added: "Improve team collaboration"
Mar 13, 2024, 12:00 AM

Upcoming Reviews

John Doe
Quarterly Review
Due: Apr 1, 2024

Jane Smith
Annual Review
Due: Apr 15, 2024

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Creative Tim

Simmpple

Blog

License

UI Design cont..

The screenshot shows a web-based application for managing self-assessments. The left side features a dark blue sidebar with a navigation menu:

- DASHBOARD (selected)
- Goals management
- Performance Reviews
- Self-Assessments (highlighted with a white rounded rectangle)
- Team performance
- Reports

The main content area has a light gray header with the text "Self assesment / manager" and "Dashboard". Below the header, the title "Self assessment" is displayed in bold black font. A teal-colored "Add" button is located in the upper right quadrant of the main area. At the bottom of the page, there is a footer with the text "@ 2024, Made with ❤ by CodeNex" and links to Creative Tim, Simmple, Blog, and License.

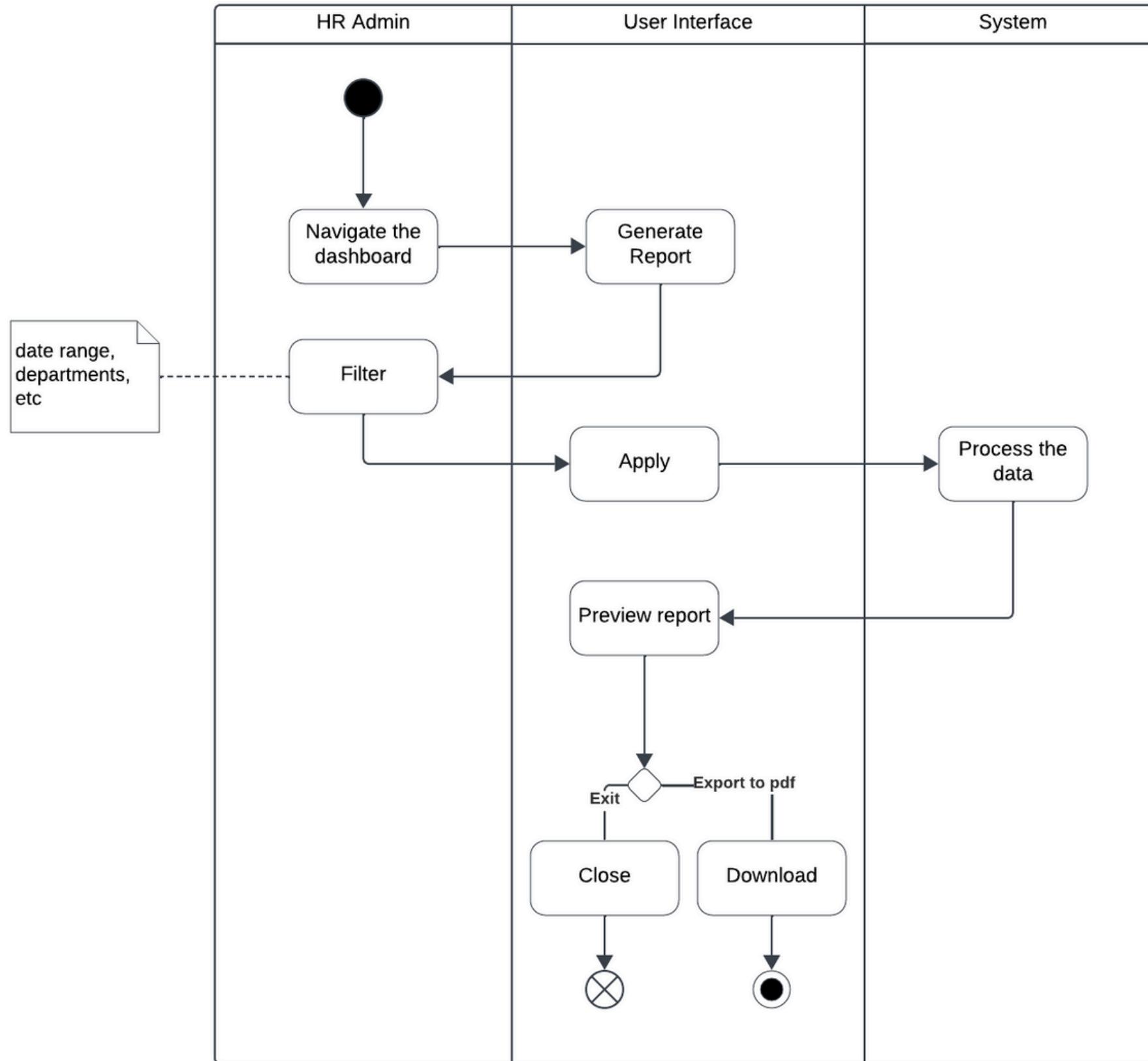
Key Features Cont...

5. Reporting and Analytics

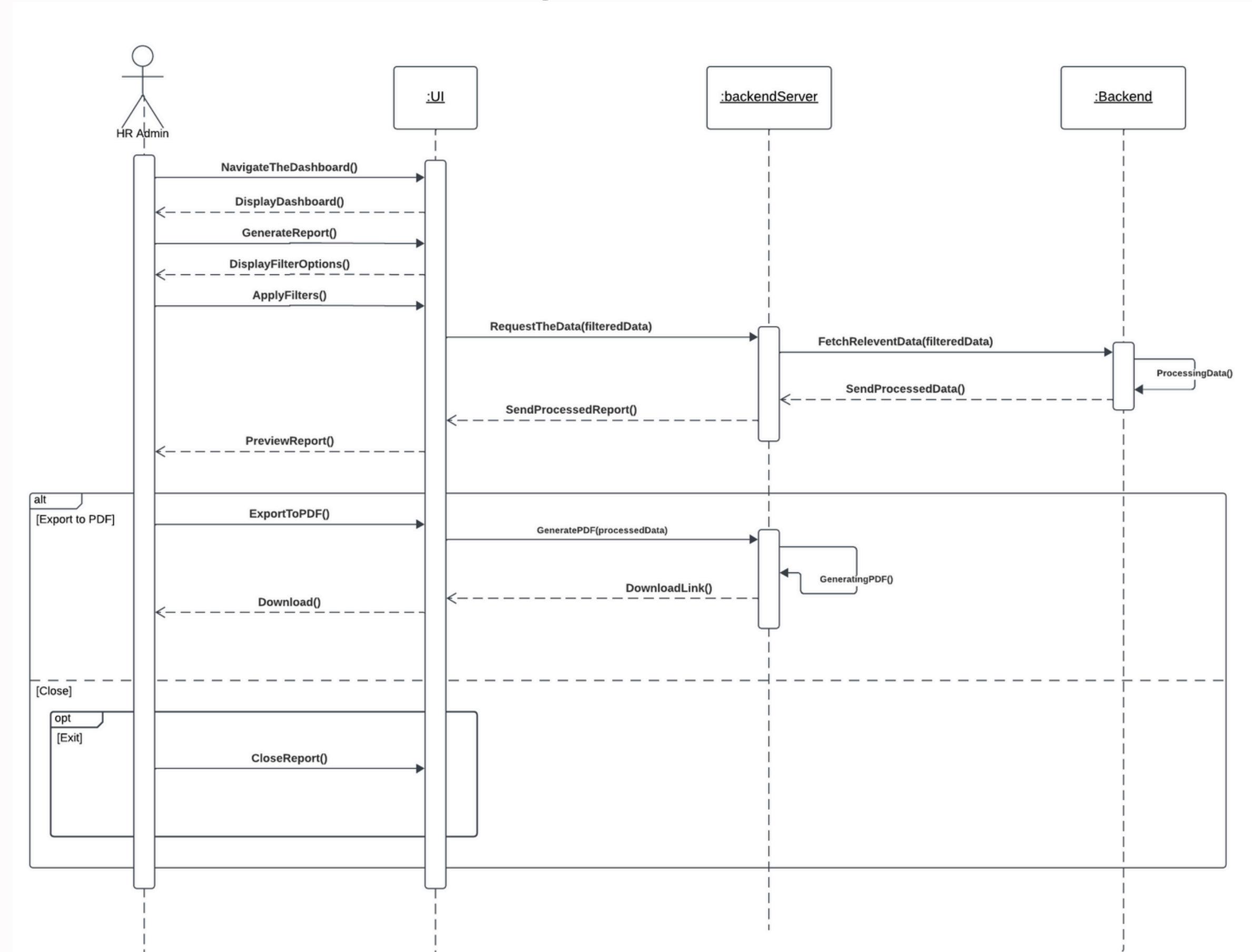
- **Data Visualization:** Interactive dashboards to analyze performance trends and key metrics.
- **Insightful Reports:** Generates detailed reports to support strategic HR planning and decision-making.
- **Export Options:** Allows exporting performance data for further analysis or integration into other systems.

Activity Diagram cont..

07. HR Admin generate the report



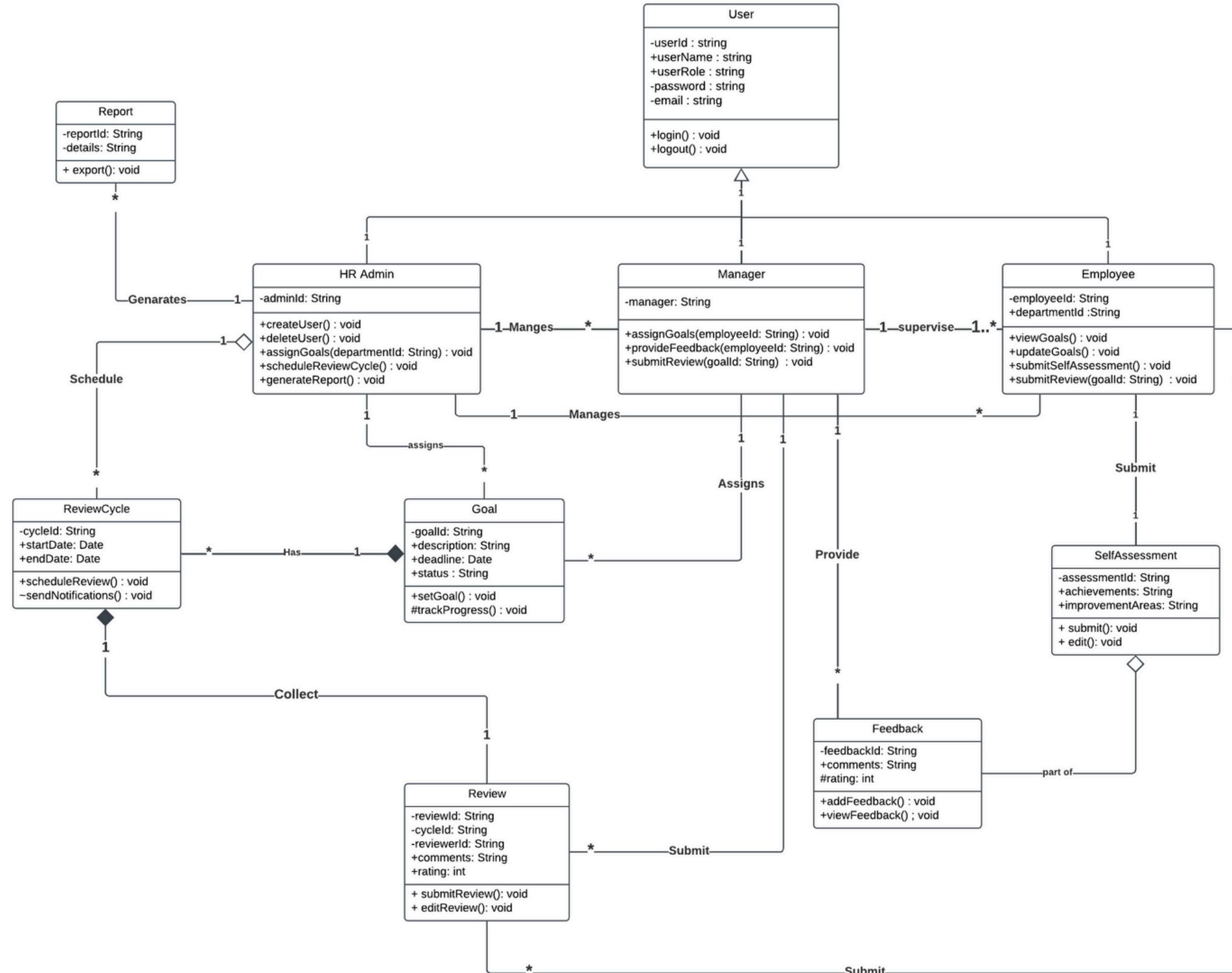
Sequence Diagram cont..



UI Design cont..

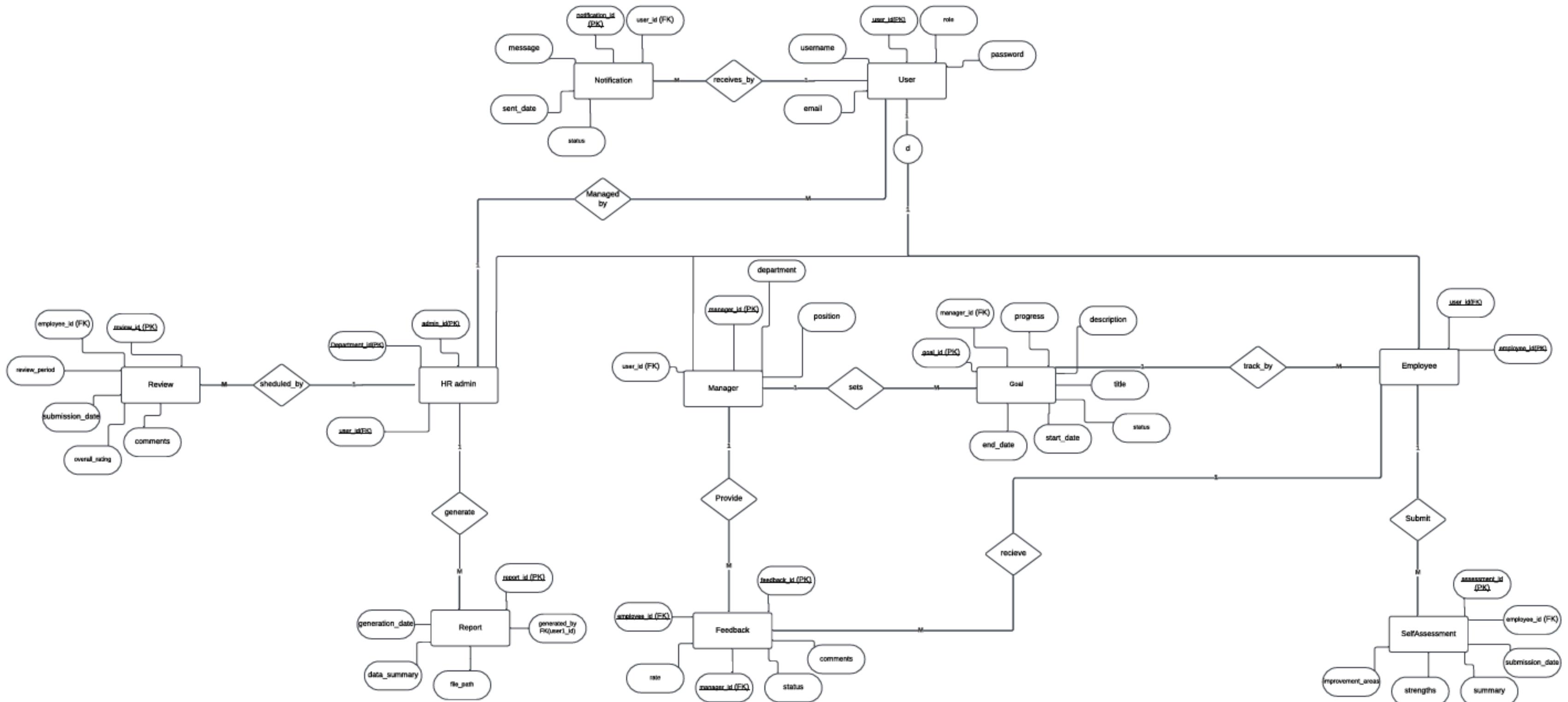
The screenshot displays a user interface for a 'Report / manager' application. On the left, a dark blue sidebar menu titled 'DASHBOARD' contains several icons and labels: 'Dashboard' (house icon), 'Goals management' (bar chart icon), 'Performance Reviews' (document icon), 'Self-Assessments' (document icon), 'Team performance' (document icon), and 'Report' (document icon). The 'Report' item is highlighted with a white background and rounded corners. At the bottom of the sidebar is a user profile icon. The main content area has a light gray header with the text 'Dashboard' and a search bar containing 'Type here...'. Below the header, the word 'Report' is centered, followed by a large teal 'Add' button. The footer of the page includes the text '@ 2024. Made with ❤ by CodeNew' and links to 'Creative Tim', 'Simmable', 'Blog', and 'License'.

Class Diagram



EER Diagram

Employee Management System



Technology Stack

Frontend

Next.js

- A React-based framework for building dynamic, SEO-friendly, and high-performance user interfaces.

NextAuth

- Provides secure and flexible authentication for role-based access control.

Backend

Node.js

- Enables scalable and efficient server-side JavaScript execution.

Express.js

- A minimal and flexible web application framework for building RESTful APIs.

Database

MongoDB

- A NoSQL database providing flexibility and scalability for storing hierarchical and relational data.

Deployment

Cloud Infrastructure (AWS)

- Offers reliability, scalability, and high availability for hosting the application.
- Supports auto-scaling and global accessibility.

UI Design cont..

Task	2024		2025			
	NOV	DEC	JAN	FEB	MAR	APR
Learning about Technologies						
Requirements Analyzing						
Database Design						
UI Design						
Database Development						
Build the Solution						
Testing						
Implementation						

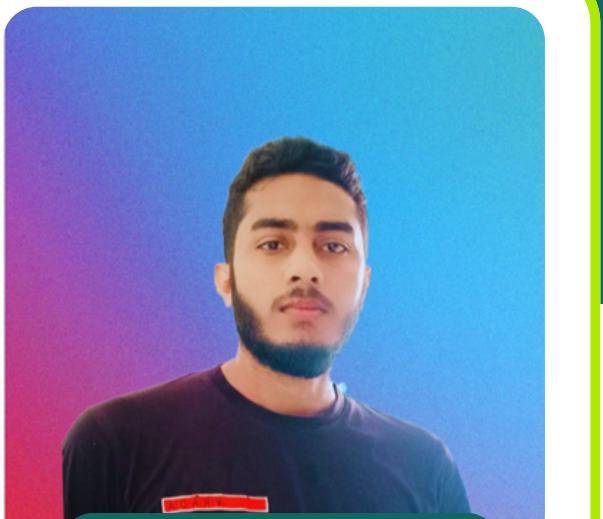
Our Team



Thilshath



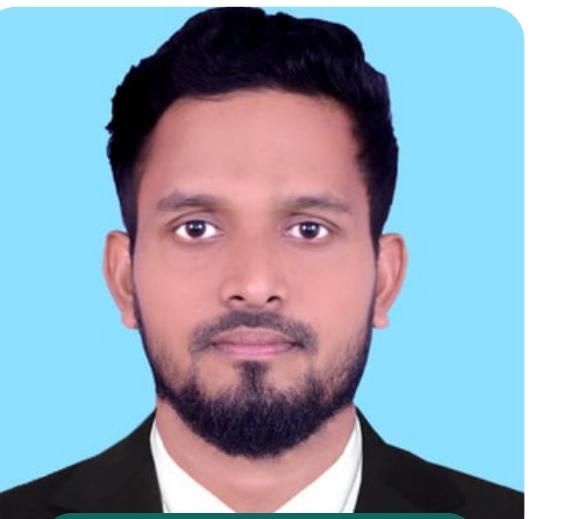
Faskath



Muadh



Fadhil



Rassahi



THANK TOU
For watching this presentation