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Background:

Attendance management is the act of managing attendance or presence in a work setting to minimize loss due to employee downtime. Attendance control has traditionally been approached using time clocks and timesheets, but attendance management goes beyond this to provide a working environment which maximizes and motivates employee attendance. The HRMPL Attendance System is Responsible to analyze the attendance of employee and generate report accordingly. But the existing software had limited scope of services and is not accessible in a user friendly way because the retrieval of data is very slow and data is not maintained efficiently and require more calculations to generate the report.

There lacked many contents inevitable for the users. Even the existing contents and materials were either scattered or not managed properly in layout. It was difficult for an individual and almost difficult for a newbie to search for a required piece of information. In addition, the current design layout didn't provide an organized template to structure the attendance tools in one section. And the demand for updated information and improved user friendly Attendance System were continuously increasing as well. Thus, there is a need for a system that would eliminate all of these trouble spots.

HRMPL Attendance System proposed to improvise the existing software which can be a win- win solution and low hanging fruit for the users. In this context, **HRMPL Attendance System**, developed by **Riddhasoft Pvt.Ltd** has been proved a silver bullet for prevailing Attendance problem.

Introduction

Attendance management is a major part of today's human resource systems; take organization towards better human resource practice, systems and excellence, hence regular attendance and punctuality are expected of all employees or candidates in a work setting. Unsatisfactory attendance caused by unscheduled absences and tardiness cause a disruption in work, affects productivity, and creates morale problems when workloads are shifted to other employees. The **HRMPL Attendance System** is about biometric technologies that are based on fingerprint recognition in order to verify their attendance. In this system, desktop-based attendance system is used to scan their fingerprint with provided hardware for a purpose to verify their attendance. **HRMPL Attendance System** is designed in a very user friendly way. The contents are clearly divided and grouped according to their respective section. The main purpose is to replace the current traditional attendance system by provide faster, accurate, and efficient system. In developing this system, evolutionary prototyping had been applied as methodology that guides the direction of whole system development. Lastly, the implementation of this system will definitely provide more efficient, reliable, and accurate way to manage the attendance data.

Objectives

The overall purpose and objective of the construction of **HRMPL Attendance System**:

- i. To replace the current existing attendance system process to fully computerized and automated attendance system.
- ii. To develop a desktop-based application that obtains the fingerprint every time they punch on device for attendance marking purpose.

- iii. To integrate leave, holiday along with daily working schedule.
- iv. To generate daily performance, monthly wise & other various forms of reports regarding to the attendance in order to assist, analyze and tracking the attendance.
- v. To provide easier method in evaluate and analyze the performance based on their attendance since the system will record the attendance more accurately and efficiently with minimum possible error.
- vi. To organize attendance logically and properly so that the users may get easy e-services.
- vii. To make system work on both English (A.D) and Nepali (B.S) calendar.

Technologies We Have Used

Following are the list of technologies we have used for developing Desktop Application for **HRMPL Attendance System**

1. Microsoft C# Winform
2. Entity Framework 6.1.3
3. Microsoft Sql Server

Tools We Have Used:

For the development we have used,

1. Visual Studio 2013,
2. Microsoft SQL Server

Features

- **User Friendly:** The proposed system is user friendly because the retrieval and storing of data is fast and data is maintained efficiently
- **Integrated:** Modules Human Resource Management (Employee, Shift, Leave, Holiday etc.) Payroll (Basic Salary, Allowances, Deduction, Fine etc.) are incorporated in a single application to provide robust solution.
- **Reports are easily generated:** Reports can be easily generated in the proposed system so user can generate the report as per the requirement (Monthly, Daily, Leave, Absent Etc.).
- **Very less paper work:** The proposed system requires very less paper work. All the data is feted into the computer immediately and reports can be generated through computers. Moreover work become very easy because there is no need to keep data on papers.

- **Computer operator control:** Computer operator control will be there so no chance of errors. Moreover storing and retrieving of information is easy. So work can be done speedily and in time.
- **Payroll:** The Proposed System Includes Payroll to generate Monthly Salary Slip Report of Employee including Earnings and deduction that are calculated by the System.
- **Accuracy and Security:** tokens such as papers, keys, magnetic stripe cards can be lost, stolen or duplicated; passwords could be shared. On other hand, biometric verification involves the physical presence of the user.
- **Screening:** In biometrics, users cannot assume multiple identities and thus it helps to screen the users

Project Cost

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Conclusion

The HRMPL Attendance System is developed to meets the objectives of the system which it has been required. The system has reached a steady state where all bugs have been eliminated. The system is operated at a high level of efficiency and all the user associated with the system understands its advantage. The system can record the check in and check out time of workers in a very convenient manner using their fingerprint to prevent impersonation and reduce level of absence. Also, it reduces most of the administrative jobs and minimizes human errors, avoids proxy punching, eliminates time related disputes and helps to update and maintain attendance records. The prototype successfully captured new fingerprints to be stored in the database; scanned fingerprints placed on the device sensor and compared them against those stored in the database successfully. The performance of the system was acceptable and would be considered for full implementation especially because of its short execution time and reports generation. Everyone who tested the system was pleased and interested in the product being developed for use in schools.