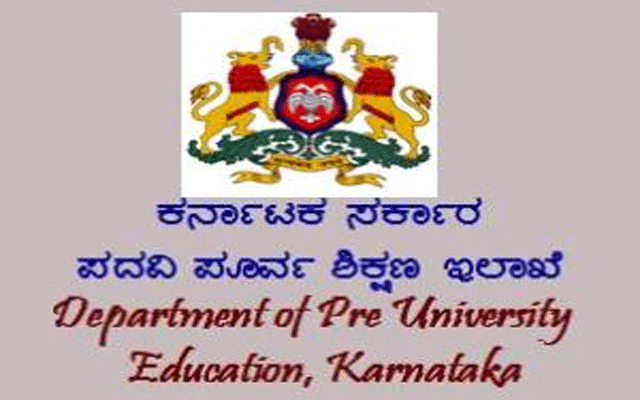
**Government of Karnataka**



**A Project Report On**

**“COMPUTERS IN EMPLOYEES SALARY MANAGEMENT”**

Submitted in partial fulfilment of the requirements of Department of Pre-University Education for the Assignment 1 of subject Computer Science.

**Project Associate: Rimsha**

## Under the Guidance of:

**Sindhu.V.S**

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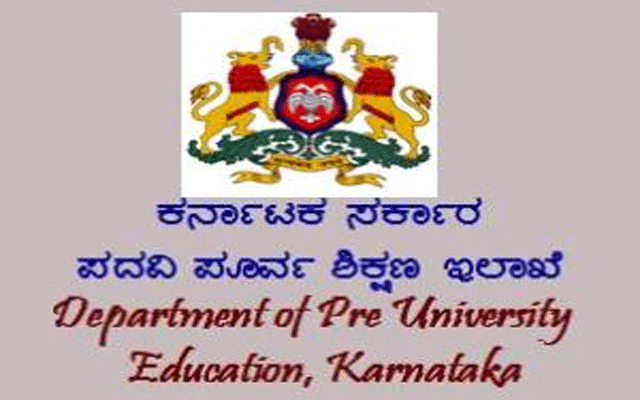
2021 2022

### Department of **C**omputer **S**cience

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Government of Karnataka



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*Project Work Certificate*

*This is to certify that Mr. / Miss***. *RIMSHA*** *of II PUC CEBA / PCMC has successfully completed the**project work on* **“*COMPUTERS IN EMPLOYEES SALARY MANAGEMENT”*** *as**a partial fulfilment for the Assignment 1 in Computer-Science during the Academic year 2021-2022.*

# **Signature of Student Signature of H.O.D**.

## RIMSHA SINDHU.V. S

**II PUC PCMC/CEBA H.O.D of C.S.**

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I also wish to thanks the members of …………………………, for providing me some ***“Computers In Employees Salary Management”***software specifications and for their cordial behavior during my project & thesis work.

We indebted to our friends for their constant encouragement, support and help and for always being there for me and for which I found never to be able to thank them enough.

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Nothing is possible without divine intervention and we thank God for his blessings.

**October, 2021**

Miss. **RIMSHA**

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**ABSTRACT**

**Computers in Employee Salary Management**

Salary management is also known as compensation management is concerned with the compensation to employees for work and contribution for attaining organizational goals. It is concerned with designing and implementing total compensation package. It is also known as wage and salary administration or remuneration management.

Use of computers in salary management helps in reducing the manpower. Risk of miscalculation and errors and also the risk of record management. Through computers software’s are designed for calculating the monthly salary tax and social security of employer of the organization.

**Analysis Report of The Problem**

Payrolls mistakes can happen faster than one can find the mistakes. For a moment, think about the employees for whom monthly salary is the only source of income. Imagine what if the salary is not paid accurately on there is a delay in releasing the salary. Such irregularities can take a toll on the morale of the employer and ultimately affect the business productivity.

While ensuring accurate and timely payment of salary is important, adhering to the various laws and regulations such as labour laws, provident fund, employee state insurance fund.

**Report On the Solution Methods**

Maintaining a good salary management by a company to extremely import for day-to-day activities and also for adhering to functional requirements.

In most cases, payroll management process is a repetitive and annoying process, which can easily result in mistakes. Optimization of the process through computers and software applications minimizes the possibilities of such mistakes. Also, computer provides database which can easily be stored on storage devices and other remote online cloud storage systems.

**Level 1 DFD For Payroll System**

EMPLOYEE ID

EMPLOYEE

RECORD

PLAY RATE

WORKER

REGULAR HOUR

OVERTIME RATE

OVERTIME HOUR

TOTAL PAY

COMPANY RECORD

NET PAY

TAX RATES

CHECK

WORKER

**Procedure To Solution**

The process of salary management requires careful planning continuously and maintain changes to details relating to specific employee concerning payments. This salary management process consists of three distinct phases which are byose,during and after the payroll management activity.

1. **Byose processing of salary**

Various factors are considered ,which include tenures and other benefits. The determination of these factors is based on the approval of decision makers of the company. Salary reports generated in small companies is affected by many factors.

1. **During Processing a salary**

Verified data is used. This stage, involves calculations,taxes,bonuses, and deduction, validation and verification of all amounts are done to ensure accuracy and avoid mistakes.

1. **After processing salary**

All deductions are made here. The total funds budgeted on the payroll are disbursed through relevant payment channels.

USER

**Features Of Employee Database and Payroll Management**

* Easy to use.
* It is completely secured.
* It is completely controlled by the admin.
* It is very interactive and saves time.
* Reduces paper work.
* Calculations are automated so it is highly accurate.

**Suggestion to Improvements**

* The option to print the words in future.
* I intend to add a leave structure in the future.
* This system can be developed in such a way that its features can be modified to better versions.

**Conclusion**

This project is built keeping in mind that it is to be used by only one user that it is the admin. It is built for use in small scale organization where the number of employers is limited according to the requested requirement the admin can add, manipulate, update and delete all employee data in his organization. The admin can also add predefined pay grades by the admin anytime he wants in an instant.

The application of computer in human resource management has extended into area imagined merely and evades back with just few keystrokes or clicks on mobile.