

EMPLOYEE MANAGEMENT SYSTEM

By

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WIPRO-NGA-.NET-REACT-PHASE2-C7 CAPSTONE

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Introduction

The Employee Management System: is a full-stack web application designed to help organizations manage employee data, leave requests, and reports efficiently. This system allows HRs to add, edit, view, and delete employee records, ensuring smooth workforce management. It also enables managers to oversee their teams and approve or reject leave requests while allowing employees to apply for leave and track its status. The platform features a modern UI using React, Redux, and follows best practices for state management, authentication with JWT, and backend API development using .NET Core and SQL Server.

Key Features & Functionalities

- User Authentication & Authorization – Secure login using JWT-based authentication with Role-Based Access Control (HR, Manager, Employee).
- Employee Management – HRs can add, edit, delete, and view employee details efficiently.
- Role Assignment – HRs can assign roles (HR, Manager, Employee) to users for controlled access.
- Leave Management – Employees can apply for leave, and managers/HRs can approve or reject requests.
- Real-time Notifications – Employees receive updates on leave approvals or rejections.
- State Management with Redux – Centralized data handling ensures performance and consistency.
- Form Validation – Ensures accurate data entry before storing employee details in the database.
- Bootstrap-based UI – Provides a responsive, modern, and user-clean interface.

Problem Definition & Objectives

Problem Definition:

HR departments struggle with managing employee records, leave requests, and reports efficiently. Manual processes cause errors, delays, and inefficiencies. Tracking roles and approvals becomes difficult without a centralized system. This project provides a digital solution for streamlined HR operations.

Objectives:

- Develop a user-friendly web application for managing employees.
- Implement CRUD functionality (Create, Read, Update, Delete) for employee records.
- Enable user authentication and role-based access control (RBAC) using JWT.
- Allow employees to apply for leave and managers/HRs to approve or reject requests.
- Implement state management using Redux for better performance.
- Ensure secure and efficient backend operations using .NET Core and SQL Server.
- Optimize database performance using indexing and normalization techniques.

Frontend & Backend Architecture

Technology Stack:

- Frontend: React, Redux Toolkit, React Router, Bootstrap
- Backend: ASP.NET Core Web API, Entity Framework Core
- Database: Microsoft SQL Server Management Studio
- Authentication: JWT Authentication, Role-Based Access Control (RBAC)



Component Breakdown & API Design

Frontend Component Breakdown

The frontend is built using React, following a modular and component-based approach. This ensures better maintainability, reusability, and performance optimization.

1. State Management (Redux Toolkit)

- Centralized state management is handled using Redux Toolkit.
- Slices are created for different entities (e.g., employeeSlice for managing employee data).
- Uses async thunks to fetch, add, edit, and delete employee records from the backend.

2. Routing (React Router)

- React Router enables navigation between different views without reloading the page.
- Protected routes ensure that only authenticated users can access certain pages.

3. UI Components

- The UI follows a structured hierarchy to keep the application maintainable and user-friendly.
- App.js – Main entry point that initializes routing and layout.
- Navbar.js – Displays navigation links and user authentication options.
- Sidebar.js – Renders role-based navigation links using react-router-dom and reactbootstrap.
- PrivateRoute.js – Protects routes by allowing only authenticated users and redirects others to login.
- RoleRoute.js – Restricts access based on user roles, redirecting unauthorized users to login or home.
- EmployeeList.js – Displays all employees in a list format.
- EmployeeDetails.js – Shows detailed information about a selected employee.
- AddEmployee.js – Form to create a new employee with validation.
- EditEmployee.js – Form to update an existing employee record.
- Login.js – Handles user authentication (login).
- Register.js – Allows new users to register.

API Design & Endpoints

The backend follows a RESTful API approach with structured and secure endpoints.

1. Authentication & Authorization

- Uses JWT (JSON Web Token) for secure authentication.

- Tokens are stored on the frontend and sent in API requests.
- Role-based access control (RBAC) ensures users can only modify authorized data.

2. API Endpoints

Auth Method ----- Endpoint ----- purpose

- POST /api/Auth/register – Registers a new user.
- POST /api/Auth/login – Authenticates user and returns JWT token.

Employees

- GET /api/Employees – Retrieves all employees.
- POST /api/Employees – Adds a new employee (requires authentication).
- GET /api/Employees/{id} – Fetches a specific employee by ID.
- PUT /api/Employees/{id} – Updates an existing employee record.
- DELETE /api/Employees/{id} – Deletes an employee (only authorized users).
- GET /api/Employees/manager/{managerId} – Retrieves employees under a specific manager.
- GET /api/Employees/profile – Fetches the profile details of the logged-in user.

Leaves

- GET /api/Leaves – Retrieves all leave requests.
- POST /api/Leaves – Employee applies for leave.
- GET /api/Leaves/{id} – Fetches a specific leave request.
- PUT /api/Leaves/{id}/status – Approves or rejects leave requests.

Reports

- GET /api/Reports/employee-directory – Retrieves a directory of all employees.
- GET /api/Reports/leave-analysis – Fetches leave request statistics.
- GET /api/Reports/department-distribution – Provides an overview of employees by department.
- GET /api/Reports/leave-distribution-by-type – Analyzes leave requests based on type.
- GET /api/Reports/average-leaves-by-department/{year} – Fetches average leave data per department for a specific year.
- GET /api/Reports/manager-hierarchy – Displays the organizational structure of managers and employees.

3. Authentication Flow

- User logs in using credentials.

- Backend verifies credentials and generates a JWT token.
- Frontend stores the token and includes it in API requests.
- Protected endpoints validate the token before processing the request.

4. Role-Based Access Control (RBAC)

- HR Users: Can manage employees, assign roles, and approve/reject leave requests.
- Manager Users: Can view and approve/reject leave requests for their team.
- Employee Users: Can view their profile and apply for leave.

Database Design & Storage Optimization

1. Entities & Relationships

A. Users Table

- Stores authentication details (username, password, email).
- Has a One-to-Many Relationship with Employees (An HR can manage multiple employees).
- Linked to the Roles Table (Each user has a specific role).

B. Employees Table

- Stores employee details, including name, position, department, and contact information.
- Each employee is associated with one manager (Many-to-One Relationship).

C. Roles Table

- Implements role-based access control (RBAC) for HR, Manager, and Employee roles.
- Has a One-to-Many Relationship with Users (A role can be assigned to multiple users).

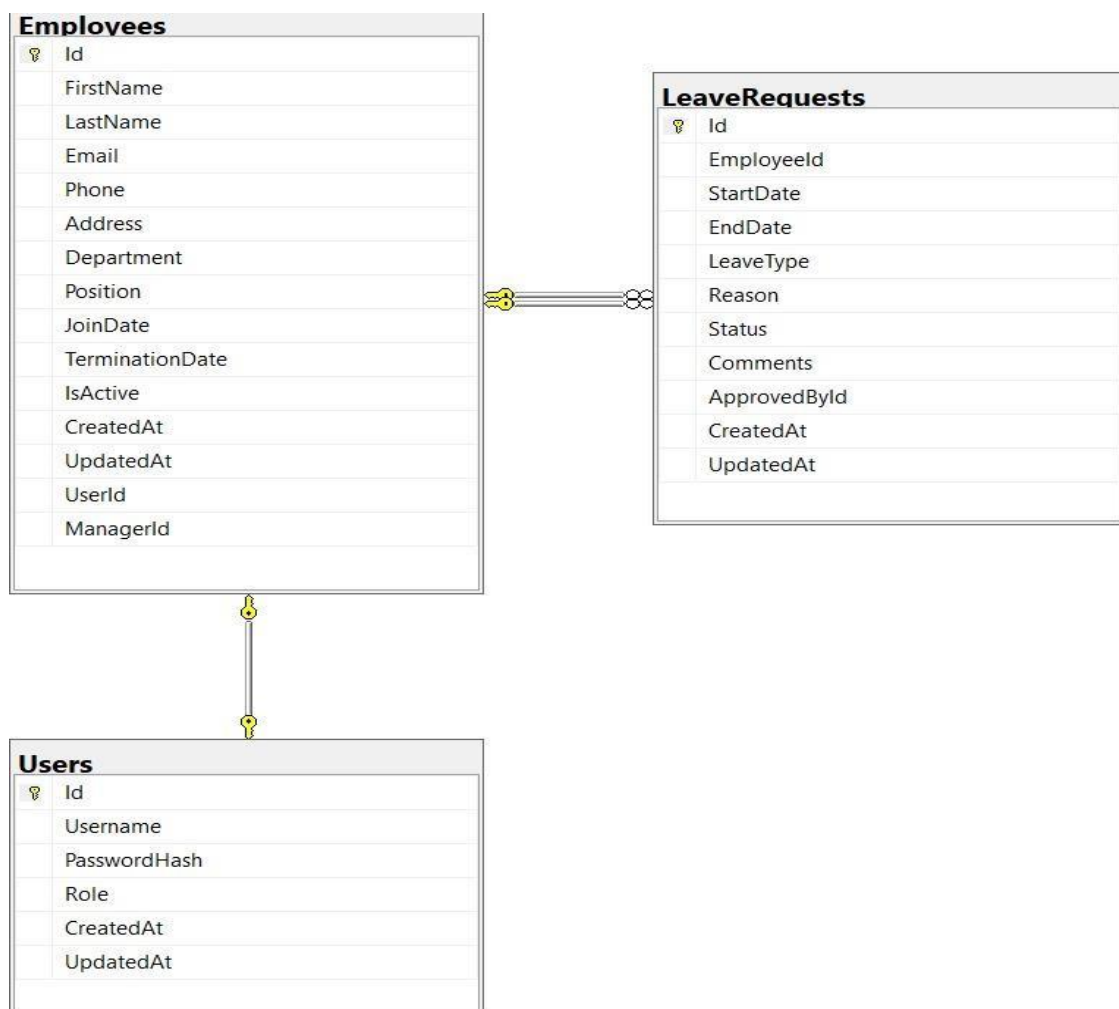
D. Leaves Table

- Stores leave requests submitted by employees.

- Linked to Employees (Many-to-One Relationship where an employee can have multiple leave requests).
- Stores leave status (Pending, Approved, Rejected).

2. ERD Representation

The Entity-Relationship Diagram (ERD) visually represents the relationships between Users, Employees, and Leaves.



Storage Optimization

1. Indexing for Faster Queries

Primary Key Indexing:

- UserId (Users table)
- EmployeeId (Employees table)
- RoleId (Roles table)
- LeaveId (Leaves table) Foreign Key Indexing:

- Indexing foreign keys (UserId in Employees, RoleId in Users) ensures faster joins and lookups.

2. Query Optimization Techniques

Optimized Data Retrieval:

- SELECT only required columns instead of `**SELECT **`.
- Use pagination (OFFSET and LIMIT) to retrieve employee and leave data in chunks.
- Implement caching for frequently accessed records.

Snapshots of the Application

1. Authentication and Authorization

localhost:3000/login

Employee Management System Login

Username
Rakesh

Password

Login

Don't have an account? [Register here](#)

2.Register New Employee

localhost:3000/register

Employee Management System Register New Employee

Username
Rakesh

Password

First Name
rakesh

Last Name
mariserala

Email
rakesh@gamil.cor

Phone
7013884097

Address
vizag

Department
IT

Position
Developer

localhost:3000/register

Rakesh

First Name: rakesh

Last Name: mariserala

Email: rakesh@gamil.cor

Phone: 7013884097

Address: vizag

Department: IT

Position: Developer

Role: Employee

Join Date: 26-03-2025

Register

Already have an account? [Login here](#)

3. Dashboard(HR), Employee management , Leave management ,reports and delete

EMS
HR

Dashboard

Employees

Leave Management

Reports

My Profile

nissy

Dashboard

Total Employees: 7

Pending Leaves: 0

Approved Leaves: 1

All Leaves: 1

Welcome to Employee Management System

This dashboard provides an overview of the system. Use the sidebar navigation to access different features.

- Manage employee records
- Handle leave requests
- Generate reports

HR

Dashboard

Employees

Leave Management

Reports

My Profile

Employee Management

Search employees...

ID	Name	Email	Department	Position	Status	Actions
3	Bob Brown	bob.brown@example.com	Finance	Accountant	Active	
9	nari gongada	naresh@gmail.com	cash	Developer	Active	
12	Rakesh kumar	rakesh@gmail.com	HR	cash	Active	
13	kusuma mari	kusuma@gmail.com	Managre	lead	Active	
14	prasu happy	prasu@gmail.com	dance	lead	Active	
15	mariserala rakesh	mariserala.rakesh@gmail.com	IT	Developer	Active	
16	nissy madam	nissy@gamil.com	IT	lead	Active	

EMS

HR

Dashboard

Employees

Leave Management

Reports

My Profile

Leave Management

Search leaves...

All Statuses

ID	Employee	Leave Type	Start Date	End Date	Status	Actions
1	N/A	Vacation	03/20/2024	03/23/2024	Approved	

EMS

HR

Dashboard

Employees

Leave Management

Reports

My Profile

HR Reports

Report Type

Year

Yearly Leaves by Department

2025

Apply Filters

Average Leaves by Month (2025)

4.Profile ,Logout page and edit employee(HR)

This screenshot shows the 'Employee Profile' page for a user named 'mariseralarakesh'. The page is divided into three main sections: a sidebar, a profile card, and a details panel.

- Sidebar (EMS Employee):** Contains links to 'Dashboard', 'Leave Management', and 'My Profile'.
- Profile Card:** Displays a circular profile picture with the initials 'mr', the name 'mariseralarakesh', and the role 'Developer IT'.
- Employee Information:** A table showing ID: 15, Join Date: 24/3/2025, and Status: Active.
- Profile Details:** A form with fields for Full Name (mariseralarakesh), Email (mariseralarakesh@gmail.com), Phone (7013884098), Address (viziganagaram), and Department (IT). An 'Edit' button is located at the top right of this section.

This screenshot shows the 'Dashboard' for an HR user named 'nissy'. The dashboard features a sidebar and a main content area with summary cards and a user menu.

- Sidebar (EMS HR):** Contains links to 'Dashboard', 'Employees', 'Leave Management', and 'Reports'.
- Dashboard Summary:** Four cards displaying key metrics: Total Employees (7), Pending Leaves (0), Approved Leaves (1), and All Leaves (1).
- User Menu:** A dropdown menu for 'nissy' with options for 'My Profile' and 'Logout'.

This screenshot shows the 'Edit Employee' form for an HR user. The form is used to update employee details and includes a 'Back to List' button at the top right.

- Form Fields:**
 - First Name: Bob
 - Last Name: Brown
 - Email: bob.brown@example.com
 - Phone: 1122334455
 - Address: 789 Road
 - Department: Finance
 - Position: Accountant
 - Join Date: 15-03-2024
 - Termination Date: dd-mm-yyyy
 - Active: ☒
- Buttons:** 'Cancel' and 'Save Changes' buttons are located at the bottom right of the form.

Database & Configuration File

The screenshot displays the Microsoft SQL Server Enterprise Manager interface. The left pane shows the 'Object Explorer' with the 'RAKESH (SQL Server 16.0.1135.2 - Rakesh\maris)' server selected. The 'Databases' folder is expanded, showing the 'master' database. The 'Tables' folder is also expanded, listing various system and user tables. The right pane shows a query window with the following SQL query:

```
SELECT TOP (1000) [Id]
, [FirstName]
, [LastName]
, [Email]
, [Phone]
, [Address]
, [Department]
, [Position]
, [JoinDate]
, [TerminationDate]
, [IsActive]
, [CreatedAt]
, [UpdatedAt]
, [UserId]
, [ManagerId]
FROM [master].[dbo].[Employees]
```

The query results are displayed in a table with the following columns: Id, FirstName, LastName, Email, Phone, Address, Department, Position, JoinDate, TerminationDate, IsActive, CreatedAt, and UpdatedAt. The table contains 6 rows of data.

Id	FirstName	LastName	Email	Phone	Address	Department	Position	JoinDate	TerminationDate	IsActive	CreatedAt	UpdatedAt
1	Bob	Brown	bob.brown@example.com	1122334455	789 Road	Finance	Accountant	2024-03-15 12:00:00.0000000	NULL	1	2024-03-15 12:00:00.0000000	2024-03-15 12:30:00.0000000
2	9	mar	gongada	naresh@gmail.com	6281043420	chinnabudapalli	cash	2025-03-23 20:27:38.1548938	NULL	1	2025-03-23 20:27:38.1548940	2025-03-23 20:27:38.1548940
3	12	Rakesh	kumar	rakesh@gmail.com	67790866	vizag	HR	2025-03-24 00:18:39.8381885	NULL	1	2025-03-24 00:18:39.8381887	2025-03-24 00:18:39.8381888
4	13	kusuma	mar	kusuma@gmail.com	96868677	vizag	Manage	2025-03-24 00:21:26.7752953	NULL	1	2025-03-24 00:21:26.7752956	2025-03-24 00:21:26.7752956
5	14	prau	happy	prau@gmail.com	87765756788	parvathipuram	lead	2025-03-24 00:23:55.0871500	NULL	1	2025-03-24 00:23:55.0871508	2025-03-24 00:23:55.0871508
6	15	marisala	rakesh	marisala.rakesh@gmail.com	7013864098	vizag nagaram	IT	2025-03-24 01:09:01.6983187	NULL	1	2025-03-24 01:09:01.6983191	2025-03-24 01:09:01.6983191

Appsettings.json

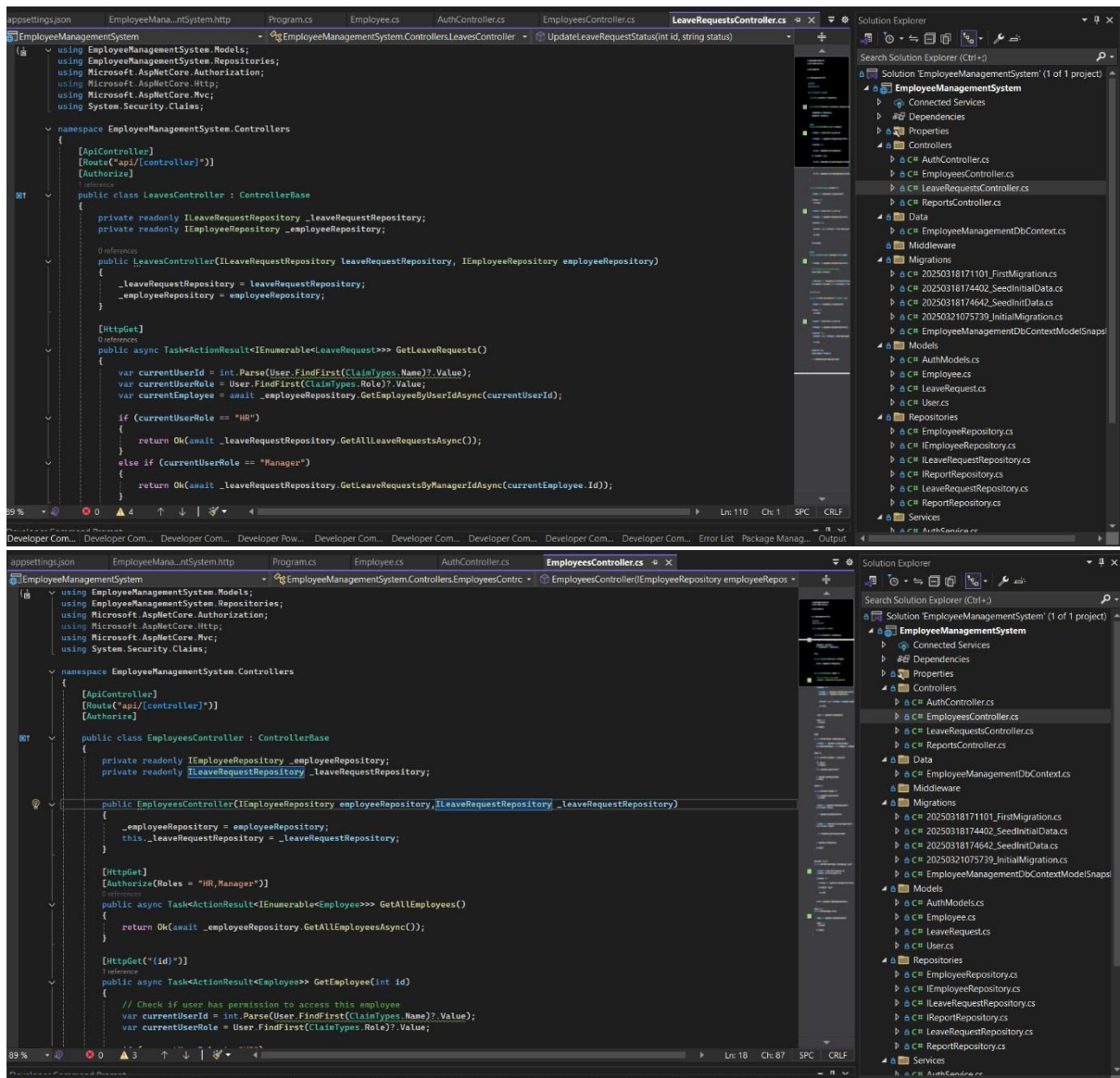
The screenshot displays the Visual Studio IDE with the 'appsettings.json' file open. The file contains the following configuration:

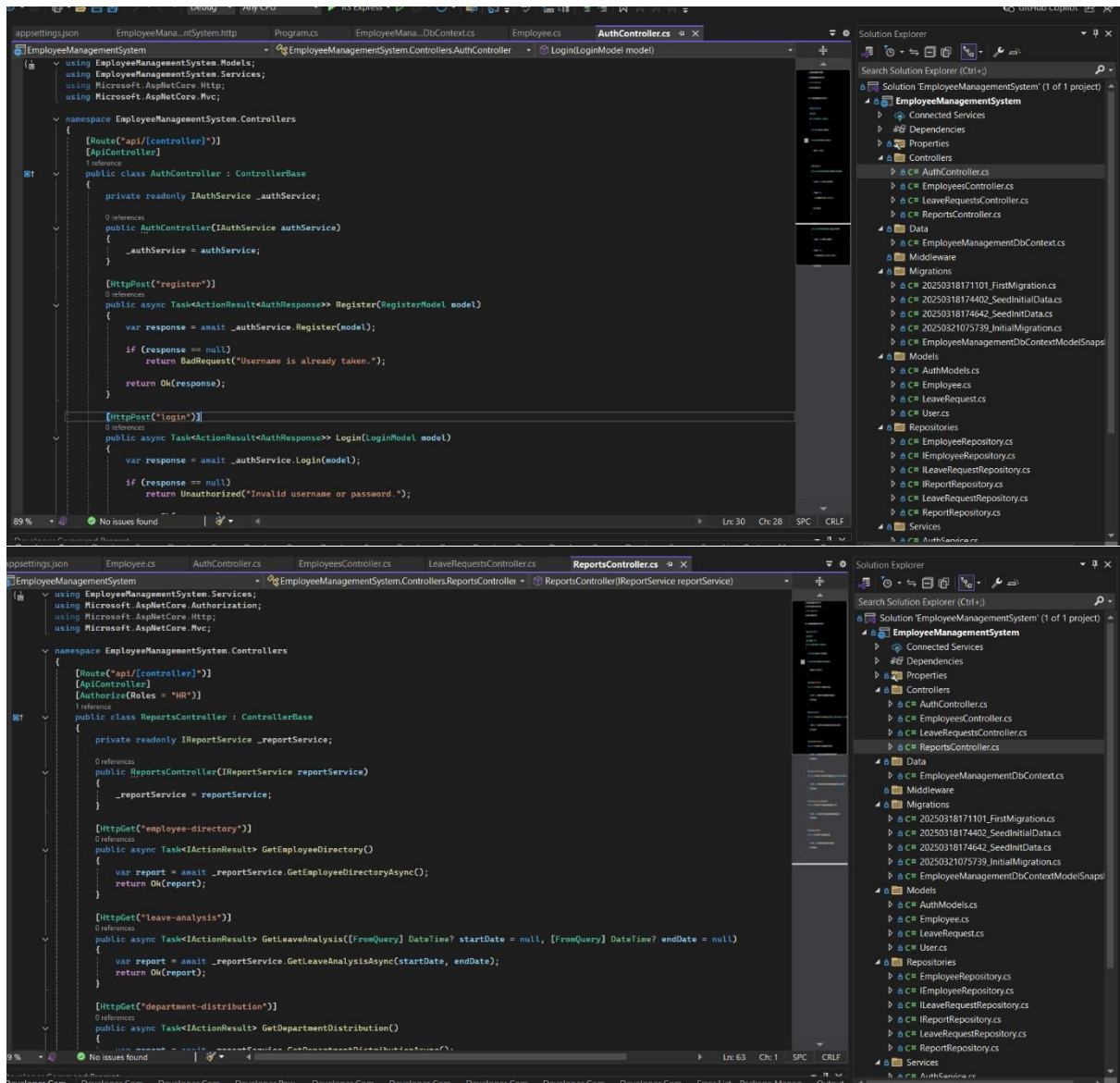
```
{
  "Jwt": {
    "Key": "YourSuperSecretKey123!AtLeast32CharactersLong",
    "Issuer": "EmployeeManagementSystem",
    "Audience": "EmployeeManagementUsers",
    "DurationInMinutes": 60
  },
  "ConnectionStrings": {
    "DefaultConnection": "Data Source=RAKESH;Integrated Security=True;Connect Timeout=30;Encrypt=False;Trust Server Certificate=False;ApplicationIntent=ReadWrite;Server=RAKESH\\maris;Database=master"
  },
  "Logging": {
    "LogLevel": {
      "Default": "Information",
      "Microsoft.AspNetCore": "Warning"
    }
  },
  "AllowedHosts": "*"
}
```

The Solution Explorer on the right shows the project structure, including folders for 'Controllers', 'Data', 'EmployeeManagementDbContext', 'Middleware', 'Migrations', 'Models', 'Repositories', 'Services', and 'appsettings.json'.

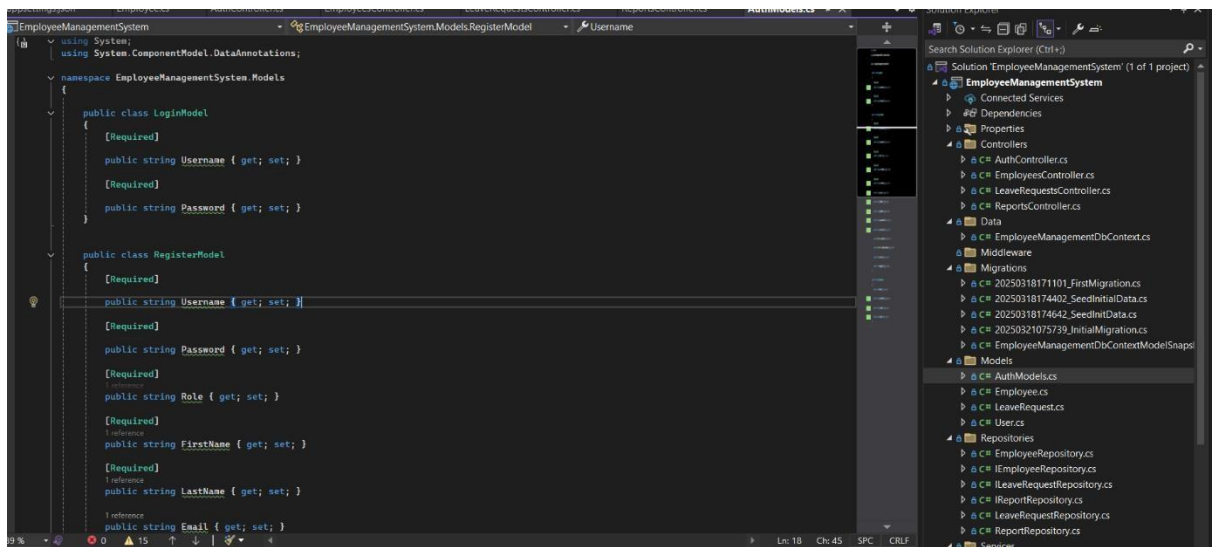
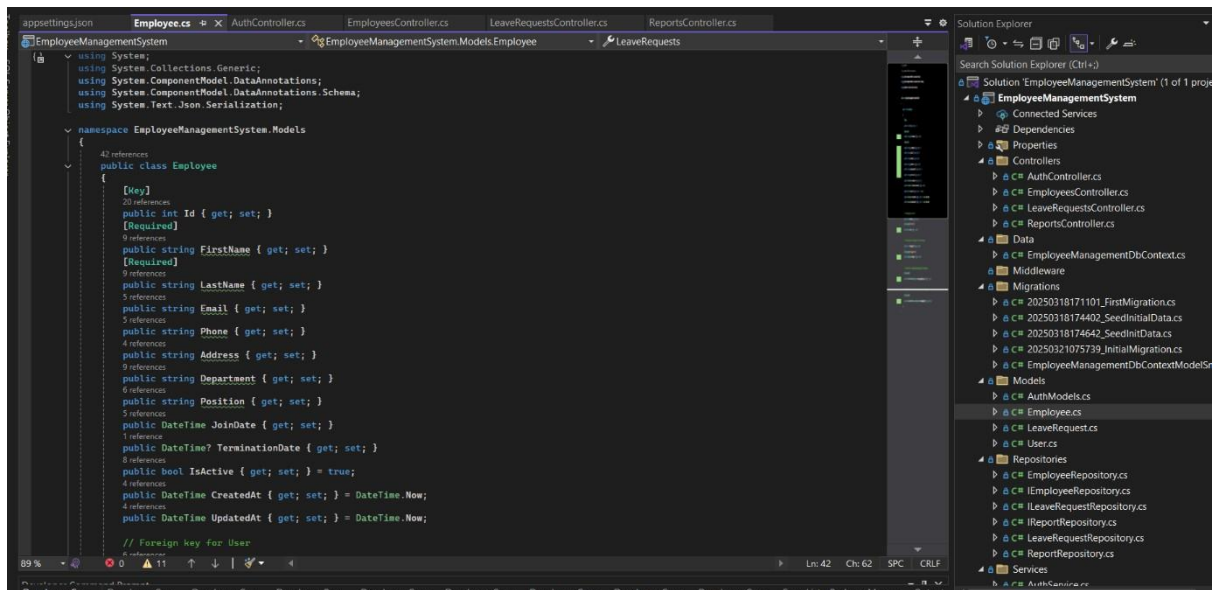
Code Snapshots-Backend

Controllers





Model.cs-Login



Backend

Swagger UI interface showing API endpoints for a system, categorized into Leaves and Reports sections.

Leaves

- GET /api/Leaves
- POST /api/Leaves
- GET /api/Leaves/{id}
- PUT /api/Leaves/{id}/status

Reports

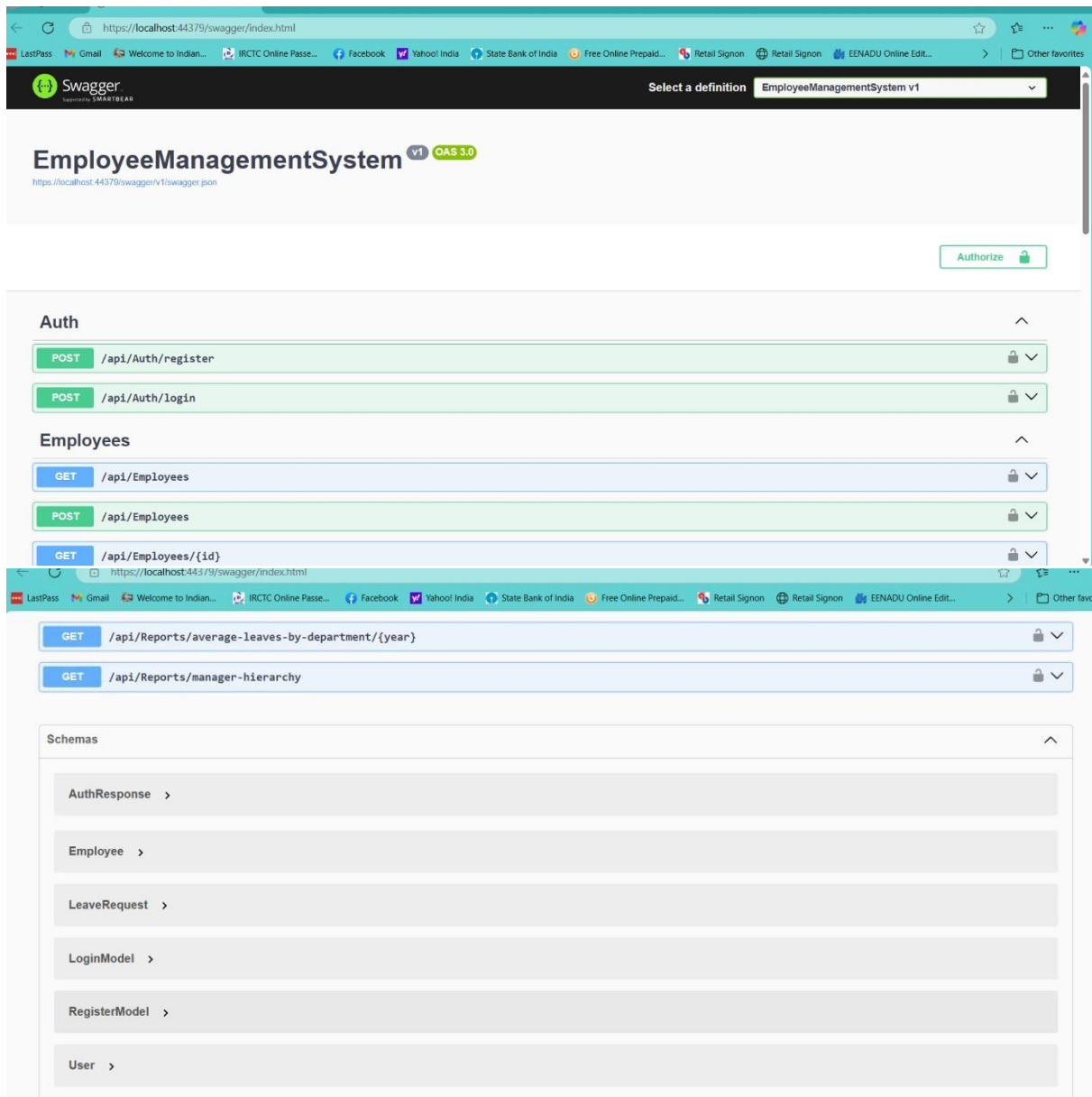
- GET /api/Reports/employee-directory
- GET /api/Reports/leave-analysis
- GET /api/Reports/department-distribution
- GET /api/Reports/leave-distribution-by-type
- GET /api/Reports/average-leaves-by-department/{year}
- GET /api/Reports/manager-hierarchy

Employees

- GET /api/Employees
- POST /api/Employees
- GET /api/Employees/{id}
- PUT /api/Employees/{id}
- DELETE /api/Employees/{id}
- GET /api/Employees/manager/{managerId}
- GET /api/Employees/profile

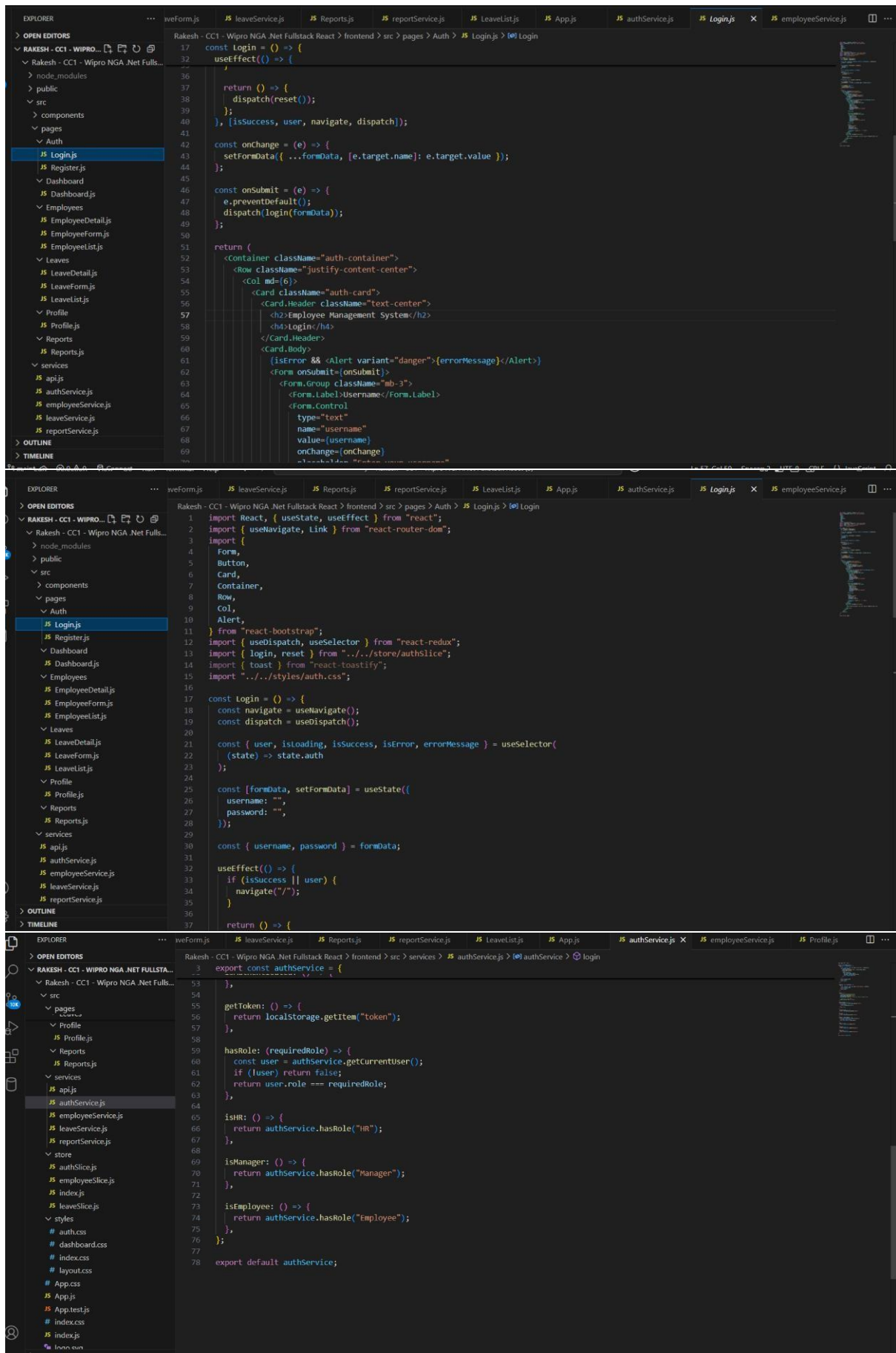
Leaves

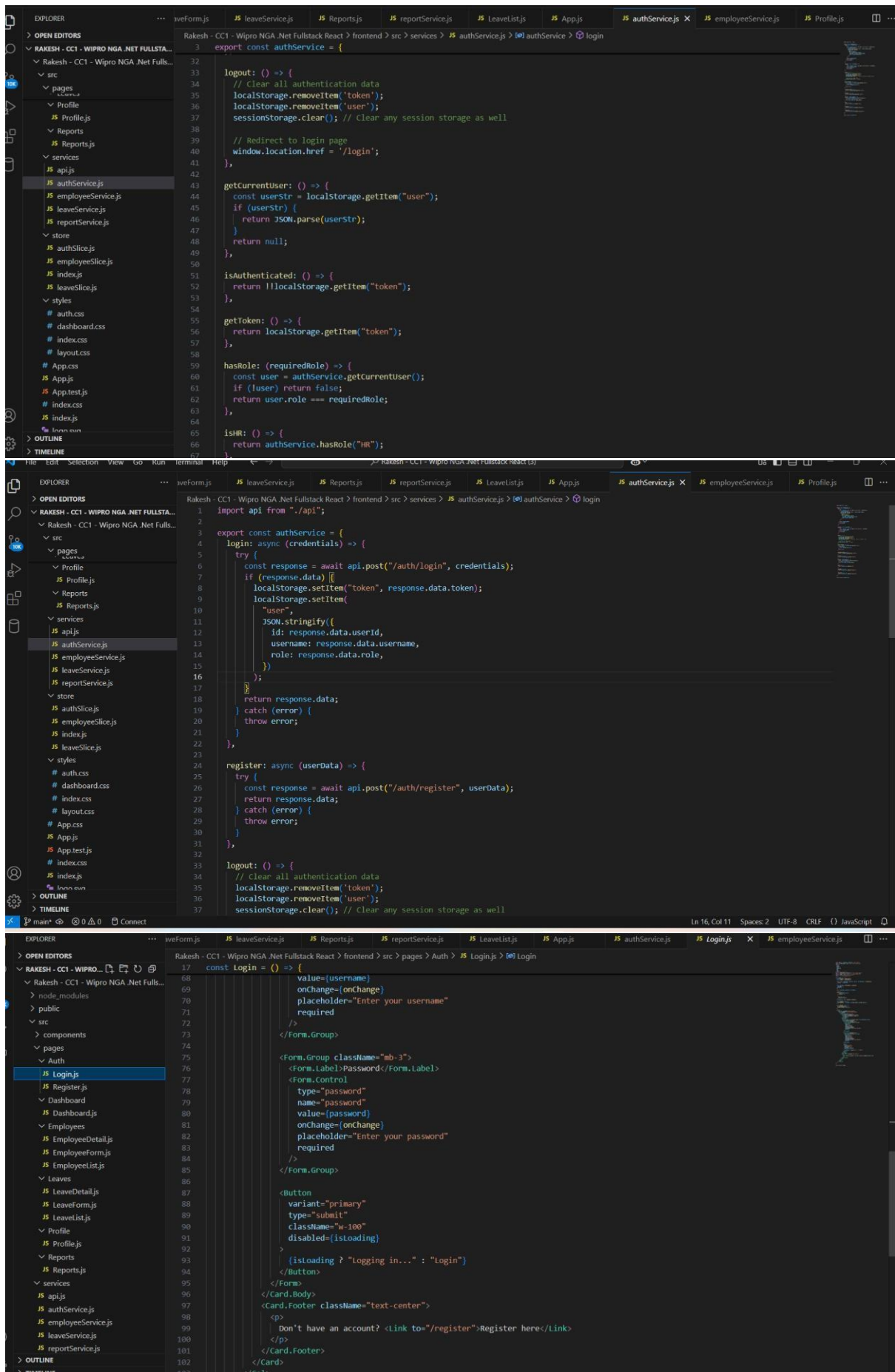
- GET /api/Leaves
- POST /api/Leaves
- GET /api/Leaves/{id}



Code Snapshot-Frontend

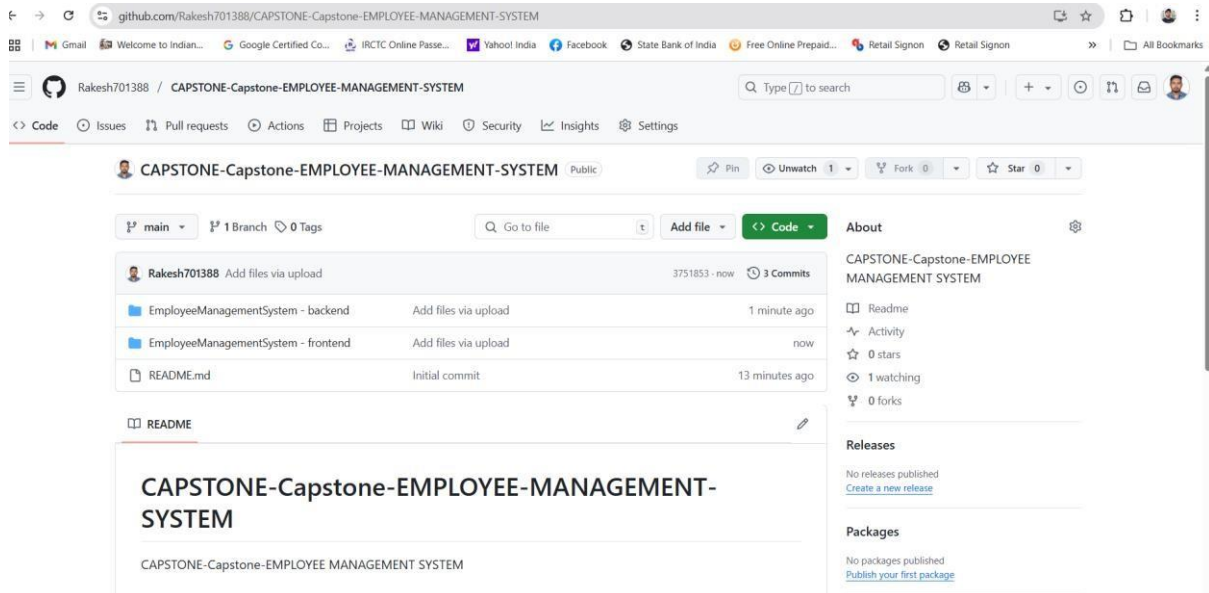
Services-Components





Deployment & Hosting Details

Github:<https://github.com/Rakesh701388/CAPSTONE-Capstone-EMPLOYEE-MANAGEMENT-SYSTEM>



Make sure to replace:

1.appsettings.js

- SQL Server instance name
- RAKESH with my database name
- yourSuperSecretKey with a Secure JWT Secret Key

2.Frontend API Endpoints:

Const API_URL = <http://localhost:5025/api>

If deployed , change this to your backend public URL after deployment

A.Backend Deployment

Run the following command in package manager console

Add-Migration InitialMigration

Update-database

Run backend locally: dotnet run

B.Frontend Deployment

Run Frontend Locally: npm start