

Date: 16th December 2021

SOFTWARE REQUIREMENTS SPECIFICATIONS

Project Title: Performance Based Reward System.

Project ID: PBRS

Introduction:

In organizations, reward is an important issue that has to be effectively managed by the administrators, especially human resource managers. In organizations, reward is an important issue that has to be effectively managed by the administrators, especially human resource managers. Transformation in business environment and competition in global market had forced the organizations to change their methods of reward management. The allocation of reward to the employees based on their actual performance is very important in order to bridge the gap between the wages of workers, to meet the basic needs of competent employees and to improve the quality of life, well-being and their status in society. Performance management is a continuous process of identifying, measuring and developing the performance of individuals and aligning performance with the strategic goals of the organization.

Purpose:

As we know in organization there is need of analyzing performance of particular individual. Depending upon individual's performance administrator can reward with some grade or credits. It will motivate individual to work hard up to greater extent for his organization. Aim of our project is to provide online platform for Performance Based Reward Management.

Intended use:

This web application is useful for the various organizations like school, colleges to track their student's performance and various companies, industries to track their employee's performance and honor them with rewards.

Scope:

This system is aimed at developing a Web Application for Monitoring Performance of individuals. This system can be used by administrator to create assignments and tasks to the user. It will focus on secure database and performance management for user. Administrator can track individual's weekly, monthly and yearly performance.

Overall Description:

This web application naming performance-based reward system will have two users such as administrator of any organization and individual that are working under that organization. The admin can assign various assignments to the particular user and user need to complete assignments within a due date.

On the basis in time submission and quality of assignments admin can assign submission point and evaluated point. Assignments can be in the form like documentation, audio, images, videos, text, etc. The admin will have submissions in the above-mentioned formats and according to that the system will generate performance chart for every individual.

There will be assignment master which have assignment id, title, statement, assigned date, due date, attachment, comment. According to the requirement of organization, administrator can have some evaluation parameters. Based on the allocated parameters Users/Employees will honored with appropriate rewards.

- **Admin functionalities:**
 1. Create assignment.
 2. Add/remove user.
 3. Admin can have assignment master.
 4. Assist user.
 5. Honor with points/rewards.
 6. Generates performance certificate.

- **User functionalities:**
 1. Submit task in required format.
 2. User can have progress report.
 3. User can comment on the task.

User Needs:

The developed system can be used by various organization and sector such as Telecommunication offices, Banking, IT industries, Other commercial services, educational organization.

In educational organization primary users of the system are the faculties that they can assign and assist the assignments/tasks. The secondary users of the system are students that they submit tasks/assignments. According to the submission faculties can have the performance chart of each student. Based on the performance chart faculty will honors appropriate rewards to the respective students.

System Features and Requirements

Software and Hardware requirements and availability

- Hardware: Laptop, Server, Mobile.
- Browser: Google Chrome
- Web Server: Xampp Server
- Language: PHP
- Web components:HTML5, CSS, Bootstrap
- Scripting Language: JAVA SCRIPT, jQuery
- Database (Back End): MySQL
- Operating system: Any Operating System
- Good internet connectivity

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