AWKUM (Garden Campus)

**Human Resource Management system**



Department of Computer Science

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## 1. Abstract

HUMAN RESOURCE MANAGEMENT SYSTEM” is basically concerned with managing the Administrator of HUMAN RESOURCE Department in a company. A Human Resource Management System (HRMS), refers to the systems and processes at the intersection between human resource management (HRM) and information technology. It merges HRM as a discipline and in particular its basic HR activities and processes with the information technology field, whereas the programming of data processing systems evolved into standardized routines and packages of enterprise resource planning (ERP) software.

## 2. Introduction/short description of the project

The project is used to maintain efficiently the HR department schedule of any type of company. In larger organization, employees are large. At that time this project is useful and helpful. HR Management system is not only becomes a desire of the company but it becomes the need of the company. The Administrator gets into the system using admin name and a password.

* **Employee Details**

Employee Details module is used to maintain the employees’ details such as adding new employee, modifying the existing employee and deleting the existing employee. When a new employee is selected from the resume tracking, all the details are to be entered and maintained in the database.

* **PAYROLL**

In the payroll module, it consists of the information about the employee salary details such as basic pay, allowances, deductions and calculate the gross pay and net pay from the given allowances and deductions.

* **TRAINING**

In this training module, it consists of the employees’ schedule about the training conducted in the organization for the particular employee. The employees’ previous training experience will be maintained in the database.

* **PERFORMANCE**

This performance module contains information about the employee’s current position in the organization. This module has the information such as employee name, employee ID, Division, work group, evaluation date, evaluator, and evaluation period.

* **Leave Management**

This module contains the information about the employees leave details. There are three kinds of leave which are sick leave, vacation, and holiday.

* **Resignation**

This module contains the information about the ex-employees who have worked for the organization .The information are such as department, position, their supervisor, current contact information, joining date and resigning date.

* **RESUME TRACKING**

This module contains the information about the applicants such as their Curriculum, their contact information, their work experience, area of specialization and area of interest.

## 3. Project geol /overall objective:

The project is used to maintain efficiently the HR department schedule of any type of company. In larger organization, employees are large. At that time this paper is useful and helpful. HR Management system is not only becomes a desire of the company but it becomes the need of the company. The Administrator gets into the system using admin name and a password.

* **Advantages**
* Easy access to the data
* The new system is more user-friendly, reliable and flexible.
* Data alteration is easy.
* Maintenance of the project is easy.
* Reduced manual work.
* Timely Report generation.

The main objective of this paper is to reduce the effort of administrator to keep the daily events such as payroll, employee performance, and employees’ details. It consists of six modules.

They are:

* Employee Details
* Payroll
* Training
* Performance
* Resignation
* Resume tracking.

## 4. Tools

* **HTML**

HTML stands for Hyper Text Markup Language. HTML is a markup language. A markup language is a set of markup tags. The tags describe document content. HTML documents contain HTML tags and plain text. HTML documents are also called  web page. Html is case insensitive.

* **CSS**

CSS stands for Cascading Style Sheets. CSS defines how HTML elements are to be displayed. Styles were added to HTML 4.0 to solve a problem. CSS saves a lot of work. External Style Sheets are stored in CSS file.

* **PHP**

PHP stands for Hypertext Preprocessor (no, the acronym doesn't follow the name). It's an open source, server-side, scripting language used for the development of web applications. By scripting language, we mean a program that is script-based (lines of code) written for the automation of tasks.

* **MY SQL**

MySQL, the most popular Open Source SQL database management system, is developed, distributed, and supported by Oracle Corporation.

* **Bootstrap**

Bootstrap is a framework to help you design websites faster and easier. It includes HTML and CSS based design templates for typography, forms, buttons, tables, navigation, modals, image carousels, etc. It also gives you support for JavaScript plugins.

* **Xampp**

XAMPP is a software distribution which provides the Apache web server, MySQL database (actually MariaDB), Php and Perl (as command-line executables and Apache modules) all in one package. ... Also provided is PhpMyadmin which gives a GUI tool for managing your MySQL databases.

* **Sublime text**

Sublime Text - A sophisticated text editor for code, markup and prose. Use Multiple Selections to rename variables quickly here Ctrl+DD is used to select the next occurrence of the current word. Once created, each selection allows for full-featured editing.

* **Ms word**

Microsoft Word is a widely used commercial word processor designed by Microsoft. Microsoft Word is a component of the Microsoft Office suite of productivity software, but can also be purchased as a stand-alone product.

* **Power point**

Microsoft PowerPoint is a professional tool for making presentations that's been around for decades. It's got a number of features that make it a powerful presentation tool.

* **Ms visio**

Microsoft Visio is software for drawing a variety of diagrams. These include flowcharts, org charts, building plans, floor plans, data flow diagrams, process flow diagrams, business process modeling, swim lane diagrams.

## 5. Conclusion:

In conclusion I would like to tell that this Human Resource Management Systems has achieved its purpose. It has taken a huge task for this project to be completed. It has given a huge lift to the company’ operations. Whatever that has done manually has been completely shifted to the computerized process and this has enabled the company to carry out its operation more quickly.

## 6. Reference

* <https://www.slideshare.net/xeeinlove/human-resource-management-system-53164737>
* <https://www.researchgate.net/publication/256846555_Human_Resource_Management_System>

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