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| SALARY MANAGEMENT SYSTEM |

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**1.Introduction**

Salary mangement system is the heart of any Human Resource System of an organization. The program  has to take care of  the  calculation of salary  as  per  rules  of  the  company, income tax calculation and various deductions to be done from  the  salary  including statutory deductions, like Income tax  and  provident  fund  deductions.  It  has  to generate  pay-slip, cheque summary and MIS reports.

                                It is understood that we are tired of managing thousand of odd papers,  pay slip , salary reports,  and  salary details  and so on. Imagine that we have  a  salary  processing system which  will  generate  our pay slips and salary reports  within  seconds. We  can help others by developing  a customized salary application that suits your specific requirements.

**1.1 Purpose**

Main objective of making an employee salary management systemis to provide an easy way not only to automate all functionalities involving managing leaves and salaries for the employees of Company, but also to provide full functional reports to the management of the Company with the details about usage of leave facility.

                            We are committed to bring the best way of management in the various forms of **EPM.**We understand that **EPM**in not a product to be sold, it is a tool to manage the inner operation of Company related to employee leave and salary.

1.2**Scope**

This Application works in Multiple PC’s installed on multiple Computers but sharing same database by which users of different department can use it sitting at different locations simultaneously.

           But in future we can make the Application where the database will be hosted in order to manage the all departments which will be located in different places and by keeping domain of Application as Online.

**1.3 Benefits**

* To improve the efficiency.
* Quickly find out information of an employee details.
* To provide easy and faster access information.
* To provide user friendly environment.

**1.4 Definitions, Acronyms, Abbreviations**

**Visual Basic .NET** (**VB.NET**) is an [object-oriented](http://en.wikipedia.org/wiki/Object-oriented_programming) [computer programming language](http://en.wikipedia.org/wiki/Programming_language)that can be viewed as an evolution of the classic [Visual Basic](http://en.wikipedia.org/wiki/Visual_Basic) (VB) which is implemented on the [.NET Framework](http://en.wikipedia.org/wiki/.NET_Framework).

**Microsoft SQL Server** is a [relational model](http://en.wikipedia.org/wiki/Relational_model) [database server](http://en.wikipedia.org/wiki/Database_server) produced by [Microsoft](http://en.wikipedia.org/wiki/Microsoft).

   SRS -  Software Requirements Specification.

**EPM** - Employee salary Management.

**1.5** **References**

         SRS format from IEEE website([www.ieee.org/format](http://www.ieee.org/format)).

**1.6 Project Overview**

        The following subsections provide the complete overview of the software specifications requirements documentation for the product Employee salary Management. The entire SRS is documented in view of User and the following sub sections are arranged to give a complete outlook of the software, its perspective, features, system requirements and users know how it is.

**2. Overall description**

**2.1 Product perspective**

         This software, developed specifically to cater the company employees leave management, is totally self contained and works efficiently. It provides simple database rather than complex ones for high requirements and it provides good and easy graphical user interface to both new as well as experienced user of the computer.

**2.2 Product functions**

**2.2.1 Master module**

* Designation : Contains the position or status of employee in departments.
* Department : Contains the information about different departments in any company.

**2.2.2 Employee module**

         Employee details :This module contains the whole detail of employees of any system.

**2.2.3 Attendance module**

* Leave : This module is for keeping the records of leave taken by any employee.
* Attendance : This module is for keeping the records of employee’s presence.

**2.2.4** **Salary module**

* Allowance : This module is for calculating the allowance given to employee by the instution.
* Deduction : This module calculates the amount from number of days taken as leave and deduct these amount from salary.
* Pay Slip : This module is for generating the final pay slip.

**2.3 User Characteristics**

**2.3.1 End Users**

 No specific knowledge  or skills are required from the end user.

 End user should have basic idea about computer operations and database.

**2.3.2 Administrator**

  Administrator must be having good knowledge of database management system.

 Administrator to manage user rights.

 If the network connection does not work properly than our system should not work as intended.

 Also that is assumed that the product is installed properly at web server.

 This system will not take care of any virus problem, which might occur either on the  client or the server system. Avoiding the use of pirated software and ensuring that floppies and other removable media are scanned for viruses before use could minimize the  possibility of  viral infection

  Recovery of data after a system crash will be possible only if backups are taken at regular intervals.

 Manual interfaces cannot be fully avoided. Documented proofs like data entry of employees etc. will have to be verified by the concerned management staff  before entering it into the computerized system.

**2.4 Assumptions and Dependencies**

**2.4.1 Assumptions:**

         The code should be free with compilation errors/syntax errors.

         The product must have an interface which is simple enough to understand.

**2.4.2 Dependencies:**

         All necessary hardware and software are available for implementing and use of the tool.

         The proposed system would be designed, developed and implemented based on the software requirements specifications document.

         End users should have basic knowledge of computer and we also assure that the users will be given software training documentation and reference material.

         The system is not required to save generated reports.

3. Specific requirements

  3.1 External interface requirements

3.1.1       User interfaces

         The software provides good graphical interface to the user.

**3.1.2 Hardware interfaces**

         Mouse

         Keyboard

         Printer

         Hard disk

         Ram with memory 256 MB or more

**3.1.3 Software interfaces**

         Operating system       :          Windows XP/Vista or any main stream OS

4. Functional requirements

  4.1 Masters:

         This module helps the administrator to enter the designation and the related description. It also helps to add the department.

**4.2 Employee:**

         This module  helps to add the details of the employee like the personal detail and the employee detail.

**4.3 Search:**

         This module helps to search the employee details department wise and designation wise.

         This module helps to different types of leave for different year. It also helps the employee to enter their entry and exit time. Using the attendance module the employee can also check their remaining leaves and also apply for the leave.

**4.4 Salary:**

         This module helps to calculate the salary by adding the allowances and the basic salary and by deducting the deductions based on the leaves and also the PF. It also helps to generate the employee pay slip.

**5. Other Non-functional requirements**

**5.1  Performance Requirements**

1)      The overall system should be fast and error free.

2)      It should have built in error checking and correction facilities.

3)      The system should be able to handle large amount of data comfortably.

**5.2 Reliability**

         In order to ensure reliability, this system is being designed using software that is established to be stable and easy to use.

**5.3 Availability**

         This system is designed to run 24/7 and be readily available to the user.

**5.4 Security**

         The access to the software is given only to valid operators. We need a specific ID and password to get access to the software.

         Communication needs to be restricted when the application is validating the user or licence.

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