

SETH HIRACHAND MUTHA SHAIKSHANIK TRUST'S
SETH HIRACHAND MUTHA SCHOOL (CBSC)
(SECONDARY & SR. SECONDARY SCHOOL)

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A PROJECT FILE SUBMITTED TO DEPARTMENT OF COMPUTER SCIENCE FOR THE
PARTIAL FULFILLMENT OF CLASS XII COMPUTER SCIENCE PROJECT

SUBMITTED BY: MR./MS. ANSHIKA TIWARI

NAME OF SUBJECT TEACHER: Mrs. DIVYA TIWARI

CLASS XII SCIENCE

SEAT NUMBER:

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CERTIFICATES

This is to certify that ANSHIKA TIWARI, student of CLASS XII, SETH HIRACHAND MUTHA SCHOOL (CBSE) has completed the project synopsis file during the academic year 2023-2024 towards partial fulfilment of credit for the Computer Science project synopsis evaluation of CBSE and submitted satisfactory report, as compiled in the following pages, under my supervision.

External Examiner

Signature

Internal Examiner

Signatures

Head of the Department

Signature

Principal

Seal and Signature

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PREFACE

In today's fast-paced and competitive business landscape, organizations face numerous challenges in effectively managing their most valuable asset - their employees. The success of any business depends heavily on the efficiency and productivity of its workforce. Thus, implementing an effective employees management system becomes crucial for achieving organizational goals and maintaining a competitive edge.

This project aims to explore the significance of an employees management system and its impact on organizational performance. Throughout this project, we will delve into various aspects of employees management, including recruitment, training, performance evaluation, and employee engagement. By examining these areas, we aim to provide a comprehensive understanding of the importance of a well-structured employees management system.

The motivation behind this project stems from the realization that organizations often struggle with managing their employees efficiently. Many businesses still rely on outdated and manual methods of employee management, which can lead to inefficiencies, miscommunication, and decreased productivity. It is crucial for organizations to embrace modern technological solutions to streamline their employee management processes and create a more productive and engaged workforce.

Through extensive research, analysis, and case studies, this project will shed light on the benefits and challenges of implementing an effective employees management system. We will explore the latest trends and best practices in the field, highlighting the importance of technology, automation, and data-driven decision-making.

Furthermore, this project will also address the impact of employee management on employee satisfaction, retention, and overall organizational culture. We will emphasize the significance of fostering a positive work environment, encouraging employee development, and recognizing the contributions of the workforce.

This project will provide practical recommendations and guidelines for organizations looking to enhance their employees management system. By incorporating these recommendations, organizations can improve employee performance, increase job satisfaction, and ultimately drive business success.

INTRODUCTION

The project is designed to keep records of Employee in specific department and post who are working in these companies. A table named emp data in MYSQL5.0 to store information about employee Name, Contact, Address, Post, Salary with Employee ID.

Administrator of the project can enter new record, Display all or specific passenger record; he can modify and delete records in any table.

OBJECTIVES OF THE PROJECT

The main objective of this project is to learn the application of the programming knowledge into a real-world situation/problem and exposed the ourselves how programming skills helps in developing a good software.

1. Write programs utilizing modern software tools.
2. Apply object oriented programming principles effectively when developing small to medium sized projects.
3. Write effective procedural code to solve small to medium sized problems.
4. To make file handling easy by using programs.

SCOPE OF THE PROJECT

The scope of this project will be limited to the following:

Employee profiles:

Employees will have access to their personal profiles and will be able to edit their details.

Electronic leave application:

Complete elimination of paperwork in leave management by enabling an employee apply for leave as well as check their leave status through the system. This will also enable the HR manager to accept/reject leave application through the system

Project Management:

Assign tasks and projects to employees, assign a project team and keep track of the progress.

Report generation:

The HR manager will be able to generate timely reports in order to monitor employees and this can be used for performance appraisals. The reports will have all the information of an employee from educational background, trainings attended, projects done as well as technical skills.

Recruitment Process:

The admin will add an employee and a default password and employee id will be generated and sent to the new employees email. The HR manager will then have the ability to add an employee's information to the database.

THE EXISTING SYSTEM

In the present Employee Management System of data management, some person maintains the data manually, which required a high amount of time there are so many people work in the organization. The organization keeps the record of all the employees in the paper which is not a secure way of maintaining the data. As there is a high amount of register in which information is stored consume a lot of space in the organization while retrieving any information from that many files consume huge time and it Seard not an easy process.

- Existing EMS (Employee Management System) is based on Standalone system.
- It is developed under Access 95 that's why it is not compatible with new operating system.
- The HR Administration falls short of controlling the employee's activities in analysing his/her strengths and weakness.
- The decision for appraisal of assigning next project to the employee or to train him/her to enhance the skills - where lies with proper projection.
- He is not provided with the detailed project information done or to be assigned based on Application/Verticals
- Existing EMS is not much user-friendly.

PROPOSED SYSTEM

Today one cannot afford to rely on the fallible human beings of be really wants to stand against today's merciless competition where not to wise saying "to err is human" no longer valid, it's out-dated to rationalize your mistake. So, to keep pace with time, to bring about the best result without malfunctioning and greater efficiency so to replace the unending heaps of files with a much sophisticated hard disk of the computer.

One has to use the data management software. Software has been an ascent in atomization various organisations. Many software products working are now in markets, which have helped in making the organizations work easier and efficiently. Data management initially had to maintain a lot of ledgers and a lot of paperwork has to be done but now software production this organization has made their work faster and easier. Now only this software has to be loaded on the computer and work can be done.

This prevents a lot of time and money. The work becomes fully automated and any information regarding the organization can be obtained by clicking the button. Moreover, no wit's an age of computers of and automating such an organization gives the better look.

FILES IMPORTED IN PROJECT

1. Import MYSQL for Database connectivity

FUNCTIONS USED IN PROJECT

1. Connect ()- For Database and tables creation
2. Cursor ()- To execute MySQL queries
3. Fetchall ()-To fetch data from all attributes
4. Commit ()- To execute (commit) current code or section
5. Fetchone ()- To fetch data from attributes according to query conditions

INPUT/OUTPUT REQUIREMENTS

Input Requirements:

1. Employee details such as name, age, gender, contact information, job title, department, and salary.
2. Attendance records including the number of hours worked and leave taken.
3. Performance reviews and feedback.
4. Training and development records.
5. Recruitment and hiring details.
6. Employee benefits and compensation information.
7. Leave applications and approvals.
8. Employee grievances and disciplinary actions.

Output Requirements:

1. Employee payroll statements and reports.
2. Attendance and leave reports.
3. Performance appraisal reports.
4. Training and development reports.
5. Recruitment and hiring reports.
6. Employee benefits and compensation reports.
7. Employee leave balance reports.
8. Employee grievance and disciplinary action reports.
9. Employee directory.
10. Analytics and insights on employee data.

HARDWARE/SOFTWARE REQUIREMENTS

HARDWARE REQUIREMENTS:

I. OPERATING SYSTEM WINDOWS 7 AND ABOVE

II. PROCESSOR: PENTIUM(ANY) OR AMD ATHALON(3800+-4200+ DUAL CORE)

III. MOTHERBOARD 1.845 OR 915,995 FOR PENTIUM OR MSI K9MM-V VIA K8M800+8237R PLUS CHIPSET FOR AMD ATHALON

IV. RAM 512 MB+

V. Hard disk : SATA 40 GB OR ABOVE

VI. CD/DVD r/w multi drive combo: (If back up required)

VII. FLOPPY DRIVE 1.44 MB : (If Backup required)

VIII. MONITOR 14.1 or 15-17 inch

IX. Key board and mouse

X. Printer required

SOFTWARE REQUIREMENTS:

1. Windows OS

II. Python

BIBLIOGRAPHY

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