**Personnel Management System**

Forever 21 is a 250 people clothing manufacturing company that exports garments to exclusive fashion houses in Europe. Company has grown twice the size in last 2 years and the need for a centralized intranet based HR system. Hence the decision to integrate its various disjointed HR systems, part manual and part computerized, by buying out all new customized solution from Mindtree.

New system should replace the paper-based, time-consuming and error-prone manual HR/Payroll methods with an easy to use web-based application. It should be customizable as per user (client) needs to desired level of automation and budget. HR workflow should be streamlined with HR functions, Payroll and Self Service Modules to manage employee profiles, benefits, and leave, loan and salary calculations.

The current project addresses the first phase of development, which covers the following modules

* HR management
* Payroll

**HR management:** Enables the user to manage standard HR functions like organization design, new engagements, employee profiles (educational and professional profiles, skills, salary progression, assets tracking, important details for driving license, visa, work permit, passport etc.) Following use cases are expected,

* Create / modify leave types, leave rules,
* Create / modify assets
* View / Update employee profiles

**Payroll:** Allows the user to configure payroll calculations, run standard and non-standard (i.e. termination) payroll, manage all regular and ad hoc earnings and deductions, manage employees loans, manage PF deductions etc.

* Define / modify earnings and deductions
* Automate Payroll process (using employee data on leaves, loan deductions, PF etc)
* Post-Payroll Reports