

HRMS Portal – A Scalable, Global-Ready Human Resource Management System

“Built with a developer’s precision and a strategist’s vision — to empower HR teams worldwide.”

Tech Stack & Infrastructure

- **Frontend:** React.js (Component-based architecture)
 - **Backend:** Laravel (RESTful API-first approach)
 - **Database:** MySQL (Optimized schema design)
 - **Deployment:** AWS EC2 (Scalable cloud infrastructure)
 - **Email:** Amazon SES (For high deliverability transactional communication)
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My Approach & Philosophy

From day one, I treated this HRMS not just as software — but as a **scalable operating system for human capital**. My goal was to ensure:

- **Modularity:** Every feature is isolated, reusable, and extendable.
- **Scalability:** Designed for small startups to large enterprises across countries.
- **Maintainability:** Future developers can easily plug and play.
- **User Experience:** Clean UI/UX for HRs, managers, and employees alike.
- **Compliance Readiness:** Adaptive structures for region-specific labor laws and tax systems.

I used **clean code practices**, **service-repository patterns**, and **strict validation protocols** on both ends to ensure bulletproof operations.

Feature Breakdown

Employee Lifecycle Management

A robust engine powering complete HR recordkeeping:

- **Employee Onboarding & Profiles**

Capture and manage employee data across multiple dimensions: personal details, contact info, government IDs, documents, and more — with version control and activity logs.

- **Compliance & Legal Details**

Stored and validated PAN, Aadhar, ESI, PF, SSNs, Visa details, and immigration records to make the system ready for Indian, US, and global workforce compliance.

- **Education, Skills & Certification Management**

Tag academic qualifications, certifications, and language proficiencies to help HRs align training or placement decisions.

- **Employment History**

Tracks internal movements and prior employment to support KYC, background checks, and analytics.

- **Managerial Hierarchy**

Define line managers, dotted-line reporting, and approval flows with dynamic re-assignment capabilities.

- **Dependents & Benefits Eligibility**

Record family information linked to insurance eligibility, HR benefits, and taxation.



Payroll & Compensation Engine

An advanced payroll processing system that's **customizable**, **transparent**, and **regionally compliant**:

- **Dynamic Salary Structures**

Supports unlimited earnings and deductions (e.g., HRA, DA, PF, TDS, Bonus) configurable per role, grade, or branch.

- **Rule-Driven Payroll Engine**

A calculation engine that processes payroll based on attendance, work shifts, leaves, tax regimes, and salary revisions.

- **Automated Payslip Generation**

Generate PDF-based payslips with breakdowns, tax summaries, and digitally signable format — with self-service download.

- **Global Tax Compliance Layer**

Supports multiple taxation structures (India, GCC, US Progressive Slabs) via customizable tax groups, slabs, and fiscal year definitions.

- **Grade-based Compensation Bands**

Designed pay scales across organizational levels; changes auto-propagate based on assigned pay grade.

- **Audit-Ready Logs**

Every change — from salary revisions to tax adjustments — is tracked and stored for auditability.



Attendance, Shifts & Work Week Management

Designed for flexibility across companies and geographies:

- **Shift & Work Week Management**

Define custom shifts, rosters, and off-day patterns per employee or department, including night shifts and alternate weeks.

- **Attendance Tracking**

Supports manual entry, Excel import, or future integration with biometric/RFID devices.

- **Leave Management System**

Create policies for sick leave, casual leave, WFH, earned leave, etc. Supports accruals, carry forwards, and encashments.

- **Holiday Calendars**

Branch-level holiday configuration to ensure payroll alignment with actual regional working days.



Recruitment & Resource Requisition

An integrated, lightweight ATS (Applicant Tracking System):

- **Job Requisition Workflow**

Internal teams can raise requisitions based on headcount planning, with approval tiers.

- **Interview Management**

Assign interviewers, schedule interviews, and record evaluation scores — all linked back to recruitment analytics.

- **Candidate Pipeline Visualization**

Track applications from open → shortlisted → interviewed → selected or rejected.

Role-Based Access Control (RBAC)

Security is not optional — it's foundational.

- **Granular Role Definitions**
HR, Admin, Finance, Manager, and Employee views are all isolated with permission matrices.
 - **User Level Hierarchies**
Control what data is visible/editable per role, down to the field level.
 - **Audit Logs**
All critical actions — salary edits, terminations, approvals — are time-stamped and logged.
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Reports, Analytics & Export Engine

- **Configurable Report Builder**
HRs can select fields, filters, and grouping to generate dynamic reports for employee stats, payroll, taxes, leaves, and more.
 - **Download Formats**
Reports exportable as Excel, CSV, PDF — ready for CA audits, labor inspections, or board reporting.
 - **Real-time Dashboards**
At-a-glance widgets for headcount, attrition, leave balances, payroll liabilities, tax projections, and more.
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System Admin & Configurations

- **Organization Structure Setup**
Add companies, branches, departments, and map employees accordingly.
- **Pay Grade & Band Creation**
Define multiple pay grades, levels, and master templates for consistent compensation benchmarking.
- **Dynamic Master Data**
Skills, qualifications, states, languages, employment types — all manageable from admin panel.







- **Integrations (Pluggable)**

Ready for integration with third-party apps like biometric devices, Slack, Microsoft Teams, accounting tools, etc.

Why This HRMS Stands Out

- ✓ **Built from the ground up with scale in mind** – suitable for startups, SMEs, and enterprises
 - ✓ **Plug-and-play payroll engine** – configurable for any country, grade, or policy
 - ✓ **Completely modular** – extend HRMS into performance, training, or appraisal modules in future
 - ✓ **Future-ready stack** – seamless integration with any API, device, or SaaS tool
 - ✓ **Real-time, audit-safe, and optimized** for compliance and operational excellence
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My Role

-  **Lead Full Stack Developer:** Engineered frontend (React) and backend (Laravel APIs) with modern best practices
 -  **Architected Database & API Design:** From schema planning to dynamic endpoints
 -  **Built Scalable Component Library:** Reusable UI/UX elements for rapid future growth
 -  **Implemented Global Readiness:** Compliance, tax structure, time zones, and localization support
 -  **Security & DevOps:** JWT auth, role-based access, deployment on AWS EC2, SES email handling
 -  **Clean Code Practices:** Service repository pattern, request validation, unit-ready modular logic
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Final Thoughts

This **HRMS Portal** reflects my dedication to building **scalable, high-performance, and globally adaptable systems**. Every feature — from **onboarding to payroll**, from **attendance to tax compliance** — was engineered not just to function, but to **empower HR teams, streamline operations, and unlock organizational productivity**.

What sets this system apart is the **careful balance between flexibility and control**: dynamic enough to adapt to any organization's unique policies, yet secure and structured to maintain consistency and compliance across branches, roles, and geographies.

I didn't just write code —

- ◆ I engineered processes
- ◆ I solved real-world HR challenges
- ◆ I built a foundation for sustainable growth

Whether it's **multi-country payroll**, **custom tax structures**, or **intelligent analytics**, this system is designed to **scale with the organization — and with the future**.

I'm available to help architect and deliver it with excellence.

