**Members:**

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**Problem**: After undertaking an in-depth examination of the existing manual payroll management system and analyzing its shortcomings, it has been found necessary to remove its deficiencies such as transparency problems, proxy attendances, security defects and non-automated systems and provide a suitable solution for presently encountered problems to reduce human error, increase time effectiveness, efficiency and productivity, reduce paperwork and prevention of time theft.

**Affects**: The stakeholders in this case which is usually the government for governmental organization and the business owner in private organization are affected largely by such absurd, redundant, non-secure and non-transparent system; these systems when easily manipulated hurt the quality of work being done and above all affects the finances of the organization to a very large extent ultimately crippling down the organization.

**Approach**: This study presents the software design for an automated employee management system that has the features of both a payroll management system and an HR management system. This software changes the manual operation into a computer-based system to automate study, provide efficiency, accuracy, timelessness, security and economy. The calculations are based on the user provided employee details like basic pay, house rent allowance, loan details, leaves , attendance, department, dues , bonuses, pensions, and so on. Based on these user inputs the system automatically generates pay slips, pay bills, all schedules for debit and credit payments along with the dispatchment of the pay stubs to the respective employees’ bank account. Above all, this system provides utmost transparency at the employees end not allowing him to proxy his attendance and his location at the time of work by accessing the GPS location of his android and by the image capture feature of this system. This system is developed in such a way to suit both the governmental and private employees. The system design can be directly implemented to any other organization with slight modifications.

**Conclusion**: The proposed system can help the organization to efficiently manage employees and their pay related data such as personal information, salary information, loan information, leaves and attendance information, their daily work reports and so on.