



CEBU INSTITUTE OF TECHNOLOGY
U N I V E R S I T Y

IT342-G5 SYSTEMS INTEGRATION AND ARCHITECTURE 1

FUNCTIONAL REQUIREMENTS SPECIFICATION (FRS)

Project Title: Employee Timesheet Tracker

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Version: 0.1

1. Introduction

1.1. Purpose

A web-based application designed to manage employee time tracking and attendance records. The intended audience includes:

- System developers and programmers who will implement the React frontend, Spring Boot backend, and Kotlin mobile application
- Database administrators managing the MySQL database
- Project managers and stakeholders who need to understand system capabilities
- Quality assurance testers who will validate system functionality
- End users (administrators and employees) who will utilize the timesheet tracking features

1.2. Scope

The Employee Timesheet Tracker is a full-stack web and mobile application designed to streamline employee time management and attendance tracking across multiple platforms. The system enables:

Core Functionality:

- User authentication and authorization with role-based access control
- Adding and managing employee records
- Recording clock-in and clock-out times for employees
- Automatic calculation of hours worked per session
- Viewing comprehensive timesheet records with advanced search and filtering
- Generating employee work hour summaries and reports
- Real-time data synchronization across web and mobile platforms

System Boundaries:

- Frontend (Web): React-based single-page application with responsive design
- Frontend (Mobile): Kotlin-based native Android application
- Backend: Spring Boot RESTful API with JWT authentication
- Database: Supabase (MySQL) for persistent data storage with real-time capabilities
- Authentication: TBD
- Future Integration: Payroll systems, HR management platforms, and reporting tools

1.3. Definitions, Acronyms, and Abbreviations

- SRS: System Requirements Specification
- API: Application Programming Interface
- REST: Representational State Transfer
- JWT: JSON Web Token
- UI: User Interface
- SPA: Single Page Application
- CRUD: Create, Read, Update, Delete operations
- MySQL: Relational database for data persistence
- React: JavaScript library for building user interfaces
- Spring Boot: Java-based framework for creating microservices and web applications
- Kotlin: Modern programming language for Android development
- Clock In: Recording the start time of an employee's work session
- Clock Out: Recording the end time of an employee's work session

- Timesheet Record: A complete entry containing employee name, clock-in time, clock-out time, and hours worked
- Active Record: An employee who has clocked in but not yet clocked out

2. Overall Description

2.1. System Perspective

The Employee Timesheet Tracker is a distributed, multi-tier application that operates across web browsers, mobile devices, and cloud infrastructure. The system architecture consists of:

Presentation Layer:

- Web Application: React-based SPA with modern component architecture, state management (Redux/Context API), and responsive design
- Mobile Application: Native Android app built with Kotlin, following Material Design guidelines

Application Layer:

- Spring Boot Backend: RESTful API server handling business logic, authentication, authorization, and data validation
- Microservices Architecture: Modular services for user management, employee management, timesheet operations, and reporting

Integration Points:

- RESTful API endpoints for client-server communication
- WebSocket connections for real-time updates
- Future integrations with HR systems, payroll processors, and analytics platforms

Deployment Architecture:

- Frontend: Cloud hosting (Vercel, Netlify, or Render)
- Backend: Container-based deployment (Docker + Kubernetes or AWS ECS)
- Database: MySQL
- Mobile: Google Play Store distribution

2.2. User Classes and Characteristics

The system supports three distinct user classes with different permission levels:

1. Guest User (Unauthenticated)

Characteristics: No account, limited access

Technical Proficiency: Basic web/mobile navigation skills

Permissions:

- View login page
- Register for new account
- Password recovery (future)

Frequency of Use: One-time (registration) or occasional (login)

2. Authenticated Employee

Characteristics: Registered employee with standard access

Technical Proficiency: Moderate; comfortable with mobile/web apps

Permissions:

- Clock in/out for themselves only
- View their own timesheet records
- View their personal work hour summary
- Update their profile information
- Log out and manage sessions

Frequency of Use: Daily (2-4 times per day for clock operations)

3. Administrator/Manager

Characteristics: Supervisory role with full system access

Technical Proficiency: Advanced; understands reports and analytics

Permissions:

- All employee permissions
- Add, edit, and deactivate employee accounts
- View all timesheet records across organization
- Generate comprehensive reports and summaries
- Export data (CSV, PDF formats)
- Manage system settings and configurations

Frequency of Use: Daily for monitoring; weekly for reporting

2.3. Operating Environment

Client Platform (Web):

- Modern web browsers: Chrome 90+, Firefox 88+, Safari 14+, Edge 90+
- JavaScript ES6+ enabled
- Minimum screen resolution: 320px width (mobile-first responsive design)
- Operating Systems: Windows 10/11, macOS 11+, Linux (Ubuntu 20.04+), ChromeOS

Client Platform (Mobile):

- Android 8.0 (API level 26) or higher
- Minimum 2GB RAM
- 50MB available storage space
- Internet connectivity (Wi-Fi or cellular data)

Server Requirements:

- Backend: Spring Boot 3.x running on JVM 17+
- Container: Docker 20.x or higher
- Orchestration: Kubernetes 1.24+ (for production scaling)
- Operating System: Linux (Ubuntu Server 22.04 LTS recommended)

Database Requirements:

- MySQL 8.0 installed
- Automatic backups and point-in-time recovery
- Connection pooling for high concurrency
- SSL/TLS encrypted connections

Network Requirements:

- HTTPS/TLS 1.2+ for all communications
- RESTful API over HTTP/2
- WebSocket support for real-time features
- Minimum 1 Mbps internet connection recommended
- Supports offline mode with sync (future enhancement)

2.4. Assumptions and Dependencies

Assumptions:

- Users have valid email addresses for registration
- Device system time is accurate for proper timestamp recording
- Users have stable internet connectivity for real-time operations
- Administrators have authority to manage employee records
- Employees will clock in/out honestly (honor system until biometric integration)
- Organization operates in a single timezone (multi-timezone support is future enhancement)

Dependencies:

Frontend (React) Dependencies:

- React 18.x for component rendering
- React Router for navigation
- Axios or Fetch API for HTTP requests
- Redux Toolkit or React Context API for state management
- Material-UI or Tailwind CSS for styling
- React Query for server state management and caching
- Date-fns or Day.js for date/time manipulation

Backend (Spring Boot) Dependencies:

- Spring Boot 3.x framework
- Spring Security for authentication and authorization
- Spring Data JPA for database operations
- JWT libraries (jjwt) for token generation/validation
- Hibernate ORM for entity management
- Lombok for reducing boilerplate code
- Spring Validation for input validation
- Jackson for JSON serialization/deserialization

Mobile (Kotlin) Dependencies:

- Kotlin 1.9.x
- Android Jetpack components (ViewModel, LiveData, Navigation)
- Retrofit for API communication
- Room Database for local caching (offline support)
- Coroutines for asynchronous operations
- Hilt for dependency injection
- Material Design Components

Database (MySQL) Dependencies:

- MySQL client libraries for authentication and real-time

External Services:

- Email service (SendGrid, AWS SES) for notifications
- Cloud storage for future file uploads
- Analytics service (Google Analytics, Mixpanel) for usage tracking

3. System Features and Functional Requirements

3.1. Feature 1: User Authentication and Authorization

Description:

The system shall provide secure user authentication with role-based access control, supporting registration, login, logout, and session management across web and mobile platforms.

Functional Requirements:

- FR-1.1: The system shall allow new users to register with username, email, and password
- FR-1.2: The system shall validate email format and password strength (minimum 8 characters, 1 uppercase, 1 number, 1 special character)
- FR-1.3: The system shall hash passwords using bcrypt or Argon2 before storage
- FR-1.4: The system shall prevent duplicate usernames and emails during registration
- FR-1.5: The system shall authenticate users with valid credentials and issue JWT tokens
- FR-1.6: The system shall track failed login attempts and lock accounts after 5 consecutive failures
- FR-1.7: The system shall maintain active user sessions with automatic token refresh
- FR-1.8: The system shall expire sessions after 30 minutes of inactivity
- FR-1.9: The system shall allow users to logout and invalidate their session tokens
- FR-1.10: The system shall redirect unauthenticated users to login page when accessing protected routes
- FR-1.11: The system shall support "Remember Me" functionality for extended sessions
- FR-1.12: The system shall update last login timestamp in database upon successful authentication

3.2. Feature 2: Employee Management

Description:

The system shall provide comprehensive employee record management with CRUD operations, accessible based on user roles and permissions.

Functional Requirements:

- FR-2.1: The system shall allow administrators to create new employee records with name, email, role, and status
- FR-2.2: The system shall validate that employee names are not empty and emails are unique
- FR-2.3: The system shall prevent duplicate employee records based on email address
- FR-2.4: The system shall store employee records in Supabase database with created_by_user_id foreign key
- FR-2.5: The system shall allow administrators to edit employee information (name, email, role)
- FR-2.6: The system shall allow administrators to deactivate employees (soft delete) rather than permanent deletion
- FR-2.7: The system shall automatically populate employee dropdowns with active employees only
- FR-2.8: The system shall display employee list in alphabetical order by name

- FR-2.9: The system shall prevent deletion of employees with existing timesheet records
- FR-2.10: The system shall sync employee data in real-time across all connected clients using Supabase Realtime

3.3. Feature 3: Clock In/Clock Out Operations

Description:

The system shall enable precise recording of employee work sessions through clock-in and clock-out functionality with automatic time calculation and validation.

Functional Requirements:

- FR-3.1: The system shall require employee selection before enabling clock-in button
- FR-3.2: The system shall record server timestamp when clock-in button is clicked to prevent client-side manipulation
- FR-3.3: The system shall create an active record in database with status 'clocked_in' and null clock_out_time
- FR-3.4: The system shall prevent employees from clocking in multiple times without clocking out
- FR-3.5: The system shall display alert if employee attempts to clock in while already clocked in
- FR-3.6: The system shall enable clock-out button only for employees with active clock-in records
- FR-3.7: The system shall record server timestamp when clock-out button is clicked
- FR-3.8: The system shall calculate hours worked using formula: $(\text{clock_out_time} - \text{clock_in_time}) / 3600$ seconds
- FR-3.9: The system shall update record status to 'completed' upon successful clock-out
- FR-3.10: The system shall display hours worked rounded to two decimal places
- FR-3.11: The system shall format timestamps in user's local timezone (MM/DD/YYYY HH:MM:SS AM/PM)
- FR-3.12: The system shall validate that clock-out time is after clock-in time
- FR-3.13: The system shall notify users upon successful clock-in/out operations
- FR-3.14: The system shall support manual clock-in/out by administrators with reason field

3.4. Feature 4: Timesheet Records Management

Description:

The system shall provide comprehensive viewing, searching, filtering, and exporting of timesheet records with role-based data access.

Functional Requirements:

- FR-4.1: The system shall display timesheet records in paginated table with columns: Employee, Clock In, Clock Out, Hours Worked, Status
- FR-4.2: The system shall load records with pagination (25 records per page by default)
- FR-4.3: The system shall provide search functionality filtering by employee name (case-insensitive)
- FR-4.4: The system shall update search results in real-time as user types (debounced by 300ms)
- FR-4.5: The system shall allow filtering by date range (start date to end date)
- FR-4.6: The system shall allow filtering by status (clocked_in, completed, all)
- FR-4.7: The system shall display only employee's own records for standard users

- FR-4.8: The system shall display all organization records for administrators
- FR-4.9: The system shall sort records by clock-in time (most recent first) by default
- FR-4.10: The system shall allow sorting by any column (employee name, clock in, clock out, hours)
- FR-4.11: The system shall export filtered records to CSV format
- FR-4.12: The system shall export filtered records to PDF format (future)
- FR-4.13: The system shall cache records on mobile for offline viewing
- FR-4.14: The system shall sync new records automatically using Supabase Realtime subscriptions

3.5. Feature 5: Employee Management

Description:

The system shall generate aggregated summaries and reports showing total hours worked per employee with various time period groupings.

Functional Requirements:

- FR-5.1: The system shall calculate total hours worked for each employee across all completed records
- FR-5.2: The system shall display summary grouped by employee name
- FR-5.3: The system shall allow summary filtering by date range (daily, weekly, monthly, custom)
- FR-5.4: The system shall update summaries automatically when new timesheet records are added
- FR-5.5: The system shall display total hours rounded to two decimal places
- FR-5.6: The system shall format summary as: "Employee Name: XX.XX hrs"
- FR-5.7: The system shall show zero hours for employees with no completed records in selected period
- FR-5.8: The system shall calculate average hours per day for each employee
- FR-5.9: The system shall identify employees exceeding configured weekly hour limits
- FR-5.10: The system shall generate visual charts (bar/line graphs) for hour trends
- FR-5.11: The system shall export summary reports to PDF with company branding
- FR-5.12: The system shall send automated email reports to administrators (scheduled weekly/monthly)

3.6. Feature 6: Employee Management

Description:

The system shall provide modern, responsive, and accessible user interfaces optimized for web browsers and Android mobile devices.

Functional Requirements:

- FR-6.1: The web application shall display header with logo, user info, and logout button
- FR-6.2: The web application shall organize content in three responsive columns (desktop $\geq 1024\text{px}$)
- FR-6.3: The web application shall stack sections vertically on tablet and mobile ($< 1024\text{px}$)
- FR-6.4: The system shall use consistent color scheme throughout application (primary: #007bff, background: #f4f4f4)
- FR-6.5: The system shall provide hover effects and visual feedback for all interactive elements

- FR-6.6: The system shall disable buttons with visual indication when action is not applicable
- FR-6.7: The system shall display loading spinners during API requests
- FR-6.8: The system shall show toast notifications for success/error messages
- FR-6.9: The mobile app shall follow Material Design guidelines for Android
- FR-6.10: The system shall maintain readable font sizes (minimum 16px/14sp) across all devices
- FR-6.11: The system shall support light/dark mode themes (future)
- FR-6.12: The system shall meet WCAG 2.1 Level AA accessibility standards

4. Non-Functional Requirements

4.1. Performance Requirements

- NFR-1.1: The React web application shall load initial page within 3 seconds on 4G connection
- NFR-1.2: The Spring Boot API shall respond to requests within 200 milliseconds for 95% of requests
- NFR-1.3: The database shall support at least 100 concurrent users without performance degradation
- NFR-1.4: The system shall handle 10,000+ timesheet records with pagination and indexing
- NFR-1.5: Search and filtering operations shall complete within 500 milliseconds
- NFR-1.6: Real-time updates shall propagate to all clients within 1 second
- NFR-1.7: The mobile app shall launch within 2 seconds on mid-range Android devices

4.2. Security Requirements

- NFR-2.1: All communications shall use HTTPS/TLS 1.3 encryption
- NFR-2.2: Passwords shall be hashed using bcrypt with salt rounds of 12 or Argon2
- NFR-2.3: JWT tokens shall expire after 1 hour (access token) and 7 days (refresh token)
- NFR-2.4: The system shall implement Row Level Security (RLS) in Supabase database
- NFR-2.5: API endpoints shall validate and sanitize all inputs to prevent SQL injection and XSS attacks
- NFR-2.6: The system shall implement CORS policies restricting API access to authorized domains
- NFR-2.7: The system shall log all authentication events and failed access attempts
- NFR-2.8: Sensitive data shall be masked in logs (passwords, tokens)
- NFR-2.9: The system shall implement rate limiting (100 requests/minute per user)
- NFR-2.10: Database connections shall use connection pooling with encrypted credentials

4.3. Usability Requirements

- NFR-3.1: New users shall complete registration within 2 minutes without assistance
- NFR-3.2: Employees shall clock in/out within 3 clicks from dashboard
- NFR-3.3: Error messages shall be clear, actionable, and user-friendly (no technical jargon)
- NFR-3.4: The system shall provide consistent navigation patterns across all pages
- NFR-3.5: Form validation shall provide real-time feedback as users type

- NFR-3.6: The system shall remember user preferences (theme, language, default filters)
- NFR-3.7: Help tooltips shall be available for complex features

4.4. Reliability Requirements

- NFR-4.1: The system shall have 99.5% uptime during business hours (6 AM - 10 PM)
- NFR-4.2: Database backups shall occur automatically every 6 hours with 30-day retention
- NFR-4.3: The system shall recover from failures within 5 minutes using health checks and auto-restart
- NFR-4.4: Data integrity shall be maintained through ACID-compliant transactions
- NFR-4.5: The system shall validate all calculations server-side to prevent client manipulation

4.5. Scalability Requirements

- NFR-5.1: The architecture shall support horizontal scaling to handle 10,000+ users
- NFR-5.2: The database shall support read replicas for load distribution
- NFR-5.3: The Spring Boot backend shall support containerization and Kubernetes orchestration
- NFR-5.4: The system shall implement caching (Redis) for frequently accessed data

4.6. Maintainability Requirements

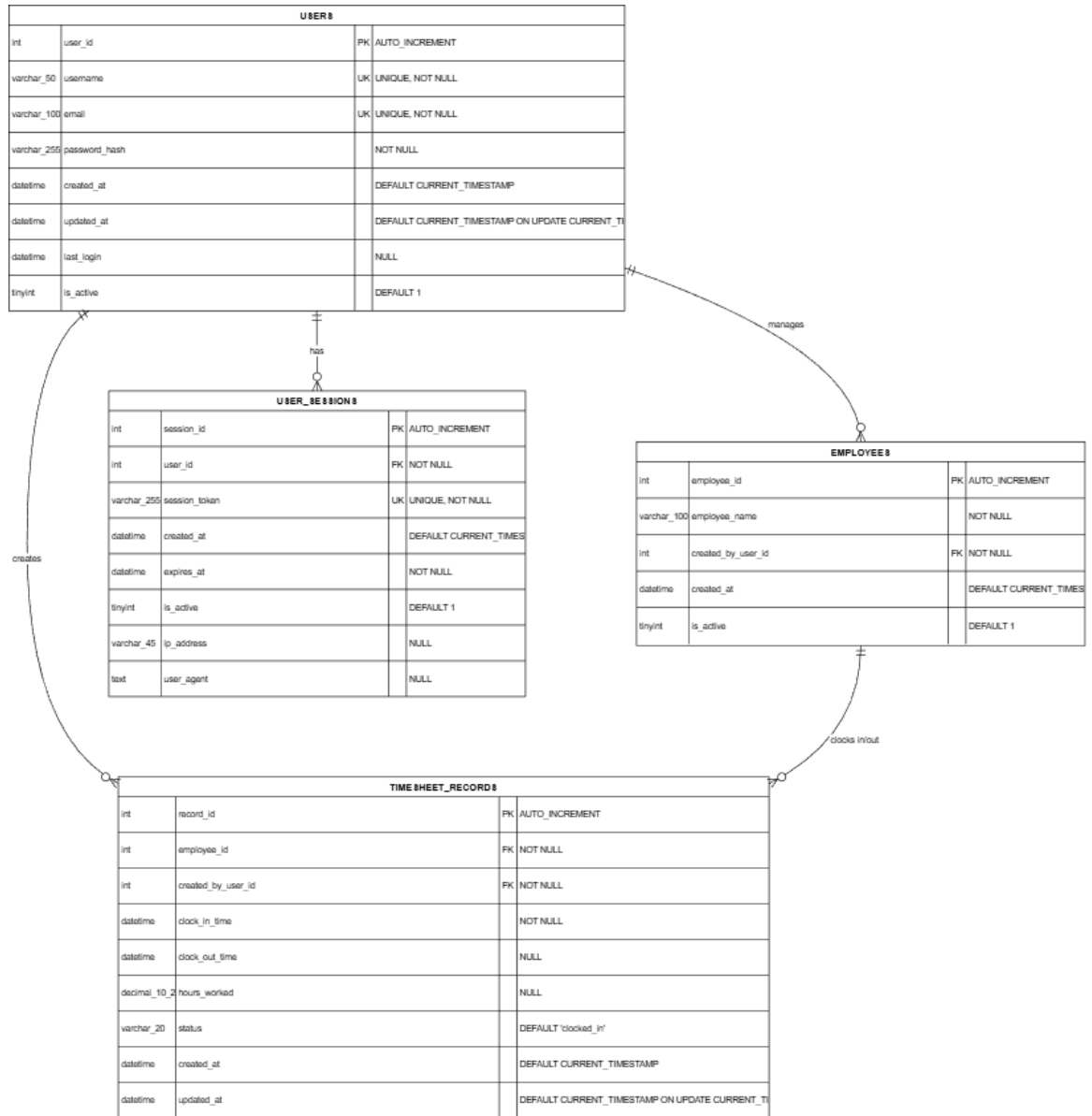
- NFR-6.1: Source code shall follow language-specific style guides (Airbnb for React, Kotlin official style guide)
- NFR-6.2: Code shall maintain minimum 80% unit test coverage
- NFR-6.3: API documentation shall be auto-generated using Swagger/OpenAPI
- NFR-6.4: The system shall use semantic versioning for releases
- NFR-6.5: CI/CD pipelines shall automate testing, building, and deployment

4.7. Compatibility Requirements

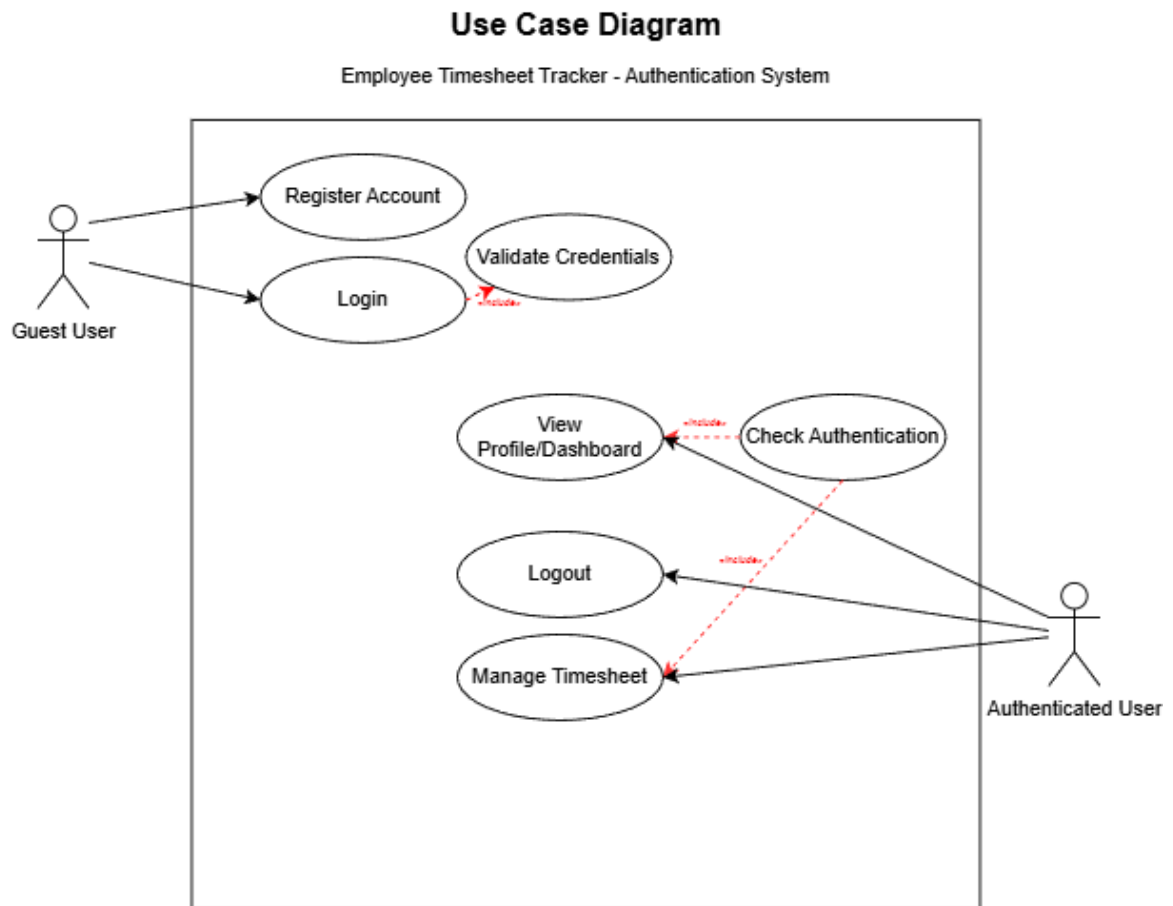
- NFR-7.1: Web application shall function on Chrome, Firefox, Safari, Edge (latest 2 versions)
- NFR-7.2: Mobile application shall support Android 8.0+ (covering 95% of active devices)
- NFR-7.3: The system shall be compatible with screen readers and assistive technologies
- NFR-7.4: API versioning shall maintain backward compatibility for at least 2 major versions

5. System Models (Diagrams)

5.1. ERD

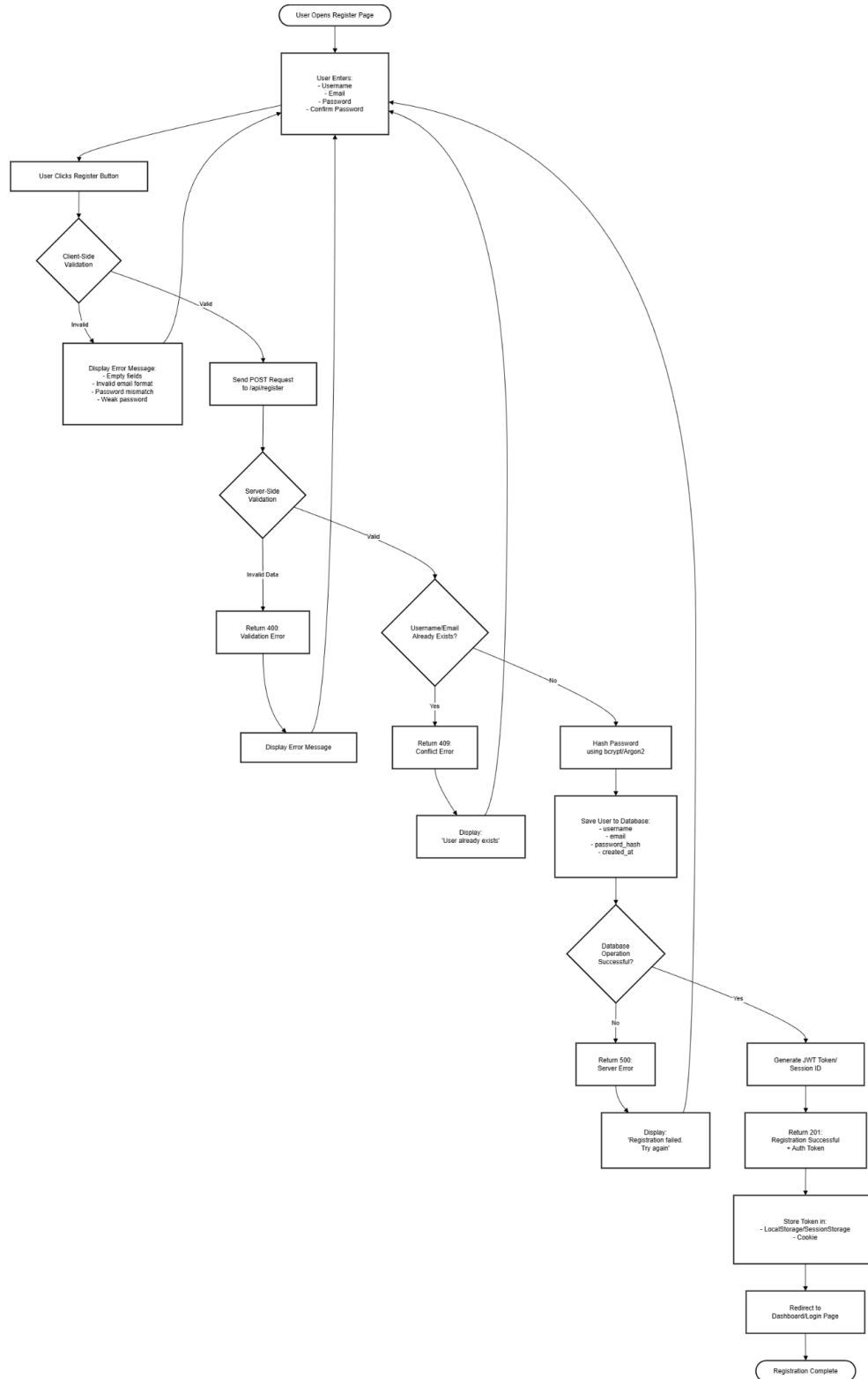


5.2. Use Case Diagram

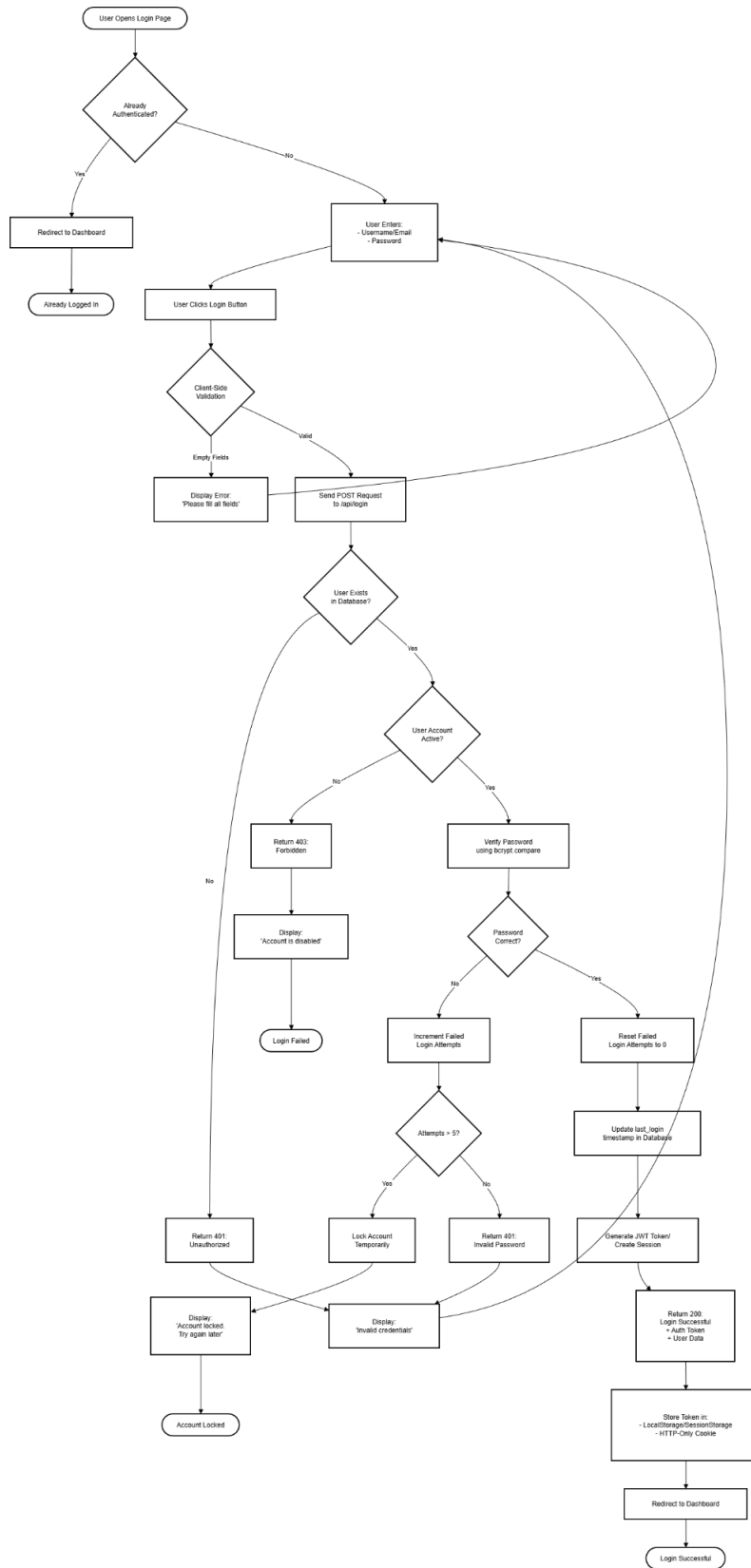


5.3. Activity Diagram

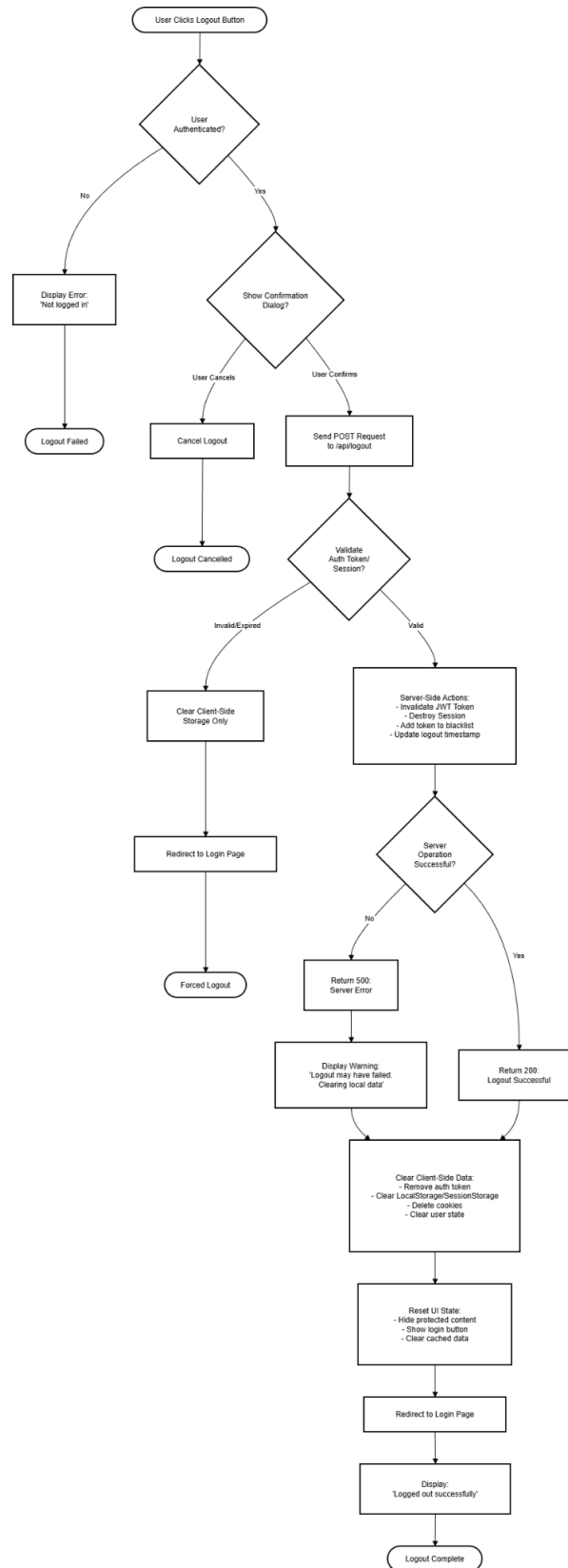
Register:



Login:



Logout:

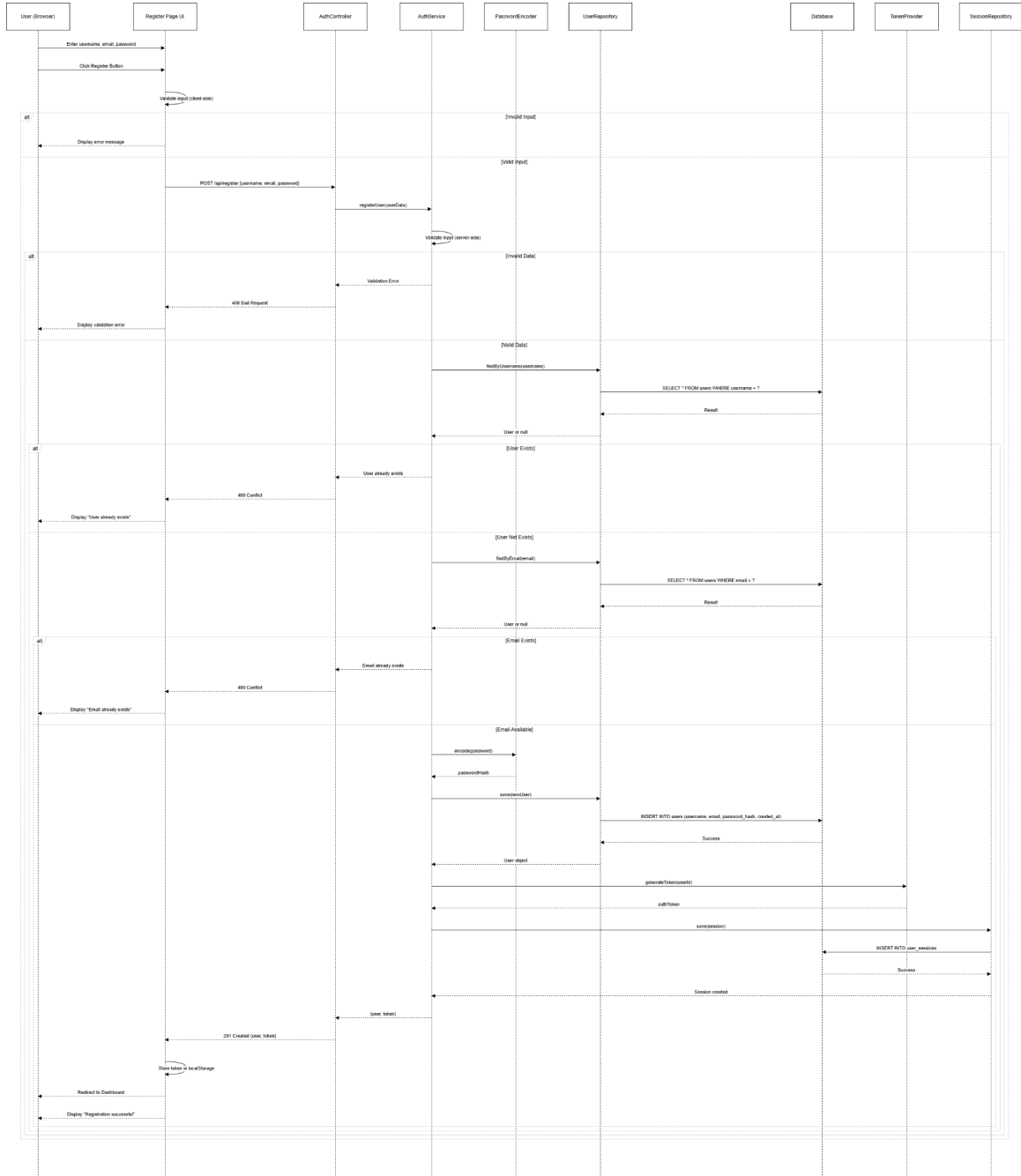


5.4. Class Diagram

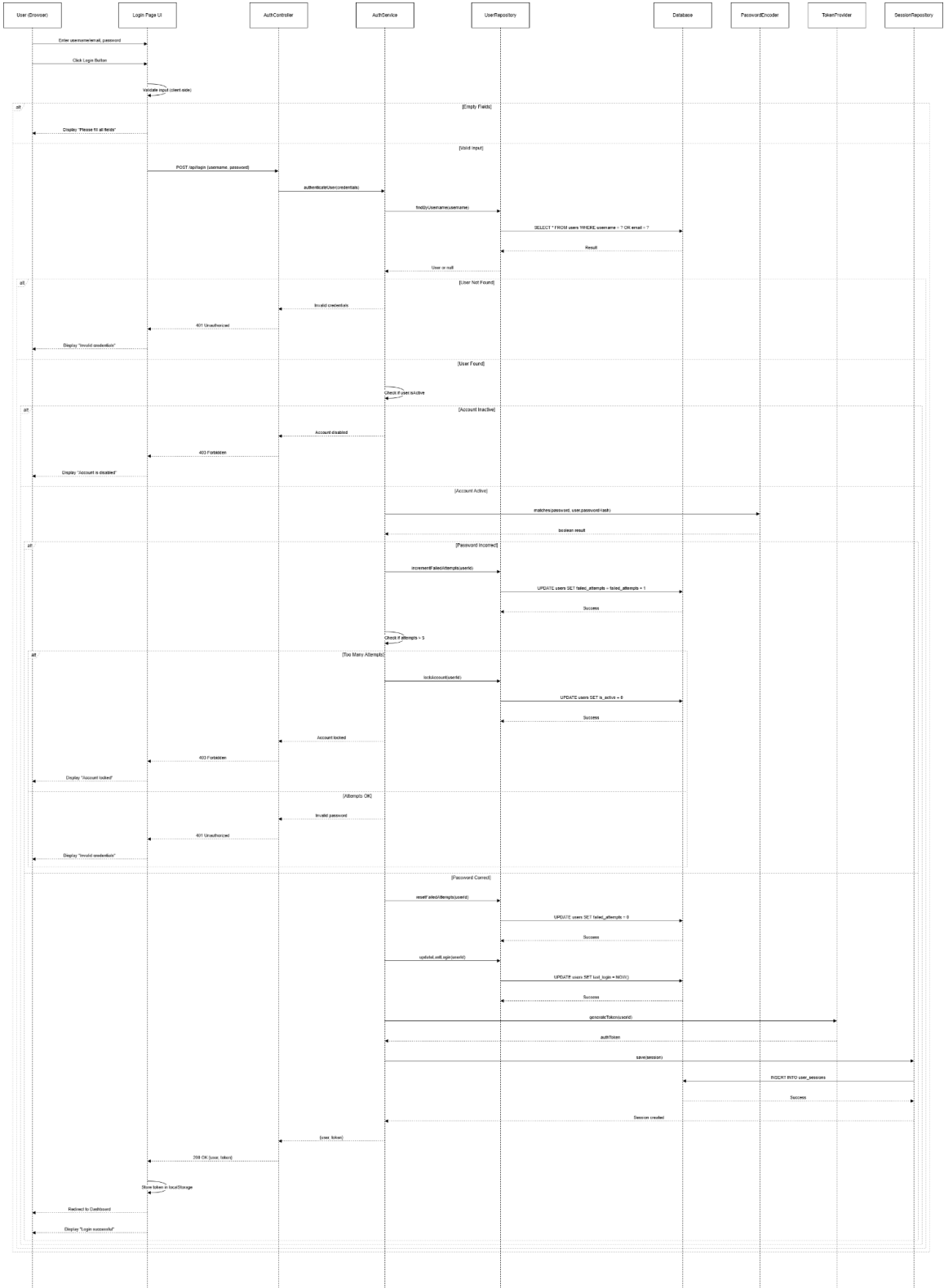


5.5. Sequence Diagram

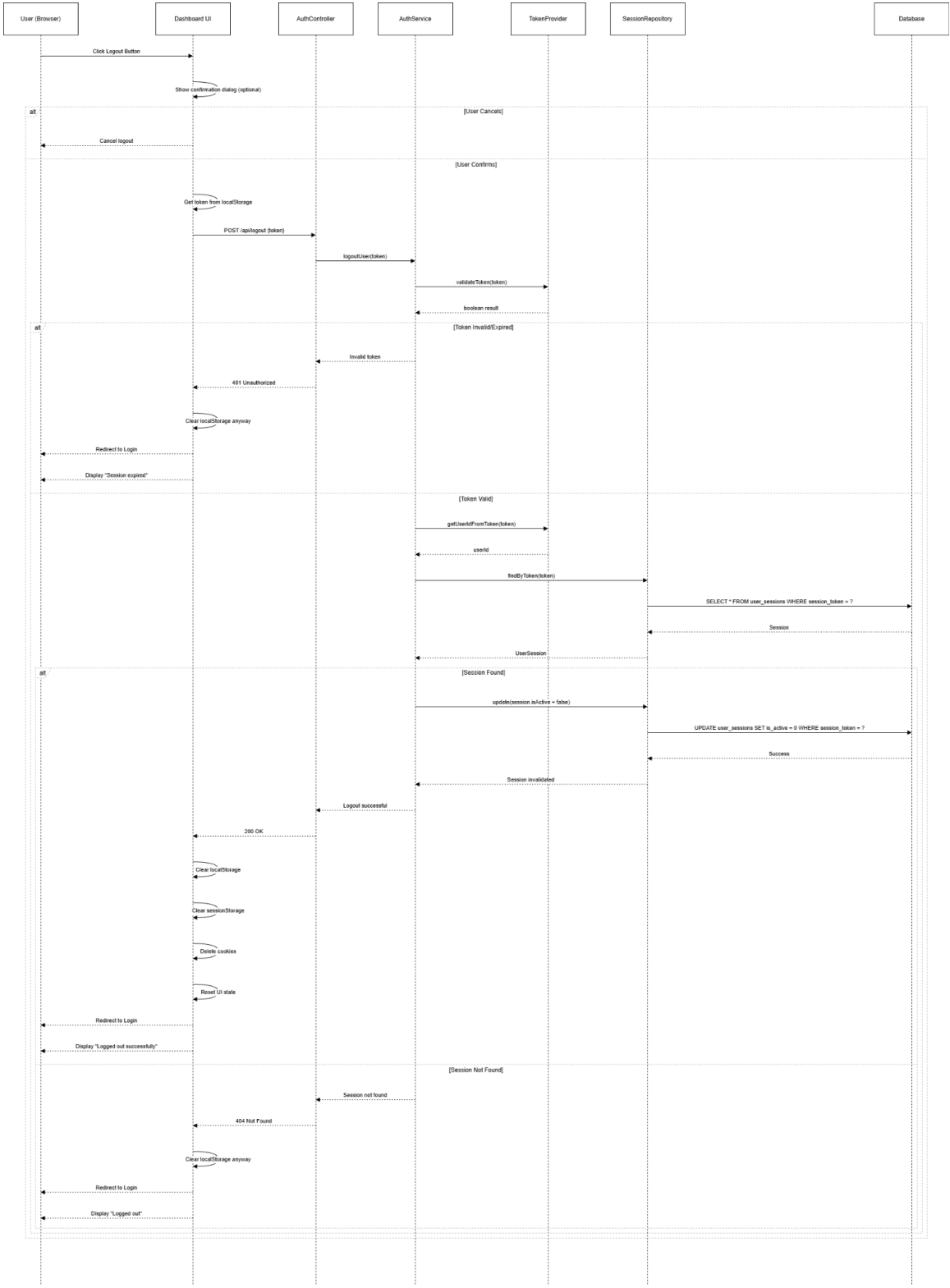
Register:



Login:



Logout:



Web UI Mockup:

Employee Timesheet Tracker

LoginRegister

Login

Email

Enter your email

Password

Enter your password

Login

Don't have an account? [Register](#)

Employee Timesheet Tracker

LoginRegister

Register

Name

Enter your name

Email

Enter your email

Password

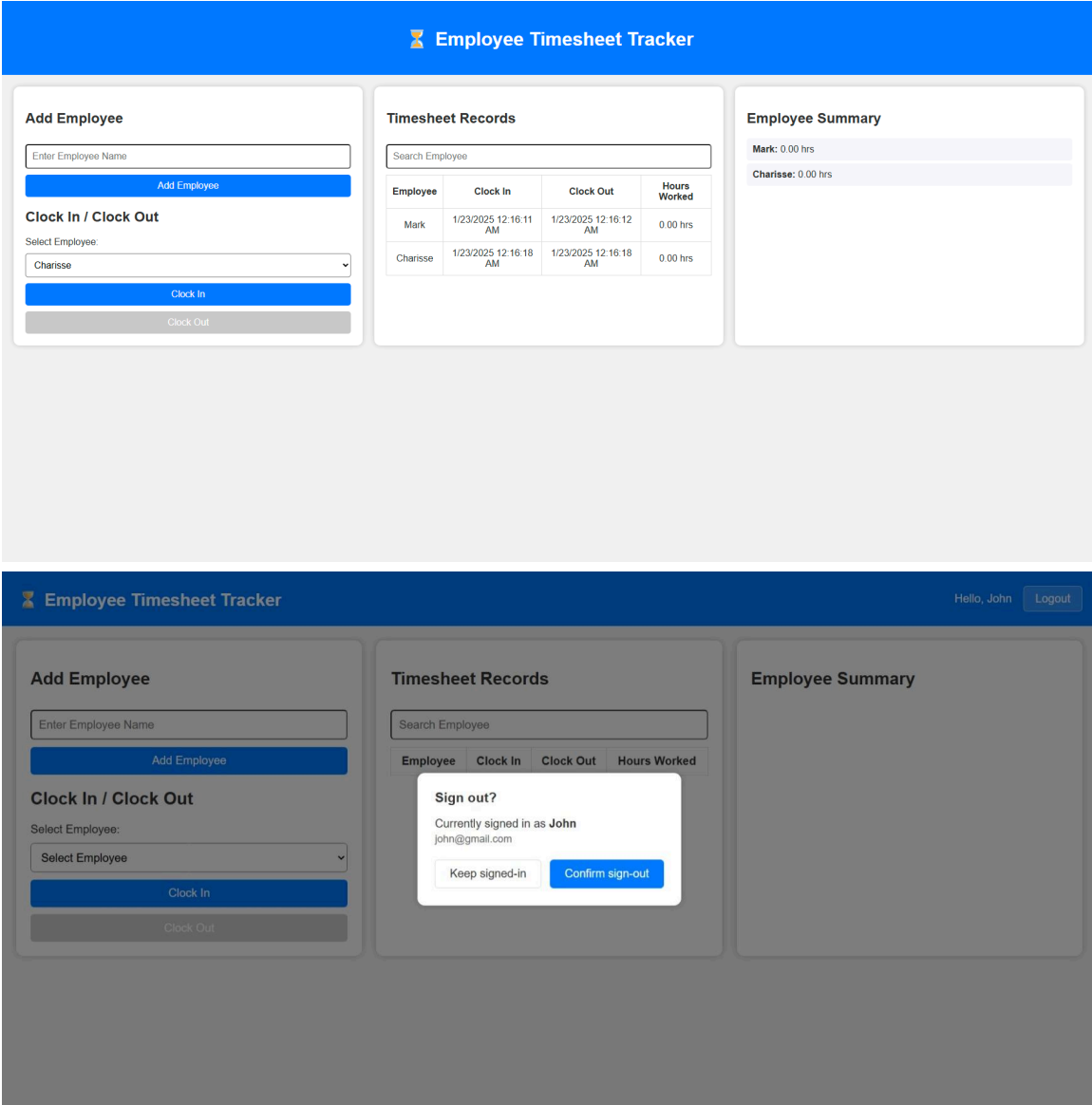
Enter your password

Confirm Password

Confirm your password

Register

Already have an account? [Login](#)



Mobile UI Mockup:

Employee Timesheet Tracker

[Login](#)[Register](#)

Register

Username

Email

Password

Confirm Password

Register

Already have an account?

Login

Login

Login

Don't have an account?

Register

Employee Timesheet Tracker

Hello, Jason [Logout](#)

Add Employee

[Add](#)

Clock In / Clock Out

Select Employee:

[Clock In](#)[Clock Out](#)

Timesheet Records

No records

Employee Summary

No summary yet

Add Employee

Enter Employee Name

Add

Clock In / Clock Out

Select Employee:

Rena

Sign out?

Currently signed in as Jason
Email: jason@gmail.com

Keep signed-in

Confirm sign-out

Time	Employee	Duration
	Rena	0.00 hrs
In:	2/14/2026 11:03:57 AM	
Out:	2/14/2026 11:04:03 AM	

Employee Summary

Rena: 0.00 hrs