



PRESIDENCY UNIVERSITY

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School of Computer Science Engineering & Information Science

A Report on Mini-Project Titled “HRMS-Recruitment Management”

Course Title: Web Technologies

Course Code: CSE2258

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01. Abstract :

The HRMS–Recruitment Management System is a web-based platform designed to automate and streamline the human resource recruitment cycle. The system enables applicants to apply for jobs online and allows HR personnel to manage job listings, track applications, schedule interviews, evaluate performance, and handle attendance and payroll digitally. By integrating HTML, CSS, PHP, JavaScript, and MySQL, the system reduces manual effort, minimizes errors, improves accessibility, and enhances the transparency of the recruitment and HR processes. The project demonstrates a complete digital solution for real-world HR operations.

02. Introduction:

The recruitment process in many organizations still relies on manual paperwork, leading to delays, inefficiencies, and errors. To overcome these challenges, the HRMS–Recruitment Management System provides a centralized web-based platform that integrates job listings, application tracking, interview scheduling, attendance management, payroll processing, and communication between HR and applicants. As shown in the project overview, the system aims to modernize HR operations and create a seamless interaction between HR administrators, employees, and job applicants. It applies web technologies to build a responsive and user-friendly HR portal capable of meeting the needs of educational institutions, startups, corporations, and remote workplaces.

03. Software and Hardware Requirements :

Software Requirements

- **Operating System:** Windows / Linux / macOS
- **Web Server:** XAMPP / WAMP / Apache server
- **Database:** MySQL (phpMyAdmin)
- **Frontend:** HTML, CSS, JavaScript
- **Backend:** PHP
- **Browser:** Chrome / Firefox / Edge
- **Code Editor:** VS Code / Sublime / Notepad++

Hardware Requirements

- A computer with minimum **4 GB RAM**
- **Processor:** Dual-core or higher
- **Storage:** Minimum 2 GB free space for server, database, and project files
- **Internet connection** (optional – for external resource loading)

04. Modules / Functionalities :

1. Dashboard

The dashboard gives an overview of the organization. It displays total employees, active employees, employees on leave, and annual payroll. It also shows charts like employee distribution by department and gender diversity. This module helps HR quickly understand the workforce status.

2. Employee Management

This module stores and manages complete employee details such as name, role, department, education, and experience. HR can view, edit, and update employee information easily. It acts as the central database of all employees.

3. Attendance Management

This module allows HR to mark daily attendance for each employee. Options such as Present, Absent, Late, and Leave are provided. It also records check-in and check-out times and calculates total work hours. Monthly attendance reports can be generated.

4. Recruitment Management

This module manages the entire hiring process. HR can add new candidates, upload resumes, and track their status (New, Interview, Offer, etc.). It supports faculty and staff recruitment separately and helps maintain the hiring pipeline.

5. Payroll Management

The payroll module displays employee salary details, payment status, and payroll cycle information. It helps HR maintain accurate financial records and ensures transparent salary processing.

6. Performance Evaluation

This module is used to review employee performance. HR or department heads can add feedback, rate employees with stars, and set key goals. It helps track employee growth and supports promotion decisions.

7. Reports

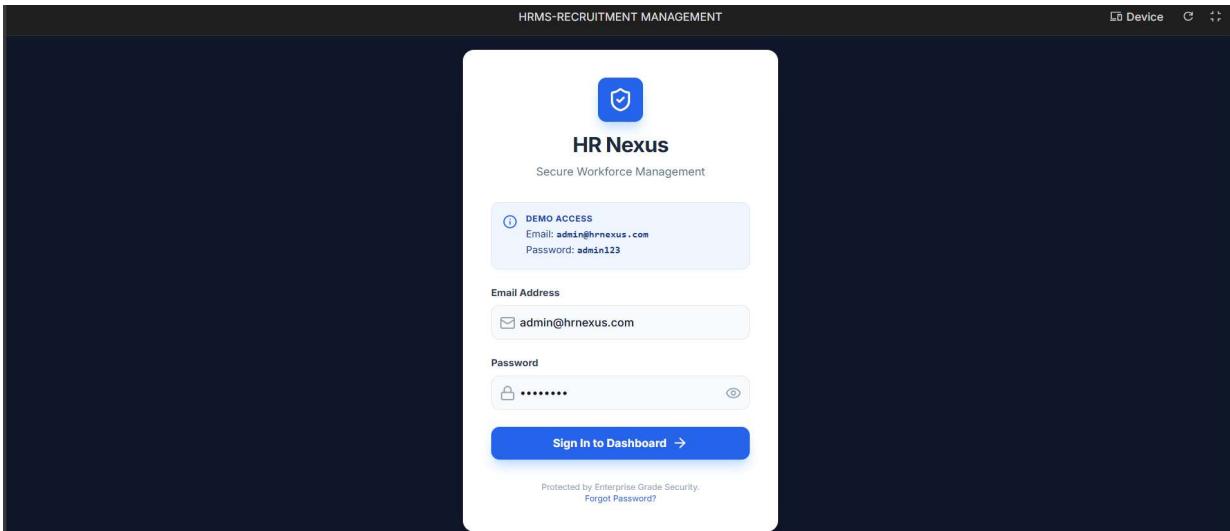
This module generates different HR reports, including attendance reports, payroll summaries, performance reports, and recruitment status reports. It helps HR analyse data and improve decision-making.

8. Settings & User Authentication

This module manages login, logout, and role-based access. It ensures that only authorized users can access sensitive HR information. HR admins can also configure system preferences.

05. Results :

The HRMS–Recruitment Management System successfully provides an integrated digital solution for managing HR activities. The system displays real-time dashboards showing employee statistics, departmental distribution, attendance status, and payroll summaries. It allows HR administrators to manage recruitment pipelines, evaluate employee performance, track attendance, and generate reports efficiently. The interface is user-friendly, visually clear, and responsive, making it easy to monitor employee data and streamline HR operations. Overall, the results demonstrate that the system improves accuracy, reduces manual workload, and enhances transparency in the entire HR process.



The dashboard overview page. The left sidebar has a dark theme with "HR Nexus" and links for "Dashboard" (selected), "Employee List", "Attendance", "Recruitment", "Payroll", "Performance", "Reports", "Settings", and "Sign Out". The main area starts with a "Dashboard Overview" heading and a welcome message "Welcome back, Admin. Here's what's happening today.". It includes four cards: "Total Employees" (10, up 12% vs last month), "Active Now" (6, up 5% vs last month), "On Leave" (2, down 2% vs last month), and "Annual Payroll" (₹1.43Cr, up 8% vs last month). Below these are two charts: "Employee Distribution by Department" (bar chart showing Sales: 3, Engineering: 2.25, Human Resources: 2.25, Marketing: 0.75, Finance: 1.75) and "Gender Diversity" (donut chart showing Male: 55%, Female: 45%). The footer has sections for "PRORATION FINDING SOON", "RECENT ACTIVITIES", and "Quick Actions".

The employee directory page. The left sidebar has a dark theme with "HR Nexus" and links for "Dashboard" (selected), "Employee List" (selected), "Attendance", "Recruitment", "Payroll", "Performance", "Reports", "Settings", and "Sign Out". The main area has a "Employee Directory" heading and a sub-instruction "Manage access, permissions, and personnel details.". It includes a "Filters & Search" bar with fields for "Search by name or email...", "All Departments" (dropdown), "All Statuses" (dropdown), and "Join Date...". Below is a table of employees with columns: "EMPLOYEE", "ROLE", "STATUS", "DEPARTMENT", "JOINED", and "ACTIONS". The table lists six employees: Sarah Connor (Senior Software Engineer, Active, Engineering, 15/3/2020), James Rodriguez (Product Manager, Active, Marketing, 1/6/2021), Emily Chen (HR Specialist, On Leave, Human Resources, 10/1/2022), Michael Scott (Regional Manager, Active, Sales, 20/11/2018), Dwight Schrute (Assistant to the Regional Manager, Active, Sales, 14/2/2019), and Stanley Hudson (Sales Executive, On Leave, Sales, 01/1/2021). Each row has a "..." actions button.

HRMS-RECRUITMENT MANAGEMENT

Attendance Register

Manually mark and manage daily attendance.

Find employee by name...

EMPLOYEE	MARK STATUS	TIME LOG	WORK HOURS	ADJUST
Sarah Connor Senior Software Engineer	P A L DL	IN 09:45 AM OUT 05:00 PM	7h 15m Short Hours	
James Rodriguez Product Manager	P A L DL	IN 09:00 AM OUT 05:00 PM	8h 0m	
Emily Chen HR Specialist	P A L DL	Marked Absent	-	
Michael Scott Regional Manager	P A L DL	IN 09:00 AM OUT 05:00 PM	8h 0m	
Dwight Schrute Assistant to the Regional Manager	P A L DL	IN 09:00 AM OUT 05:00 PM	8h 0m	
Stanley Hudson Sales Executive	P A L DL	Marked Absent	-	

HRMS-RECRUITMENT MANAGEMENT

Recruitment Portal

Manage Faculty & Staff hiring pipelines separately.

Add Candidate

Faculty Recruitment 2 Staff Recruitment 2

Bulk Upload Faculty Resumes
Drag & drop resumes here to automatically create candidate profiles.

Active Pipeline

CANDIDATE	ROLE & DEPT	EDUCATION	EXPERIENCE	STATUS	ACTIONS
Dr. Alice Wonder alice.w@univ.edu	Professor Computer Science	Ph.D. in AI	8 Years	New	
Dr. David Goggins david.g@hard.com	Assistant Professor Sports Science	Ph.D. Kinesiology	5 Years	Offer	

HRMS-RECRUITMENT MANAGEMENT

Payroll Management

October 2023 Payment Cycle (Managed by HR)

Total Disbursed **₹4,80,666**

Pending Payments **6 Employees**

Total Liability **₹11,20,334**

Export Report Process All Pending

EMPLOYEE	BASIC SALARY	BONUS	DEDUCTIONS	NET PAY	STATUS	ACTIONS
Sarah Connor Senior Software Engineer	₹2,08,333	+₹20,833	-₹25,000	₹2,04,166	2023-10-28	
James Rodriguez Product Manager	₹1,66,667	+₹16,667	-₹20,000	₹1,63,334		
Emily Chen HR Specialist	₹66,667	+₹6,667	-₹8,000	₹65,334		
Michael Scott Regional Manager	₹1,50,000	+₹0	-₹18,000	₹1,32,000		
Dwight Schrute Assistant to the Regional Manager	₹1,00,000	+₹0	-₹12,000	₹88,000		
Stanley Hudson Sales Executive	₹1,16,667	+₹0	-₹14,000	₹1,02,667	2023-10-28	

HRMS-RECRUITMENT MANAGEMENT

Device

HR Nexus

Dashboard

Employee List

Attendance

Recruitment

Payroll

Performance

Reports

Settings

Sign Out

Performance Evaluations

Manage employee reviews, ratings, and future goals.

+ Schedule Review

Sarah Connor
Senior Software Engineer

★★★☆☆

FEEDBACK SUMMARY

"Consistently meets expectations. Shows great initiative in recent projects."

KEY GOALS

- Improve reaction time
- Lead one squad project
- Mentor a junior

Reviewer: Department Head 2023-09-15

James Rodriguez
Product Manager

★★★★☆

FEEDBACK SUMMARY

"Consistently meets expectations. Shows great initiative in recent projects."

KEY GOALS

- Improve reaction time
- Lead one squad project
- Mentor a junior

Reviewer: Department Head 2023-09-15

Emily Chen
HR Specialist

★★★★☆

FEEDBACK SUMMARY

"Consistently meets expectations. Shows great initiative in recent projects."

KEY GOALS

- Improve reaction time
- Lead one squad project
- Mentor a junior

Reviewer: Department Head 2023-09-15

Michael Scott
Regional Manager

★★★★★

FEEDBACK SUMMARY

"Consistently meets expectations. Shows great initiative in recent projects."

KEY GOALS

- Improve reaction time
- Lead one squad project

Dwight Schrute
Assistant to the Regional Manager

★★★☆☆

FEEDBACK SUMMARY

"Consistently meets expectations. Shows great initiative in recent projects."

KEY GOALS

- Improve reaction time
- Lead one squad project

Stanley Hudson
Sales Executive

★★★★★

FEEDBACK SUMMARY

"Consistently meets expectations. Shows great initiative in recent projects."

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HRMS-RECRUITMENT MANAGEMENT

Device

Print / Save as PDF

HR Nexus

Dashboard

Employee List

Attendance

Recruitment

Payroll

Performance

Reports

Settings

Sign Out

HR Analytics & Reports

Strategic insights and workforce clarity.

Active Headcount: 6 (95% retention rate)

Total Payroll (Mo): ₹11.20 L (Avg Salary: ₹14.30 L / yr)

Recruitment Pipeline: 4 (1 offers pending)

Avg Turnover: 5% (Below industry average (12%))

Clarified HR Insights

- Cost Center Alert: The Sales department accounts for the largest share of payroll expenses.
- Hiring Bottleneck: You have 1 candidates stuck in the 'Screening' phase. Consider prioritizing resume reviews.
- Performance Trend: The Engineering department has the highest average performance rating (4/5).

Workforce by Department

Department	Percentage
Sales	30%
Human Resources	20%
Engineering	20%
Marketing	10%

Annual Salary Cost by Department

Department	Annual Salary Cost
Sales	₹11.20 L
Finance	₹8.50 L
Engineering	₹7.00 L
Marketing	₹4.50 L

06. Conclusion :

In conclusion, the HRMS–Recruitment Management System provides a complete digital solution for handling various HR tasks such as recruitment, attendance, payroll, and performance evaluation. It reduces manual work, improves efficiency, and ensures accurate record-keeping through a user-friendly interface. By integrating different modules into one platform, the system helps organizations manage employees effectively and enhances overall HR operations.