



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.

HRMS-RECRUITMENT MANAGEMENT

Device

HR Nexus

Secure Workforce Management

DEMO ACCESS

Email: admin@hrnexus.com

Password: admin123

Email Address

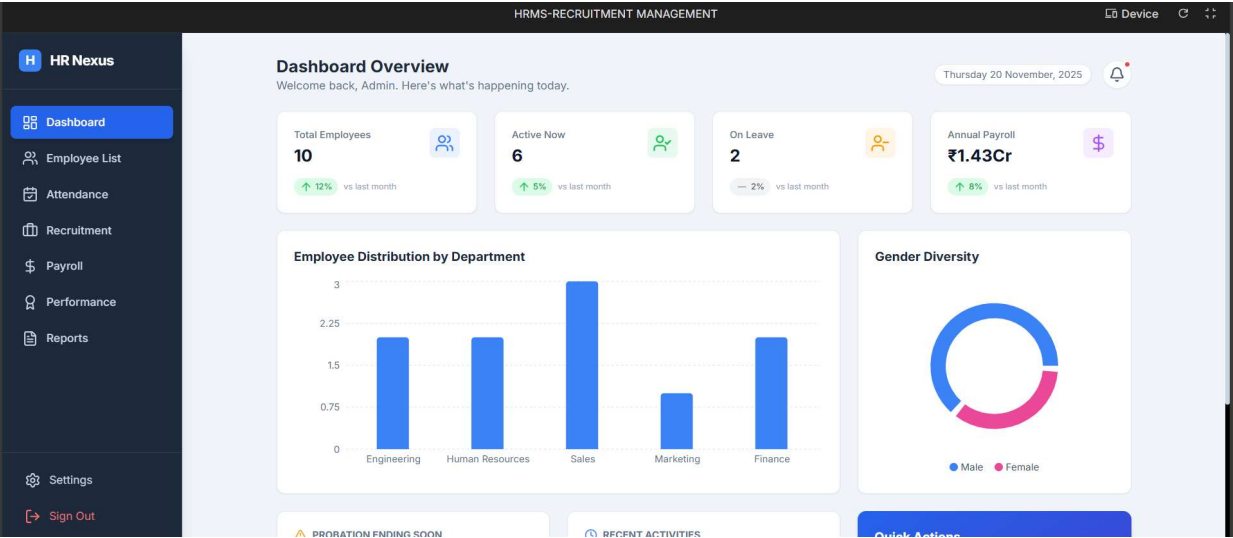
admin@hrnexus.com

Password

Sign In to Dashboard →

Protected by Enterprise Grade Security.

Forgot Password?



HRMS-RECRUITMENT MANAGEMENT

Device

HR Nexus

Dashboard

Employee List

Attendance

Recruitment

Payroll

Performance

Reports

Settings

Sign Out

Attendance Register

Manually mark and manage daily attendance.

< 20-11-2025 >

Download Report

Launch Kiosk

Find employee by name...

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

HRMS-RECRUITMENT MANAGEMENT

Device

HR Nexus

Dashboard

Employee List

Attendance

Recruitment

Payroll

Performance

Reports

Settings

Sign Out

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
<div><div>D</div><div>Dr. Alice Wonder</div><div>alice.w@univ.edu</div></div>	Professor Computer Science	Ph.D. in AI	8 Years	New	<div></div> <div></div> <div></div>
<div><div>D</div><div>Dr. David Goggins</div><div>david.g@hard.com</div></div>	Assistant Professor Sports Science	Ph.D. Kinesiology	5 Years	Offer	<div></div> <div></div> <div></div>

HRMS-RECRUITMENT MANAGEMENT

Device

HR Nexus

Dashboard

Employee List

Attendance

Recruitment

Payroll

Performance

Reports

Settings

Sign Out

Payroll Management

October 2023 Payment Cycle (Managed by HR)

Export Report

Process All Pending

Total Disbursed

₹4,80,666

Pending Payments

6 Employees

Total Liability

₹11,20,334

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

HR Nexus

Dashboard

Employee List

Attendance

Recruitment

Payroll

Performance

Reports

Settings

Sign Out

HRMS-RECRUITMENT MANAGEMENT

Device

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

Reviewer: Department Head

2023-09-15

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

Reviewer: Department Head

2023-09-15

Stanley Hudson

Sales Executive

★★★★☆

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2023-09-15

HR Nexus

Dashboard

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Attendance

Recruitment

Payroll

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Reports

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Sign Out

HRMS-RECRUITMENT MANAGEMENT

Device

HR Analytics & Reports

Strategic insights and workforce clarity.

Print / Save as PDF

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

Human Resources 20%

Engineering 20%

Sales 30%

Annual Salary Cost by Department

Sales

Finance

Engineering

Marketing

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.