WEB-BASED EMPLOYEE INFORMATION SYSTEM FOR HANA-NET PHILIPPINES CO. INC. TRUCKING COMPANY
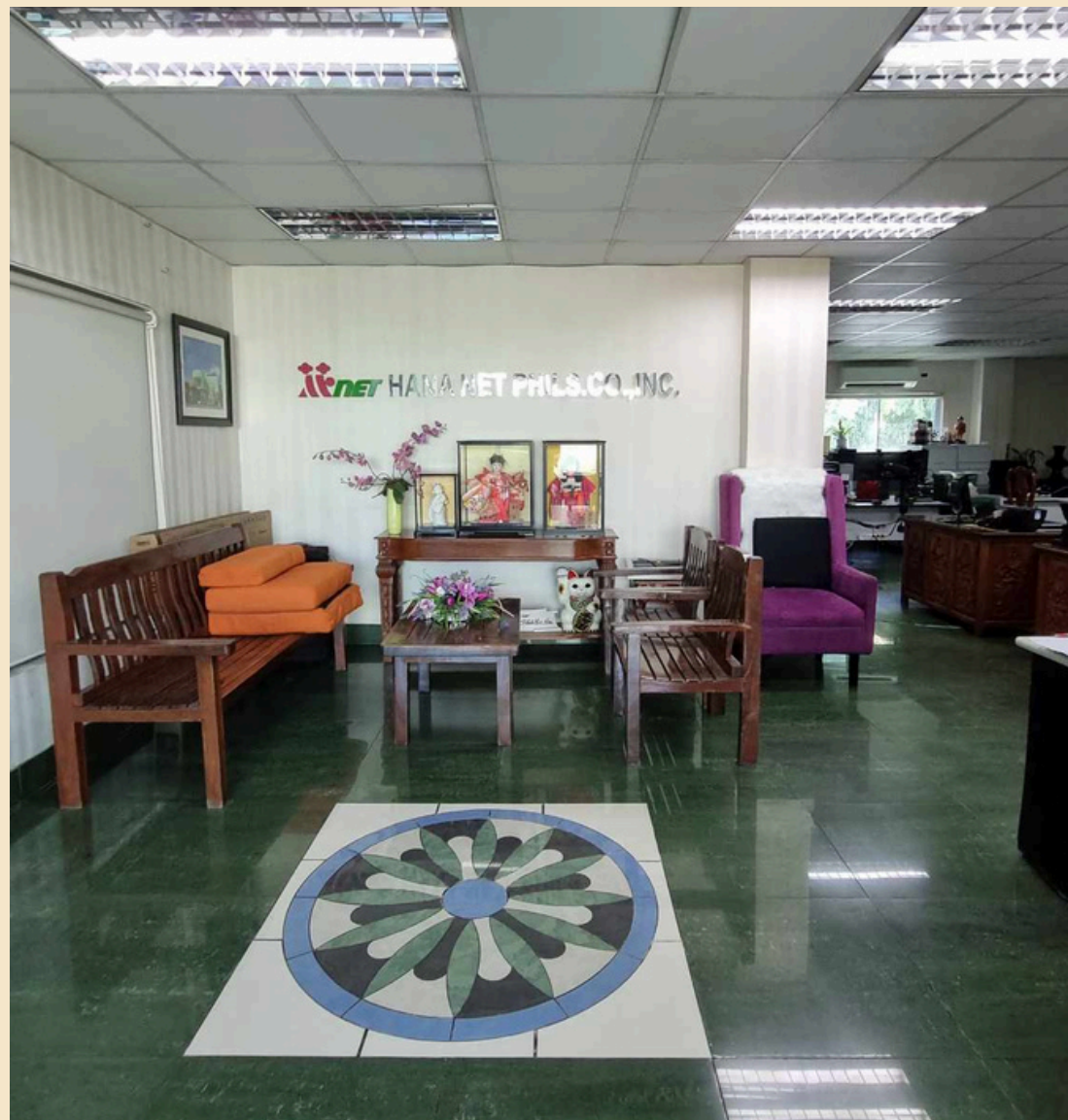
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BACKGROUND OF THE PROBLEM

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OBJECTIVES

The general objective of this study is to design and implement a web-based application focused on organizing and systemizing employee information and human resources management, specifically made for Hana-net Philippines Co. Inc. Trucking Company.

OBJECTIVES

- Develop a system for admins to organize, update, and manage employee information through a centralized database;
- Implement features for admins to perform HR functions, focusing on salary management, attendance tracking, and approving leave requests.
- Enable employees to update their personal information, review their monthly salary details and file leave applications;
- Conduct usability test to assess ease of use, navigation, and overall user experience of the web-application.
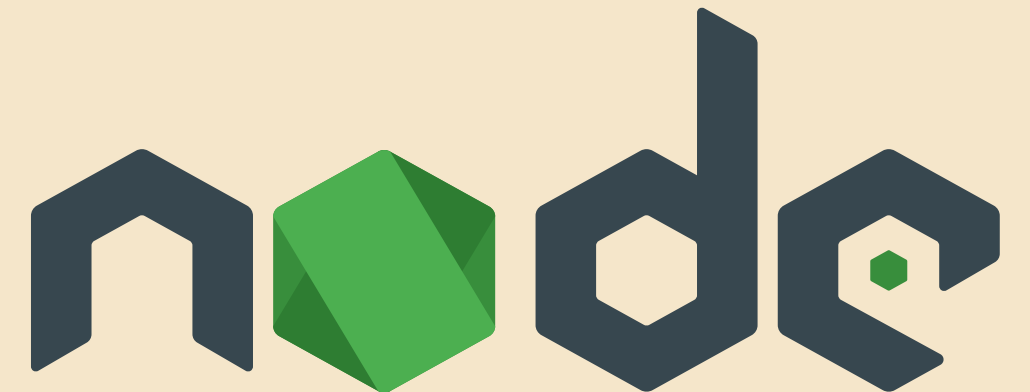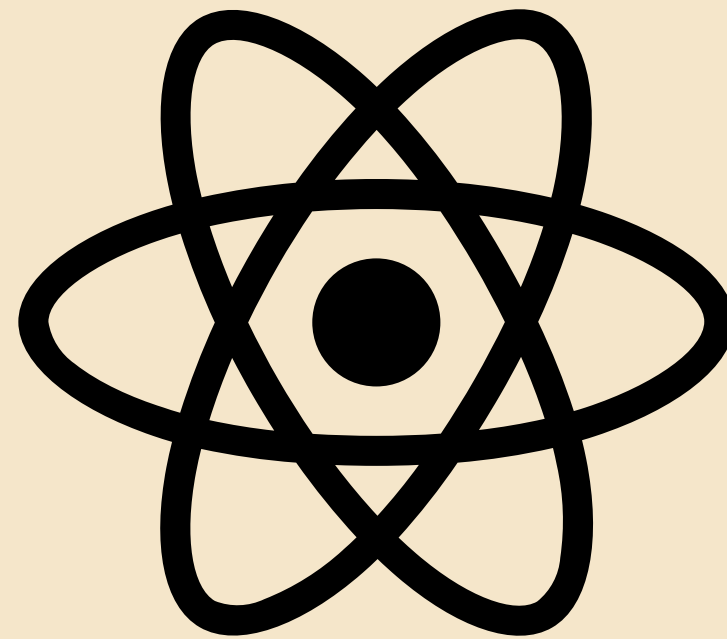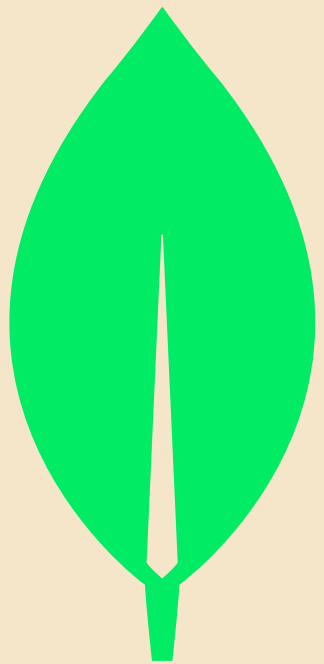
SIGNIFICANCE

This study aims to help Hana-net Trucking Company organize and systematize their employees' information in a web-based application to address the current disadvantages of traditional data-keeping methods.
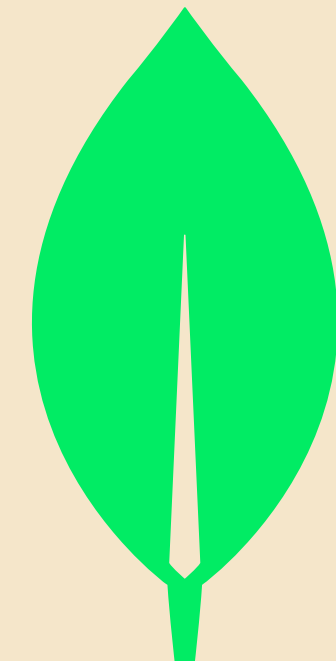
SOLUTION

In response to the challenges that comes with traditional management, Hana-net aims to address these issues by developing a web-based information system. This system will reorganize specific human resource management functions, providing advantages such as data accuracy, centralized information management and transparency
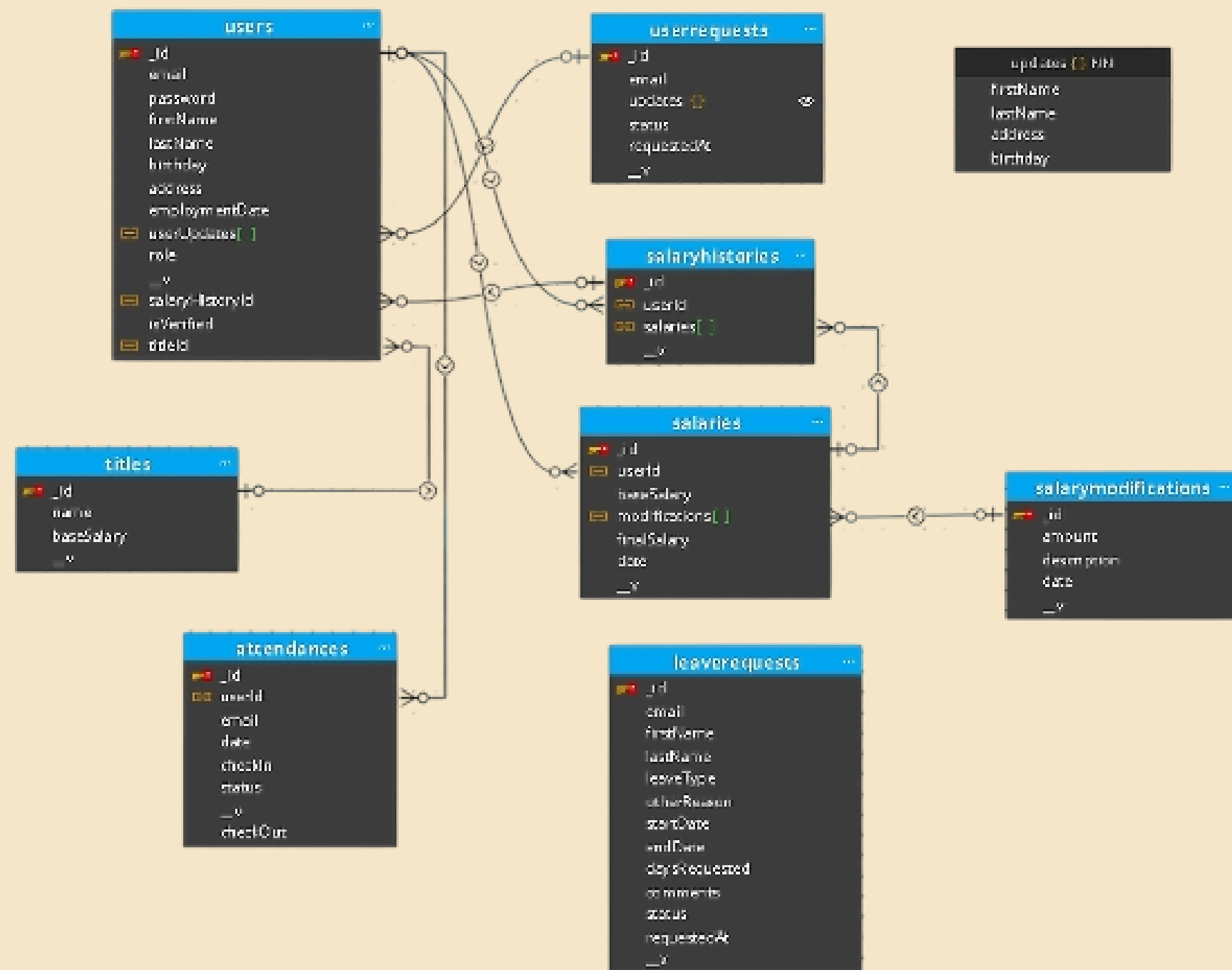
DEVELOPMENT STACK

WEB HOSTING

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USERS AND FUNCTIONS

ADMIN

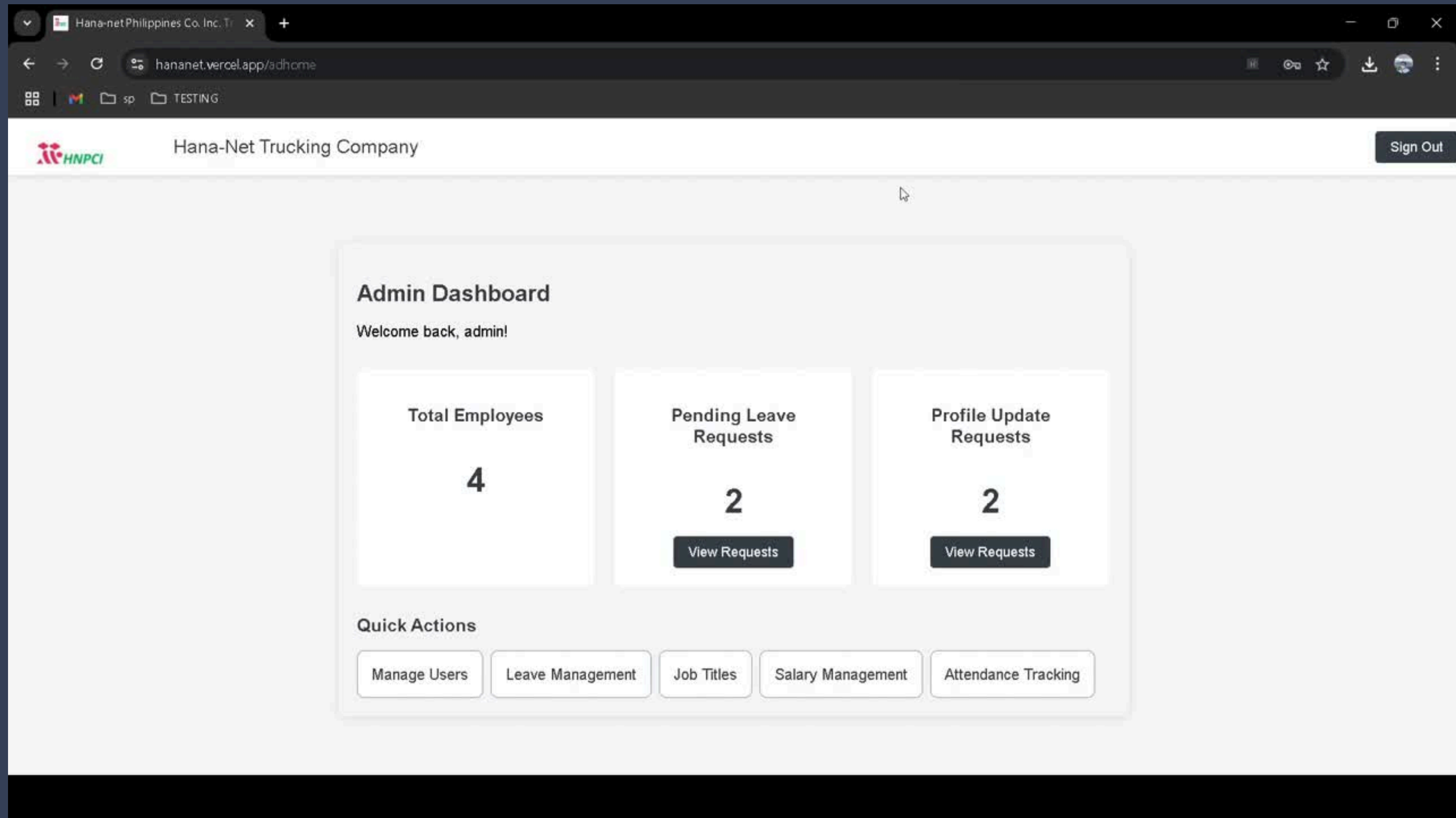| Use Case Name	Description
View All Employees	Admin accesses the complete list of all employees within the organization
View Employee Information	Admin accesses detailed information of an individual employee
Edit Employment Date	Admin modifies the employment date of an individual employee
Approve Edit Requests	Admin reviews and approves/rejects information edit requests made by employees
Remove/Delete Employee	Admin removes an employee record from the system
View Job Positions	Admin accesses the complete list of all existing job positions
Create Job Position	Admin creates a new job position with specified initial salary
Modify Position	Admin modifies the name and/or initial salary of an existing job position
View Employees by Position	Admin views list of employees assigned to a specific job position
Delete Job Position	Admin removes an existing job position from the system
Manage Employee Salaries	Admin accesses salary details of all employees
Adjust Employee Salary	Admin deducts from or adds bonus to employee salary
View Monthly Salary	Admin views an employee's salary for the current month
View Salary History	Admin views an employee's complete salary history
Generate Payslip	Admin generates PDF payslip for an employee
Manage Leave Applications	Admin reviews and approves/rejects leave applications
Track Attendance	Admin views attendance records of all employees
Generate Attendance Report	Admin generates PDF attendance report for all employees

EMPLOYEE

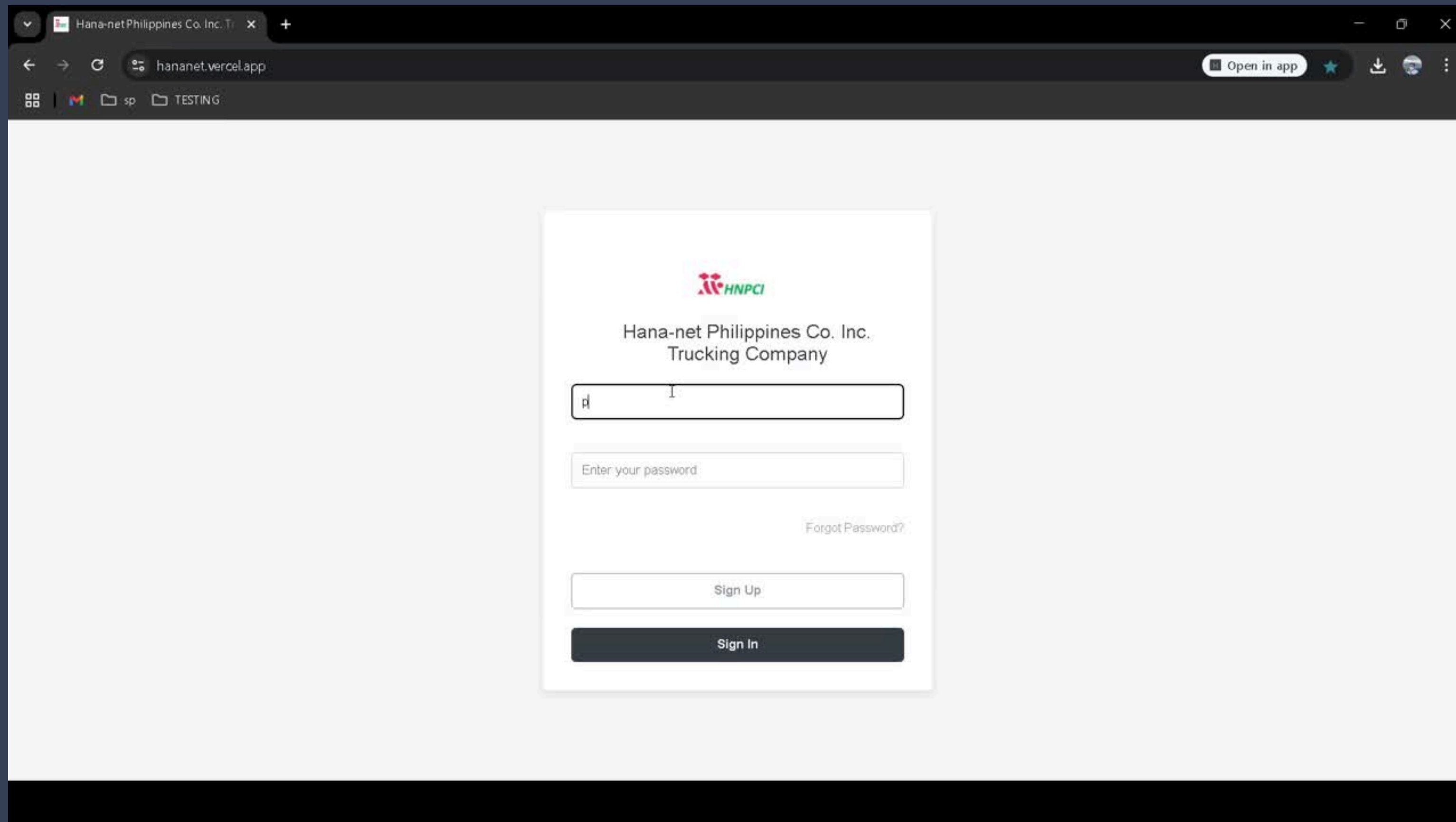| Use Case Name	Description
View Own Information	Employee accesses and views their personal information
Update Own Information	Employee submits changes to their personal information
View Salary Computation	Employee reviews their current salary details
Generate Own Payslip	Employee generates PDF of their payslip
View Salary History	Employee views their complete salary history
Generate Salary History	Employee generates PDF of multiple payslips
Apply for Leave	Employee submits a leave application
View Leave Applications	Employee views status of their leave applications
Attendance Tracking	Employee logs their check-in/out time
View Attendance History	Employee views their complete attendance history

ENTITY RELATIONSHIP DIAGRAM

ADMIN DEMO RUN

EMPLOYEE DEMO RUN

SUS RESULTS

Respondent	Q1	Q2	Q3	Q4	Q5	Q6	Q7	Q8	Q9	Q10	Score
1	4	4	3	4	3	3	4	4	4	4	92.5
2	4	3	3	2	4	3	4	4	4	3	85
3	4	3	3	2	4	3	3	2	4	2	75
4	4	4	4	2	3	3	4	3	2	3	80
5	2	2	2	2	2	2	2	2	2	2	50
6	4	4	3	4	4	4	2	4	4	4	92.5
7	4	4	4	4	4	3	4	4	4	4	97.5
8	3	2	2	1	2	2	3	2	2	1	50
9	3	2	4	1	3	2	4	4	3	1	67.5
10	3	3	3	3	3	4	3	4	3	2	77.5

MEAN SCORE : 76.75

CONCLUSION

- Successfully developed a web-based employee information system addressing the limitations of traditional data-keeping methods
- Implemented a centralized database system, reducing risks of human error and data inconsistency
- Created effective HR function features for admins (salary management, attendance tracking, leave management)
- Provided employees with user-friendly interfaces to update information, review salary details, and file leave applications
- Achieved good usability with SUS mean score of 76.75