



# RECRUITMENT AND PAYROLL MANAGEMENT

SUBMITTED BY

CHUDASAMA EKTA

106210307008

GORJI PANKTI

106210307019

PARMAR MAHAVIRSINH

106210307029

HANSORA JEKIL

106210307043

# **RECRUITMENT AND PAYROLL MANAGEMENT SYSTEM**

**Submitted by:**

<b>EKTA CHUDASAMA</b>	<b>(106210307008)</b>
<b>PANKTI GORJI</b>	<b>(106210307019)</b>
<b>MAHAVIRSINH PARMAR</b>	<b>(106210307029)</b>
<b>JEKIL HANSORA</b>	<b>(106210307043)</b>

**Developed at:**

**ASHAPURA VOLCLAY LTD.  
BHUJ**

In partial fulfillment for the award of the degree

*Of*

**DIPLOMA ENGINEERING**

*In*

**COMPUTER ENGINEERING**

**INTERNAL GUIDE**

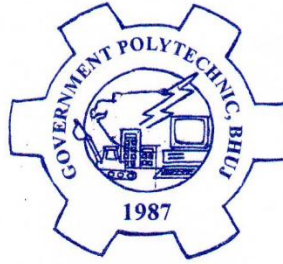
Ms. Aarti D. Jansari  
Computer Engineering Department,  
Govt. Polytechnic College, Bhuj

**EXTERNAL GUIDE**

Mr. Chandresh Acharya  
Ashapura Volclay Ltd., Bhuj

**Submitted to:**

**Computer Engineering Department  
Govt. Polytechnic College  
BHUJ**



# GOVERNMENT POLYTECHNIC, BHUJ

## CERTIFICATE

This is to certify that the following students

<u>Name of students</u>	<u>Enrollment No.</u>
1. EKTA CHUDASAMA	106210307008
2. PANKTI GORJI	106210307019
3. MAHAVIRSINH PARMAR	106210307029
4. JEKIL HANSORA	106210307043

Of Diploma in Computer Engineering have successfully completed their project work on

### Recruitment and Payroll Management System

In the fulfillment of requirement as prescribed by the GUJARAT TECHNOLOGICAL UNIVERSITY in the year 2012-2013.

---

(H.O.D.)  
COMPUTER ENGG. DEPT.

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Aarti D. Jansari  
INTERNAL PROJECT GUIDE

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INTRENAL EXAMINER.

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EXTERNAL EXAMINER



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This is to certify that **Ms. Ekta Chudasama** student of "Government Polytechnic, Bhuj" has successfully completed Industrial Training Project from 01/07/2012 to 30/04/2013 and has successfully completed the same.

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For Ashapura Volclay Ltd.,

~D.S. Tripathi  
(Sr.Manager – HR & Admin)



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(Sr.Manager – HR & Admin)





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This is to certify that **Mr. Mahavirsingh Parmar** student of "Government Polytechnic, Bhuj" has successfully completed Industrial Training Project from 01/07/2012 to 30/04/2013 and has successfully completed the same.

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For Ashapura Volclay Ltd.,

**D.S. Tripathi**  
(Sr. Manager – HR & Admin)

Village Ler, Near Bhujodi, Off Anjar-bhuj Highway, Bhuj-kutch-370 020.

Tel. : +91-02832 240301/240302/242032-33/309245 Fax : +91-02832 240303 E-mail : Avlbhujad@sancharnet.in

Regd Office : Jeevan Udyog Building, 3rd Floor, 278, D. N. Road, Fort, Mumbai - 400 001. (India)

Tel. : +91-22 6665 1700 Fax : +91-22 2207 9395 / 2207 4452 E-mail : be@ashapura.com



**ASHAPURA  
VOLCLAY LIMITED**

(ASHAPURA-VOLCLAY INTERNATIONAL JVC)

Date: 22/05/2013

**To whomsoever it may concern**

This is to certify that **Mr.Jekil Hansora** student of "Government Polytechnic, Bhuj" has successfully completed Industrial Training Project from 01/07/2012 to 30/04/2013 and has successfully completed the same.

We wish all the best in his career.

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**D.S. Tripathi**  
(Sr.Manager – HR & Admin)

## **ACKNOWLEDGEMENT**

It would be impossible to name each and every individual who had offered the support encouragement and ideas which made this Industry Define Project a possible thing.

We are very thankful to all, who have helped us in preparing this project. We are very much happy to present this “Project Report” before you, expecting that you will acknowledgement it. It is a master of great pleasure for that we have a unique opportunity of the project works and now we have an opportunity to express our view on the same. We are greatly thankful to our external guide “**Mr.Chandresh Aacharya**” the “**Deputy. Manager of Ashapura Volclay Ltd.**” “who has given a tremendous effort for shaping our ideas and knowledge according to the Company requirement. He has helped us on reaching each and every mile stone of the project, he has encouraged us in every failure during the project, and he has increased our confidence with every success in the project.

On other hand we are greatly thankful to our internal guide **Prof. Aarti D. Jansari** who has made us aware with the requirement of the industry from this project, what we should actually try to learn that idea was planted by them and we had grown it up during this period with their helps.

We are also thankful to our **H.O.D. Prof. Sanjay A. Valaki** and other professors of Computer Department of our college.



## **ABSTRACT**

A well planned, systematically executed industrial training helps a great deal in inculcating a good work culture. It provides a linkage between students and the industry in order to develop awareness of the industrial approach to problem solving based on broad understanding of operations of the industrial organizations

This project entitled “**Recruitment and Payroll Management System**” has been designed towards improving the Management of Employee Information in the field offices of Ashapura Volclay Ltd. It maintains Leave Records, Transfer & Postings and other basic information of Employee. Various reports can be generated through it. Leave Order, Vacancy Position, etc. It is a web-based application; it will be accessed simultaneously from many field offices of Ashapura Volclay Ltd.

The project has been an enriching experience for me in the field of programming and Enterprise Application development. The project has been developed to fulfill the requirements of the Employees in Labor Ministry.

The tools and technologies used for developing the software are PHP for analysis and design phases for developing the code for the application and MYSQL SERVER as the back end tool on Microsoft windows XP platform.

## **COMPANY PROFILE**

### **About Us**

The inception of "Ashapura Volclay Limited" (AVL) is a joint venture between Ashapura Minechem Ltd & AMCOL Int. Corp of USA for manufacturing Bentonite and Clay based value added products in India. A state-of-the-art Bleaching Earth manufacturing facility at Bhuj, Gujarat, in technological collaboration with Japan's Mizusawa Industrial Chemicals Limited further adds value to our brand.

### **Bhuj (India)**



At Bhuj, is the world's second largest single location for Bentonite based Bleaching Earth manufacturing facility. The plant was set up with Technology from Mizusawa Industrial Chemicals Limited, Japan and is a joint venture of Ashapura Minechem Ltd. and AMCOL Corporation, USA. The plant uses the world-class and unique filter less technology to manufacture our successful Bleaching Earth: Galleon V2 & V2 Super. This plant is a pioneering Bleaching Earth project in India and also manufactures the renowned ACTAL Grade of catalyst for the petrochemical industry.

### **Dharur (India)**



Following the success of our plant at Bhuj, Ashapura Group has set up another plant for manufacturing Bleaching Earth at Dharur. This plant not only has access to the primary raw mineral Attapulgitite but also has a logistical edge for exports to the Palm Oil producing and refining countries in South East Asia. The brand "CLEARFLOW" has, within a short span, established itself as a cost-effective brand in major oil refineries in India and overseas

### **Antwerp (Belgium)**



Given the importance of Europe as a market for Ashapura, the company has set up a Mineral Processing Complex at Antwerp as a Joint Venture with AMCOL International Corporation. The facility has the capability of processing Bleaching Earth which would be exported from India in a semi-processed form. The Antwerp facility today serves all the major oil refiners of Europe, by making available a cost-effective and quality product at their doorstep. All the Bleaching Earth grades from Ashapura are available at Antwerp facility.



### **Selangor (Malaysia)**

Malaysia being a strategic manufacturing hub in South East Asia for edible oils, Ashapura has invested in Hudson MPA Sand. Bhd., a reputed Bleaching Earth manufacturer of Malaysia. This facility imports Attapulgit and Bleaching Earth from Ashapura in India and processes it for marketing in Malaysia and neighboring countries.

### **Contact us:**

#### **Ashapura Volclay Limited**

Village Ler,  
Near Bhujodi,  
Off Anjar-Bhuj Highway,  
Bhuj-Kutch,  
Gujarat - 370001.INDIA





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**LIST OF SYMBOL**

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4.2		Processes are done in this symbol.	46
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# **1. INTRODUCTION**

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- 1.1 Project Summary**
- 1.2 Purpose**
- 1.3 Scope**
- 1.4 Need of System**
- 1.5 User of System**
- 1.6 Features of System**
- 1.7 Technology and Literature Reviews**

### 1.1 PROJECT SUMMARY:

#### 1.1.1 Recruitment and Payroll Management System

Payroll system is the heart of any Human Resource System of an organization. Recruitment and Payroll Management System is a social site which is use for Managing of All Current and New Employee. This site is only for Ashapura Volclay employees and new employee who is joining this company.

This website provides payroll management of current employee and provides job for new employees who join the company. The service is designed to help new employee to meet rules and regulation of company and maintain existing relationships.

The solution has to take care of the calculation of salary as per rules of the company and various deductions to be done from the salary including statutory deductions and provident fund deductions. It has to generate pay-slip and other reports.

Each user would be given a unique Id. There will be the following different categories for the login.

- ✓ Register User
- ✓ Administrator

When a user will log in into the site, the view that will be displayed to the user will depend on his/her particular access rights of that category. For example if a register user will log in to the site he/she will be shown only his/her profile and vacancies of company. Similarly, if an admin will log in to the site he/she shown data relevant to him/her as an admin of the Recruitment and Payroll Management system, handled by particular individual.

### 1.2 PURPOSE:

#### 1.2.1 Goals & Objectives:

Main aim of developing Employee Payroll Management is to provide an easy way not only to automate all functionalities involved managing leaves and Payroll for the employees of Company, but also to provide full functional reports to management of Company with the details about usage of leave facility.

## RECRUITMENT AND PAYROLL MANAGEMENT SYSTEM

Main Goal of Recruitment Management system is to provide facilities to get job very easily from this site.

We are committed to bring the best way of management in the various forms of **RPM**. It is a tool to manage the inner operation of Company related to employee leave and Payroll.

### 1.3 SCOPE & BOUNDARY:

Scope of the RPM system is to propose providing a job, generating salary slip of current employee is fast and easily.

Another Scope of this Web site is to show the vacancy for the post and provide a Job-post easily to in this company.

This document is prepared with the aim to understanding and analyzing various processes flows of Recruitment and Payroll Management system life cycle stages. The document refers to the approach for various functionality needs to add in it.

This site is built for online Payroll and job post from anywhere. User can get job post form this site. But in future we can make the web site where the database will be hosted in order to manage the all branch which will be located in different places and by keeping domain as Online.

### 1.4 NEED OF SYSTEM:

- ✓ To improve the efficiency.
- ✓ Quickly find out information of an employee.
- ✓ To provide easy and faster access information.
- ✓ To provide user friendly environment.

## 1.5 USER OF THE SYSTEM

### 1.5.1 End Users

- No specific knowledge or skills are required from the end user.
- End user should have basic idea about computer operations.

### 1.5.2 Administrator

- Administrator must be having good knowledge of database management system.
- Administrator must be capable to manage user rights.
- If the network connection does not work properly than our system should not work as intended.



## RECRUITMENT AND PAYROLL MANAGEMENT SYSTEM

- Also that is assumed that the product is installed properly at web server.
- This system will not take care of any virus problem, which might occur either on the client or the server system.
- Recovery of data after a system crash will be possible only if backups are taken at regular intervals.
- Manual interfaces cannot be fully avoided. Documented proofs like data entry of employees etc. will have to be verified by the concerned management staff before entering it into the computerized system.

## 1.6 FEATURE OF THE SYSTEM

### 1. Job Opportunity

- ✓ It saves time and money for traveling. It is to find out job in market.
- ✓ This will helpful to find out the good employees without wasting time or money.
- ✓ Receive email and message notification when there are new postings matching your searching criteria.

### 2. Simple and Easy

- ✓ This Site is developed specifically to cater the company employees leave management, is totally self-contained and works efficiently.
- ✓ It provides simple database rather than complex ones for high requirements and it provides good and easy graphical user interface to both new as well as experienced user of the computer.

### 3. User Friendly

- ✓ The Layout of the website is user friendly. It may easily access by users.

### 4. Save Time and Money

- ✓ User can apply for job post in company in any time and any place so it can save time.

- ✓ User can save money by communicating with any place so it can save traveling charge.

### 1.7 TECHNOLOGY AND LITERATURE REVIEW:

You know it's a language for writing computer program, so the real question is "what sort of programs can we write with it?" In technical terms, PHP's main use is as provide a high security from SQL injection. It also provide a server-side web scripting language. In other words, PHP can be used to write the sort of sites.

The main goal of PHP is to enable users to easily develop dynamic Web pages. The difference between dynamic Web pages and static Web pages is that the content and structure of dynamic Web pages may change each time they are accessed (that's what the back-end programming is for) whereas the content and structure of static Web pages is fixed and does not change unless the designer manually changes them.

#### 1.7.1 What is PHP?

Whenever we think off to begin any website, we consider on several aspects of the site including website designing, web developing, web hosting, its maintenance, its flexibility, usability, scalability and how will it be easy to handle and above all the overall allocated budget for this site. After considering on these aspects, if we decide to develop a site that looks attractive, smooth running, fast downloading, cost effective and easy to handle, we will definitely zeroed on PHP, one of the most popular web development scripts among Java, ASP .Net, .JSP.

PHP is an open source server side programming language available at free of cost that can be get easily from the market. PHP is a royalty free license. This means that you don't have to pay anyone to use it and no one can demand a fee to use it later on. Infect, using the language has no direct costs at all.

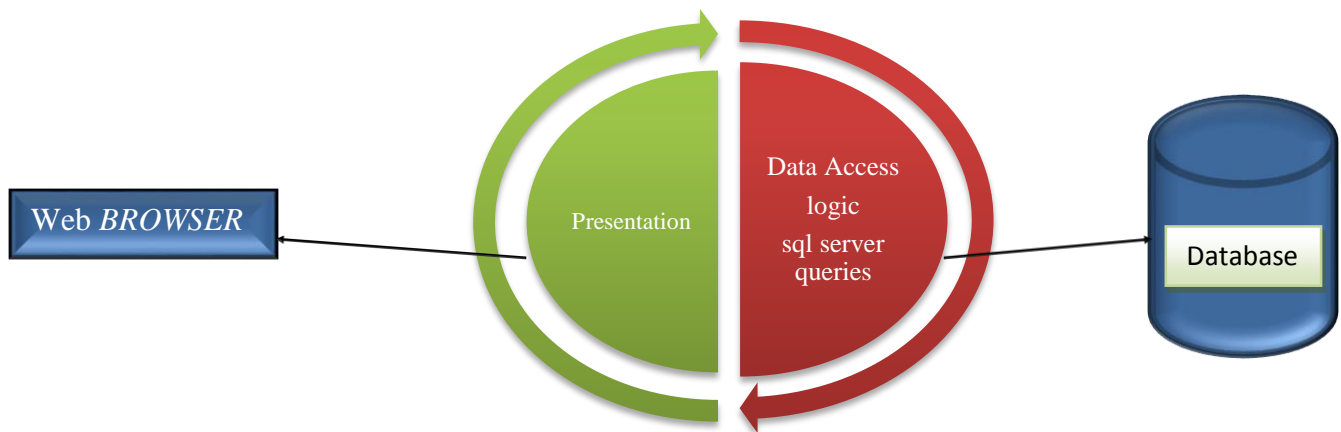
Its coding style is quiet easy to understandable and it is very efficient on multi-platforms like Windows, Linux, and UNIX etc.

Very easy to understand Syntax, some really cool features (arrays are something else!). Interfaces very easily with Apache/MySQL. Lots of hosting services have it ready to use, no special configuration (except if you have special security needs) .Pretty easy to access other web-based tools through PHP (i.e. Google, maps, etc.)

## RECRUITMENT AND PAYROLL MANAGEMENT SYSTEM

It is very flexible but powerful language, most suitable for developing dynamic web pages. Nowadays developing dynamic websites are in the huge demand due to its specific characteristics like it automatically refreshes and does not need to make many changes manually. In the recent development, PHP has grown enough to fulfill the requirements of the clients, several web tasks can now be easily perform using PHP that was not possible earlier.

Moreover, data handing has also been pretty handy in PHP in which the programmers can easily store data, serialize, creating cookies, calculating viewers by cookies and sessions and excellent file management system. Its script is optimized to make the server's job easier, thus nowadays the uses of PHP is being popular among the programmers. PHP has also upper hand in running multimedia files as PHP is not much dependent upon external plug-ins to run the programs.



**Figure 1.1: 2-Tier Architecture**

- Presentation logic = User Interface, displaying data to the user, accepting input from the user.
- Data Access logic = Database Communication, constructing SQL queries and executing them via the relevant API.

- There is no direct communication between the presentation and data access layers.

### 1.7.2 LITERATURE REVIEW OF PAST WORK/SYSTEM

- Past work/system was windows application.
- Microsoft Access was used.
- No centralized database was there.
- Before developing this site we have visited many sites which are already in exists for Job Application and Payroll Management System.
- In that all sites some sites are providing basic idea of how the works has been done in company and some sites are providing how the work has been distributed in company.
- Doing survey of all these sites we have found that there are lacks of understating for a simple user.
- So after doing survey an analysis of these sites we make our site after taking all the facilities which is needed in company. So that user can easily interact with the software.
- **Advantage of Web Application over Windows Application**

	<b>Windows Forms</b>	<b>PHP Web Application</b>
User Interfaces, data binding etc.	Easy to build	Difficult to build
Deployment and Maintenance	Complex. New versions of assemblies, configuration files, and other required files must be deployed on all client machines. Usually user interaction required.	Easy. Need to deploy assemblies and configuration files on the server only. Transparent to the client.
Performance	Faster	Slower
Robustness and Reliability	One client machine goes down, other users are still live.	Usually web servers are never down. However if the server goes down, all users are affected.

## RECRUITMENT AND PAYROLL MANAGEMENT SYSTEM

Network Congestion	Depending on the data transfer and connections made to the server from various clients.	Depends
Resources	Runs on the client machine.	Runs on a Web server.
Catastrophic failure	User interaction required.	Usually user interaction not required.
Framework dependency	All client machines have to install required versions of .NET framework and other required libraries.	Only server needs to have .NET framework and other required libraries.

## **2. PROJECT MANAGEMENT**

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### **2.1 PROCESS TO BE FOLLOWED**

### **2.2 OUTLINE PLAN**

### **2.3 DISCUSSION FOR BUSINESS CONSIDERATIONS**

### **2.4 ESTIMATION**



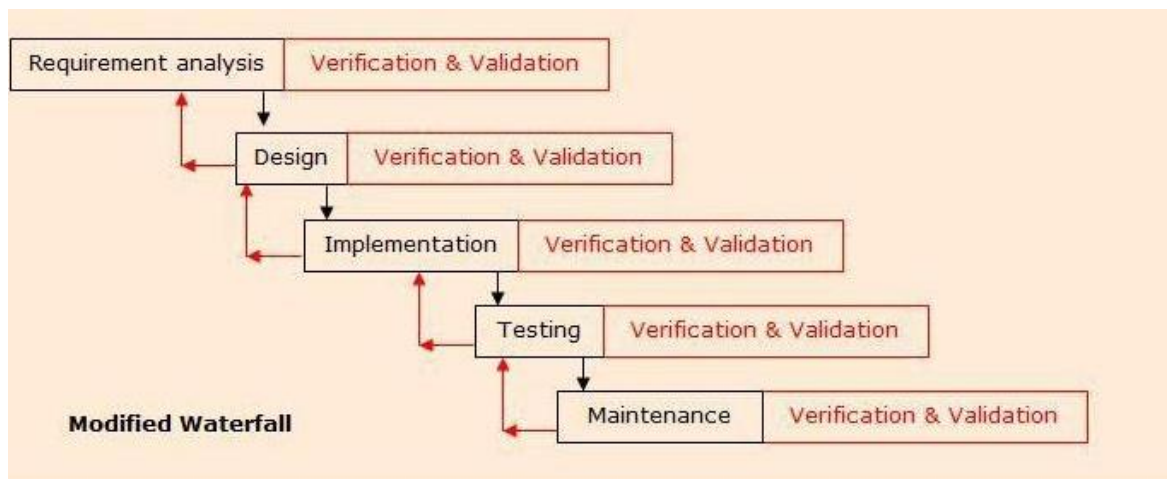
## 2.1 PROCESS TO BE FOLLOWED:-

Our system requires Iterative waterfall model due to its main two features which is suitable to our system:

1. Real projects rarely follow the sequential flow that the model proposes. Although the linear model can accommodate iteration, it does so indirectly. As a result, changes can cause confusion as the project team proceeds.
2. It is often difficult for the customer to state all requirements explicitly. The iterative waterfall model requires this and has difficulty accommodating the natural uncertainty that exists at the beginning of many projects

### ➤ The Modified Iterative Waterfall Model:

The iterative waterfall model assumes that each subsequent phase will begin when activities in the current phase have been completed. Each phase has defined entry and exit criteria: inputs and outputs



**Figure 2.1: MODIFIED ITERATIVEWATERFALL MODEL**

**Outputs generated after each phase of Iterative Waterfall Model:**

- ✓ Requirements Specifications : SRS , Draft , User Manual , Maintenance plan
- ✓ System & Software design: System design document (Hardware and Software design documents), Interface design document, Unit test plan, and System test plan.
- ✓ Implementation & Unit testing: Program code, Unit-test report.

## RECRUITMENT AND PAYROLL MANAGEMENT SYSTEM

- ✓ Integration & system testing: System test report, Final user manual, working system.
- ✓ Operation & maintenance: No output.

### **Advantage:**

- ✓ It accommodates changing requirements.
- ✓ Integration is not one "big bang" at the end of a project.
- ✓ Early iterations expose risks.
- ✓ It facilitates the reuse.
- ✓ You can find and correct defects over several iterations.

### **Disadvantage:**

- ✓ Real projects rarely follow these sequential flows and iterations in this model are handled indirectly. These changes can cause confusion as the project proceeds.
- ✓ In this model we freeze software and hardware. But as technology changes at a rapid pace, such freezing is not advisable especially in long – term projects.

## **2.2 OUTLINE PLAN:**

### **Following stages should be followed:**

**Stage 1:** We communicate among client for his basic requirements.

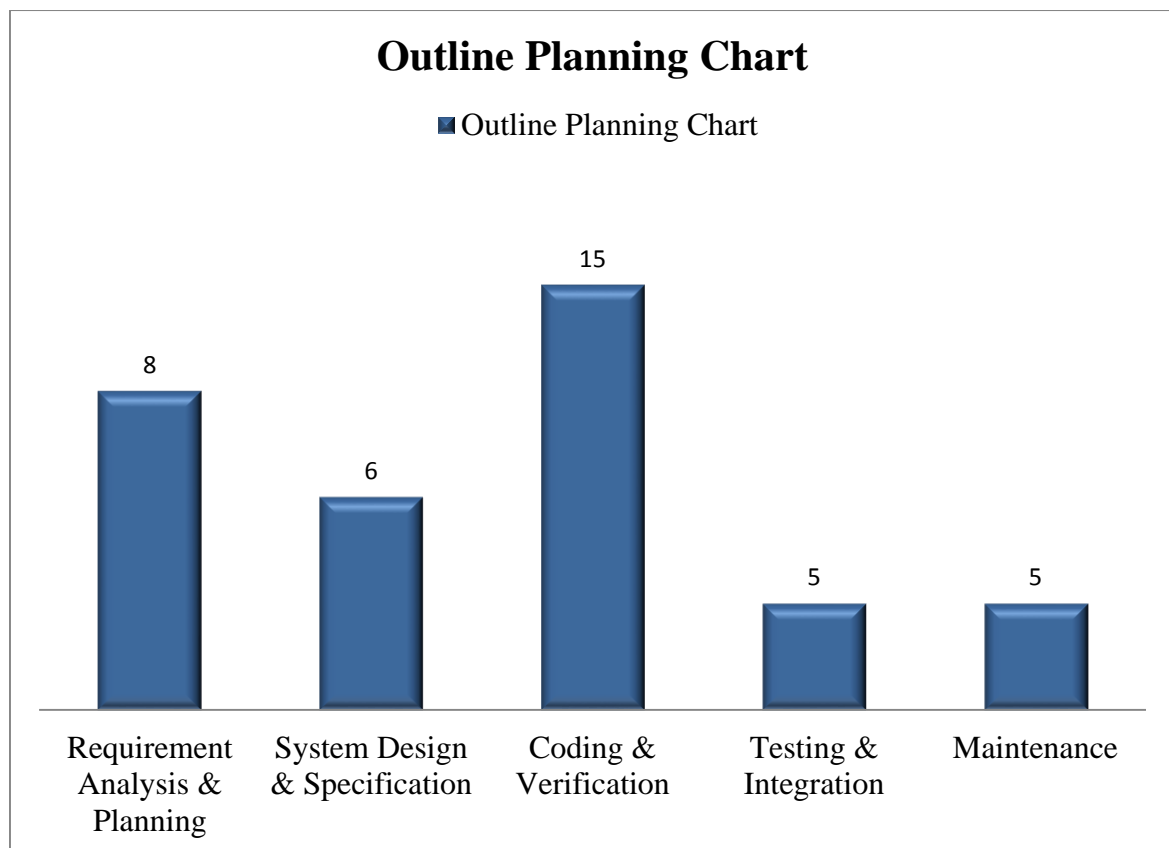
**Stage 2:** We analysis the system& designing.

**Stage 3:** Code the instruction & execute it.

**Stage 4:** Testing the system for its performance.

**Stage 5:** Deliver & Maintenance the system to client.

**Following number shows weeks**



**Figure 2.2: ACTIVITY**

### **2.3 DISCUSSION FOR BUSINESS CONSIDERATIONS: -**

According to the Business point of view:-

- ✓ This system is very useful to every employee who is related to this company.
- ✓ This System is very useful to all new candidates for applying for job fast and easily.
- ✓ In this modern world, It is difficult to get job related your study if company have any requirement then they directly contact with candidate.

## 2.4 ESTIMATION :

### 2.4.1 Effort Estimation:

Typically, effort estimation are over-optimistic and there is a strong over confidence in their accuracy. However, the measurement of estimation error is not unproblematic. The strong over-confidence in the accuracy of the effort estimates is illustrated by the finding that, on average, if a software professional is 90% confident or “almost sure” to include the actual effort in a minimum –maximum interval, the observed frequency of including the actual effort is only 60-70%.

Currently the term “effort estimation ” is used to denote as different concepts as most likely use of effort, the effort value that correspond to a probability of 50% of not exceeding, the planned effort, the budgeted effort or the effort used to purpose a bid or price to the client.

#### ➤ **Expert Estimation :** -

The quantification step which is taken by us in the some judgmental processes like some events of coding to build some functions which is very hard to build.

#### ➤ **Formal Estimation :** -

It is also quantification step based on mechanical process. Like derived some formula form basic historical data. But there is no need this type of effort estimation in our project because we find all the formula we needed by searching in Google. And finally the third type is combination of above two types of estimation.

We also calculate effort on the work will be done by us. Effort of all the member of company who's related to this project efforts of them also calculated separately. There are many models are available in the market to calculate effort of the person or cost but in case of our project we didn't use any method for calculating such a type of estimation. We build a site without effort estimation.

### 2.4.2 Cost Analysis:

Cost estimation process most useful task of planning about project while fix the budget about the project we have to determine cost of the site after completing, means we have to determines the project's expenditure while planning about the

project. When we planned about our project there is no actually how much cost requires for building complete site gotoandgame.com.

➤ **Resource Cost :**

Resource cost dependent on how many engineer and designer working on this project. We determine this cost by estimating the each employee's salary that is related with this project. This type of analysis is determined by examine how long this project will run? This including the allover cost of each employee related with this project.

➤ **Management cost :**

This cost of analysis is determine by arranging the manager who manage this project, and it is examined by determine salary of the project manager, and also the project analyst is related with the project , so when we determine the cost of management we include the salary of these two types of employee whose are also part of the project.

➤ **Marketing Cost :**

Main thing we keep in mind that estimate marketing cost, which include the advertisement cost, Google add cost.

➤ **Quality Assurance cost :**

Quality assurance cost is determine by expenditure for validating website and testing it, if we give our site to other company this cost will also include in Q.A.

In case of our site there is validating cost is free because we validate this site on w3c valuator.

➤ **Infrastructure Cost :**

It is decide by knowing how many computers will be used for building such a type of website. This also include server cost, networking, internet cost which is part of project.

➤ **Maintenance Cost :**

This includes cost of maintenance of website after launching it. If any error occurs after launching the site that time one employer needed for resolving the error. We count the salary of this person and include it into the maintenance cost.

## **3. SYSTEM REQUIREMENT STUDY**

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### **3.1 USER CHARACTERISTICS**

### **3.2 HARDWARE AND SOFTWARE REQUIREMENTS**

### **3.3 CONSTRAINTS**



### 3.1 USER CHARACTERISTICS:

#### ➤ System Users

- ✓ There are mainly three kinds of users who can make use of the system.
  - Guest (visitor, applicant)
  - Admin
  - Register User

As describe above there is three types user interact with the system functionality of each user describe below.

#### ➤ The Visitor

- ✓ The visitor is a person who visit site and just goes throwing services which,
- ✓ Are free and recently available. This kind of user just comes to the site and without getting gate himself register make use of all possible services like apply application for job, only visit the site, communication etc.

#### ➤ The Administrator

- ✓ The administrator can add, delete, and update current employee's data, new candidate's data, etc.
- ✓ She/he can also view different details, etc. Also, he can manage all other documents related to employees.
- ✓ The administrator manages all new events.
- ✓ In short, he/she control all over system related to company.

#### ➤ The Register user

- ✓ The Register user can view his/her own profiles, salary slips, and other data. He can also edit his profile which company offers to only register users.
- ✓ The Register user can communicate with administrator for any type of queries and tasks.

## 3.2 HARDWARE AND SOFTWARE REQUIREMENTS

### 3.2.1 Hardware Requirement

#### Server Side Configuration

Processor : Pentium IV or above  
Disk Capacity : 5 GB or above  
Memory : 512 MB RAM  
Monitor : should support 1024 X 768 Resolution  
Ethernet Card : Ethernet or compatible network connection to clients

Also Required Internet Connection: Wireless or Wired

#### Client Configuration

Machine capable of running web browser (e.g. Microsoft Internet Explorer 7 or high, Mozilla Firefox, Google Chrome)

Compatible Network Connection to Server

### 3.2.2 Software Requirement

#### Server Side Configuration

Operating System : Windows XP or Higher Server OS  
Compatible web browser

#### Client Configuration

Windows XP or higher OS  
Compatible web browser

### 3.3 CONSTRAINTS:

➤ **Hardware Limitations :-**

There is no hardware limitation required for running this website. As the above description about software & hardware requirement is required for better result. And you should have to screen resolution at 4:3 or 16:9 also for better resolution and enjoy the website.

➤ **Interfaces to other application :-**

Recruitment and Payroll Management system is the website so there are compatibility with the server and the local pc's browsers like Internet Explorer 6,7,8 or Mozilla Firefox, or Google chrome etc.

➤ **Parallel Operations :-**

There is parallel operation load on the website is also occur during many user are accessing website at the same time. Because of all accessing load on the database so site is going to slow accessing. Parallel operation are mainly that accessing data from database and fetching script content from the server so this is quite hard to handle all of member of the website..

➤ **Higher order Language Requirements :-**

At now in time mostly sites are built in en-us language and our website also build in supported in this language platform. Many site we seen that most of contain multiple language supported, but in the case of RPM(Recruitment and Payroll Management System ) most of all browser supported.

➤ **Reliability Requirements :-**

Your system must be reliable against causing failure, in our site reliability dependent on the server where our website was hosted. This reliability constraint is mostly required for running the website successfully on the server without causing any failure event if there is failure occur on the server like some file will missing at that time when anyone request for that file. Reliability can achieve by us to making some backup file on the server if there is any failure or file missing problem occur

Server could access that file from other disk. If we want to make our site reliable we have to use redundant method to handle failure.

### ➤ **Safety and Security Consideration :-**

It is providing a very strong security because it can store a password for different employee method that provides a high security to our website.

We can also Provide a Safety to over application because suppose at the login time application will be close with any reason than the session automatic secure password and Email ID.

## **4. SYSTEM ANALYSIS**

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### **4.1 Study of Current System**

### **4.2 Problem and Weaknesses of Current System**

### **4.3 Requirements of New System**

### **4.4 Feasibility Study**

### **4.5 Data Modeling**

System analysis is required for building a better website or applications. This step is required for properly know whole the system which we are going to build. There is many steps to analyze the system. This is a valuable and significant step in the development process and the point at which such deliverables as those documents outlining the scope of the project and those detailing the software product requirement will be produce

### **4.1 STUDY OF CURRENT SYSTEM:**

- The older system used by Ashapura Volclay Limited was purely windows base.
- There are two branches all over the India, which are at Bhuj, and Dharur.
- The users at branches offices cannot access this application. Only user at Bhuj (Main Office) can access the application.
- If user of Bhuj branch that wants to share documents they have to send by email, this was cumbersome.
- Also all the documents are stored in local machine, no central database storage was there.

### **4.2 PROBLEM AND WEAKNESSES OF CURRENT SYSTEM:**

- Windows application so can't access at remote place.
- The old system was developed with Visual Basic 6.0 (Old Technology).
- Microsoft Access used for Database so no security was there for database.
- No security was there as there is no login facility; anyone can use the application.
- There is no centrally database so communication among the department is hard and time consuming. Also chances of data conflicting can occur.
- Searching (tracking) technique is poor. User can only search by file name. Slow updating and retrieval of information
- Designing was poor.

### 4.3 REQUIREMENTS OF NEW SYSTEM:

- Current system is windows base so the company wants to develop web application to access at remote place also.
- Time and work of user can reduced
- The system must be authorized; no unauthorized user can access this application.
- The system must be accessible to each branches of company.
- The system must be able to store documents group wise like Sales Documents, Marketing Documents, and Technical Documents etc.
- Advanced Searching facilities must be included. Admin can search employee by posting, age, department, salary, etc.
- The system should be convenient and work according to the Company Requirements.
- System engineering provides the appropriate mechanism for understanding what the customer wants, analyzing need, assessing feasibility ,negotiating a reasonable solution, specifying the solution unambiguously, validating the specification and managing the requirements as they are transformed into an operational system. The system requirement engineering process can be described into following distinct steps:

#### ❖ **Requirement Analysis**

In Requirement analysis, we met to the company head and project guide. We discussed about their requirements and the problems they are facing with existing system.

- **Fact Finding Technique**

During requirement determination phase, the system analyst has to find out how the current system works and what is expected from a new system. For that it is required to spend considerable time in talking with users and gathering all relevant information on the project.

- **Information Sources**

Main sources of information are:

- ✓ User of the system.

## RECRUITMENT AND PAYROLL MANAGEMENT SYSTEM

- ✓ Documents used in the organization.
- ✓ Procedure manuals and rulebooks, which specify how various activities, are carried out in the organization.
- ✓ Various reports used in the organization.

- **Methods of Searching Information:-**

### **Interviewing Technique**

The primary purpose of interviewing is to obtain both quantitative and qualitative data regarding user requirements, policies, procedures and practices.

### **Questionnaires**

Detailed questionnaires are useful to gather quantitative information. They are to substitutes for interview, as questionnaires do not get qualitative information. The short a questionnaire, the higher is the probability of getting replied back quickly.

- ❖ **Requirement Specification**

The term specification means “*different things to different people*”.

Analysis of data will describe the system to determine how well it is performing, what requirements must be met, and strategies for fulfilling them.

Following activities are important and must be performed correctly.

- **Analysis of actual data**

The data collected during the fact finding study and included in data flow and decision analysis documentation are examined to determine how well the system is performing and whether it will meet the organization’s demand.

- **Identification of essential requirements**

Features that must be included in the new system, ranging from operational details to performance criteria, are specified.



### 4.3.1 Non-Functional Requirements

- The database must be affected accordingly by the user's interactions and only authorized use can access the forms and operations.
- In case of sudden disaster the user must be able to recover the project. It should be reliable in case of disaster.

- **Reliability**

Reliability could be defined as an extent to which application can be perform its intended function with required precision. It is evaluated by measuring the frequency and severity of failure and the ability to recover from failure. Thus the application should be as reliable as possible to overcome the failure and recover from it.

- **Maintainability**

The application to be developed should be easily maintained and should locate undiscovered error and fix them as soon as possible. For maintenance of the application the contact number of the application provider would be given to the end user to resolve the queries.

- **Portability**

Portability means an effort to transfer the application from one hard ware and/or software system environment to another. Our application is to be developed in PHP, so the application can be install on various Windows Platform.

- **Efficiency**

The application should make optimal use of system resources. Also the runtime performance of the system should be considered.

- Effective storage, search and retrieval from the exhaustive database.
- It has an attractive GUI with emphasis on being user-friendly.

### 4.3.2 Domain Requirements

Only the administrator should be able to delete the records no other users can delete records from project .The authorization of users must work properly.

#### Software Requirement Analysis

The requirements gathering process is intensified and focused specifically on software. Software requirements analysis encompasses understanding the information domain for the software as well as required function, performance, behavior and interfacing. Requirements for both the system and the software are documented and reviewed with the customer.

- **Design**

Software design is a multi-step processes that focus on four distinct attributes of a program; data structure, software architecture, interface representation and procedural details. The process translated requirements into a representational the software that can be assessed for quality before code generation begins. The design is documented and becomes part of the software configuration.

- **Code Generation**

The design is translated into a machine – readable form. If design is performed in a detailed manner, code generation can be accomplished mechanistically.

- **Testing**

The testing process focuses on the logical internals of the software, assuring that all statements have been tested, and on the functional externals i.e. conducting tests to uncover errors and ensure that defined input will produce actual results that agree with required results.

- **Maintenance**

Software maintenance applies to following phases in the existing program

- ✓ Change in website due to errors.

## RECRUITMENT AND PAYROLL MANAGEMENT SYSTEM

- ✓ Change in website because the site must be adapted to accommodate changes in its external environment.
- ✓ Change in website when the customer requires functional or performance enhancements.

### 4.4 FEASIBILITY STUDY:

#### 1. The client for whom work will be done:-

There will be two clients:-

- **User:** Who will relate to this company and person who are relate to company they only register for their account.
- **Administrator:** Deals with Databases and information about USER.

#### 1. Visibility Plan:-

- Arrange the Meeting Between all the clients and team members to discuss the issue regarding the Project.
- The client submits his requirement and it gives an out view about how the project should be made.
- Project should satisfy the requirements of clients.

#### 2. Communication with Users: -

- **Notification Message:** - To notify the User to current system.
- **Prototype:** - develop a prototype on each stage and make it visible to the client system in order to make any further modifications

#### • Communication with admin : -

- Admin can check easily information about User.

## RECRUITMENT AND PAYROLL MANAGEMENT SYSTEM

- If new user can register for account. After register all information goes to admin. If admin confirm him then account will be created otherwise it cannot join company.
- Upload a data that useful to User.

- **The statement of task to be undertaken: -**

- User will create username & password own self.
- User can send personal messages to other user and also receive messages.
- User has to fill form & submit his issues information. This form contains all information about educational qualification and other required details. This information user can see in their home page.
- Administrator will manage the data in database of User.

- **The preliminary requirement analysis: -**

- **Requirement Management**

- ✓ Requirement identification
- ✓ Requirement Classification
- ✓ Requirement Analysis
- ✓ Requirement Documentation

- **Negotiation**

- ✓ Risk associated with each requirement are identified and analyzed.
- ✓ Impact of each requirement on project and delivery time.

- **Specification**

- ✓ It describes the function and performance of a system and constraints that will govern its development.

- **Validation**

- ✓ In a system Error have been detected and corrected.

- **Suggested Deliverables:-**

- Report & Documentation
- Presentation.

#### 4.5 REQUIREMENTS VALIDATION:

- The Use case diagram that prepared at the start of the system will remain unchanged after the system has been implemented fully.
- So it is concluded that all requirements are validated.

#### 4.6 DATA MODELING:

##### 4.6.1 E-R Diagrams:

➤ <b>Entity Relationship Diagram (ERD)</b>	
• <b>Entity Relationship Analysis</b>	
There are three major abstractions to describe data.	
<b>Entities:-</b>	They are distinct things in the enterprise.
<b>Attributes:-</b>	They are meaningful instruction between objects.
<b>Relationship:-</b>	They are properties of entities and relationships.

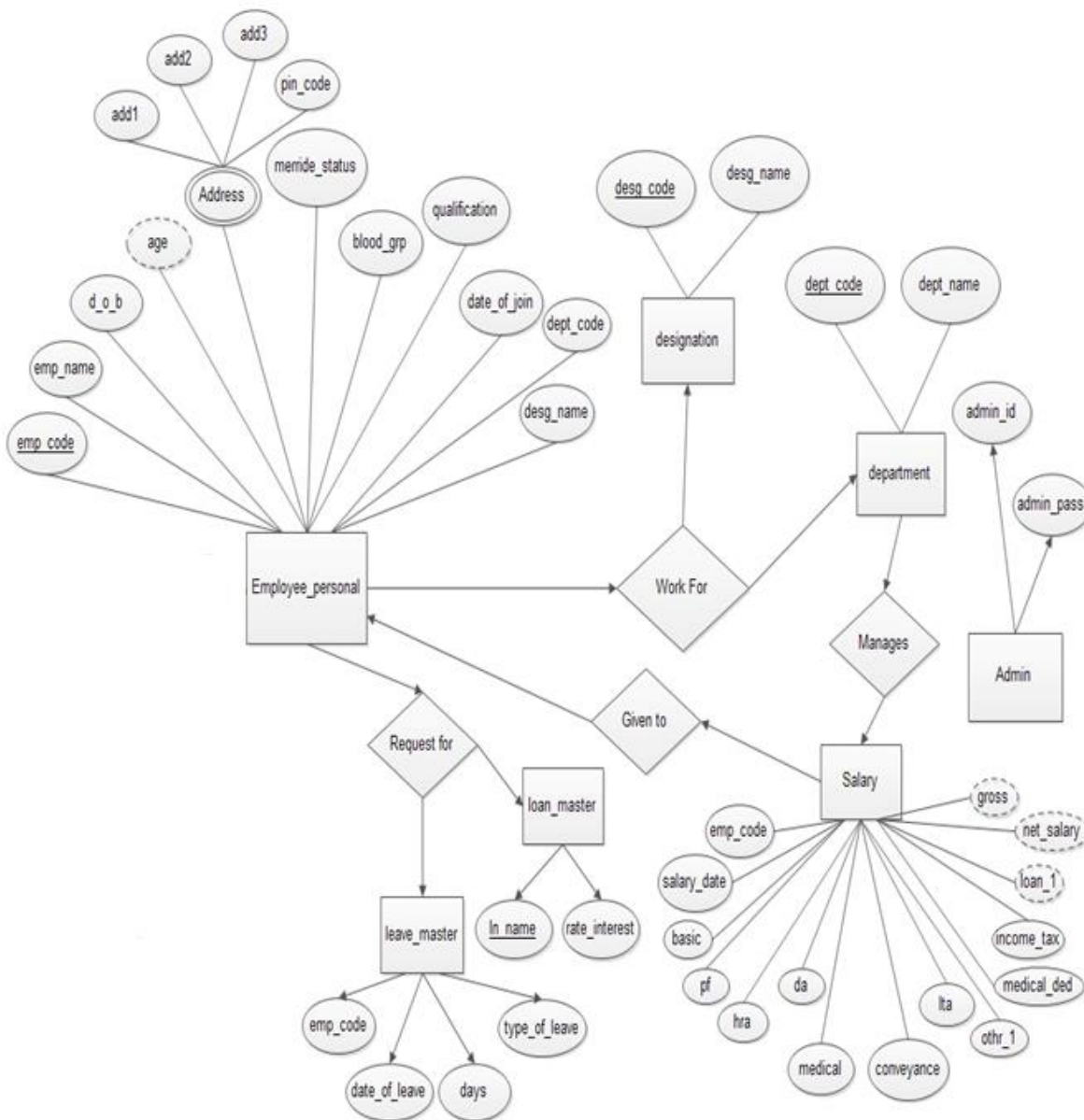
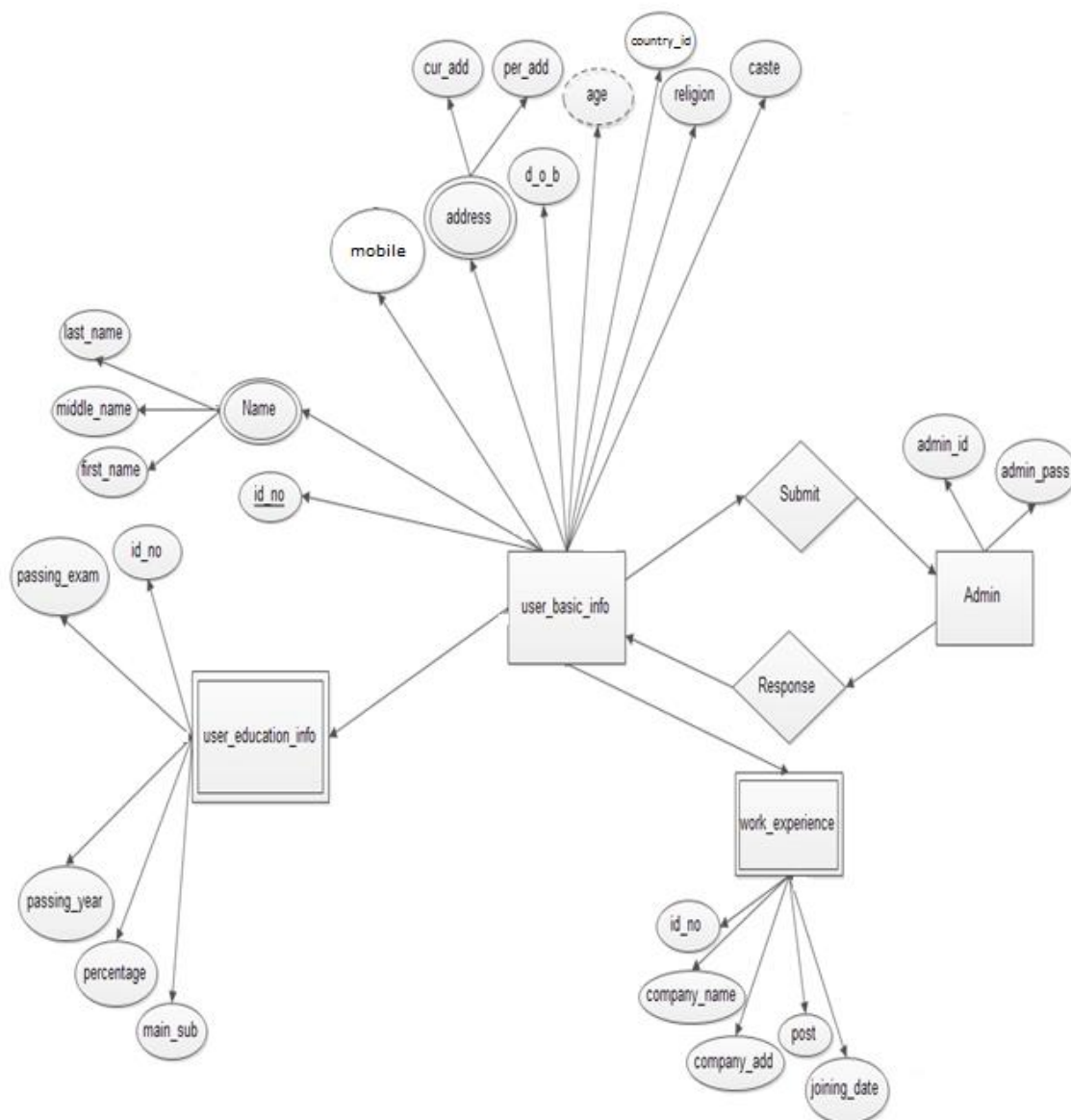


Fig. Entity Relationship Diagram Payroll



**Fig. Entity Relationship Diagram Recruitment**


### 4.6.2 Data Flow Diagram:

The Data flow diagram is one of the most important modeling tools used by system analysts. The use of data flow diagram as modeling tools was popularized by Demarco (1978) and Gane Sarson (1979) through their structured System analysis methodologies. They suggested that a data flow diagram should be the first tool used by the system analysts to model system components. These components are the system processes, the data used by system analysts to model system these processes.

#### ➤ Data Flow Diagram Symbols


Data flow diagram uses a number of symbols to represent systems. Most data flow modeling methods use four kinds of the symbols. These Symbols are used to represent four kinds of system components.

#### ➤ Data Flow

Symbol : 

Data move in a specific direction from an origin to a destination in the form of documents, letter, telephone call, or virtually any other medium. The data flow is a “packet of data”.

#### ➤ Processes

Symbol : 

In this, people, procedures, or devices that use or produce (transform) data. The physical components are not identified.

#### ➤ Source or Destination

Symbol : 

External Sources or destination of data, which may be people, programs, organization or other entities interact with system but data are outside its boundary.



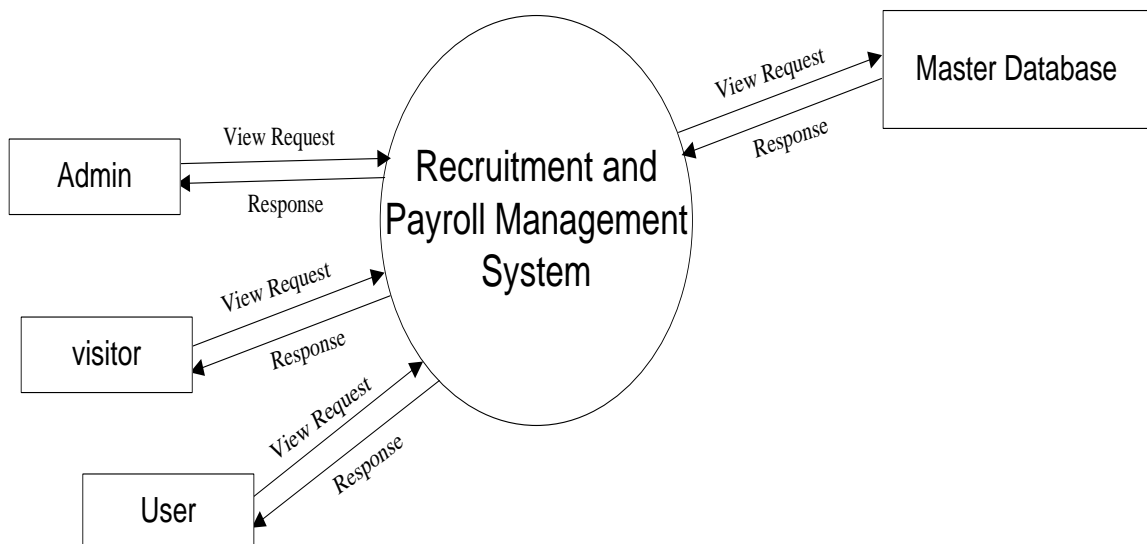
## RECRUITMENT AND PAYROLL MANAGEMENT SYSTEM

### ▪ Data Store

Symbol : 

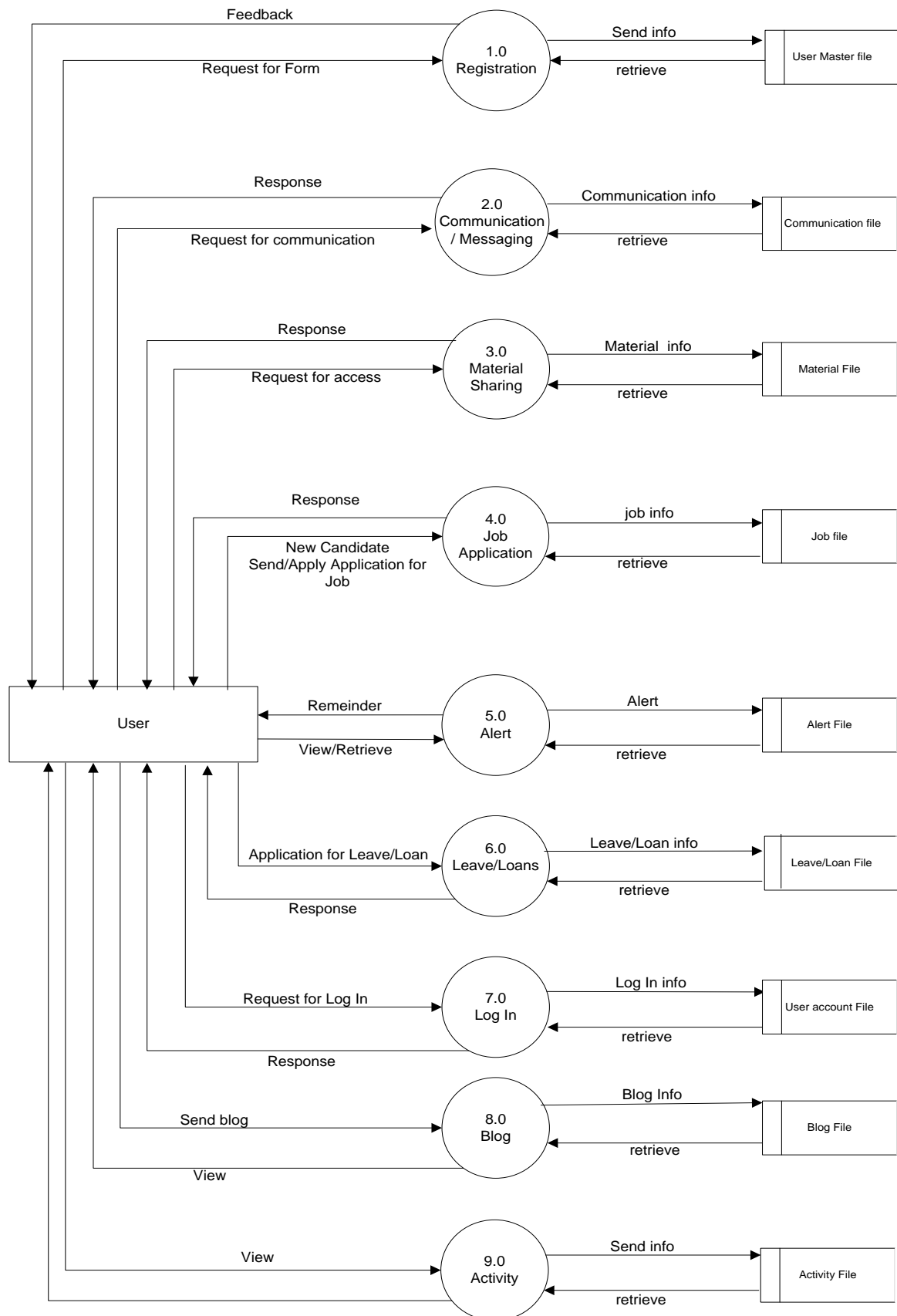
Data are stored or referenced by a process in the system. The data store may represent computerized or non-computerized devices.

Each component in a data flow diagram is labeled with a descriptive name. Process names are further identified with a number that will be used for identification purpose. The number assign to a specific process does not represent the sequence of process. It is strictly used for identification and will take on added value to the components that make up a specific process.

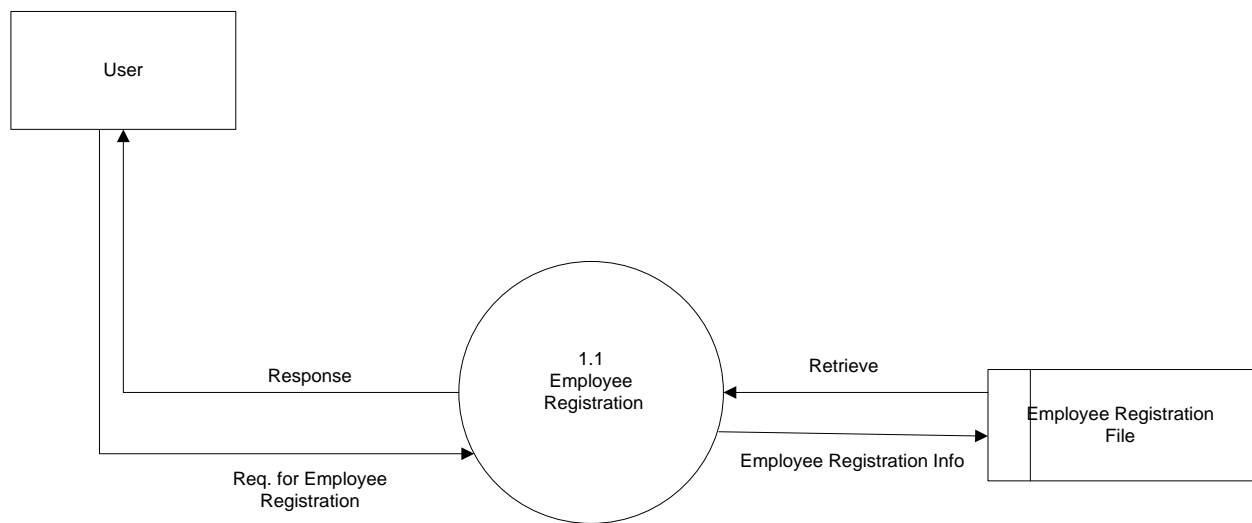


**Fig. Context Level**

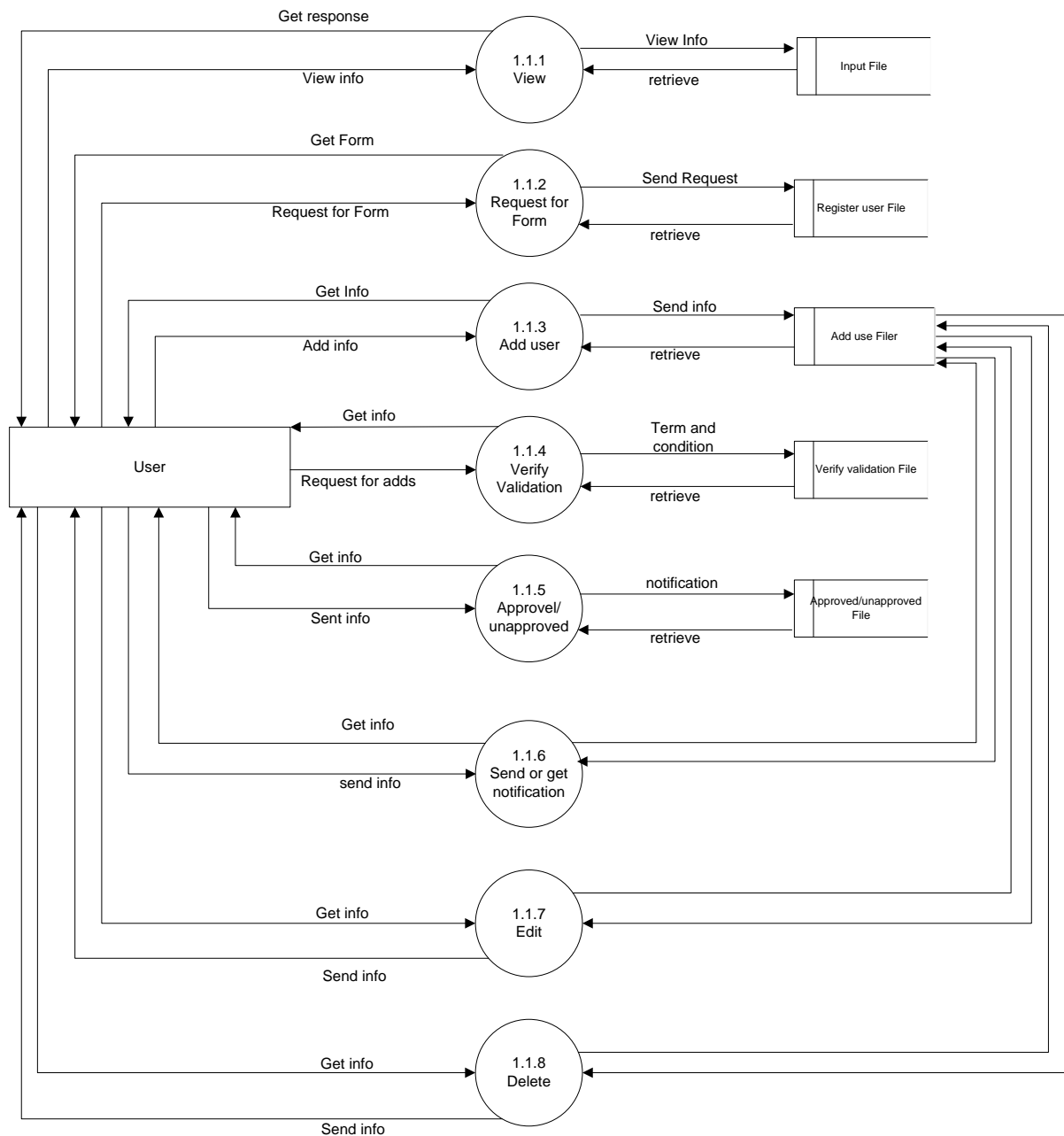
# RECRUITMENT AND PAYROLL MANAGEMENT SYSTEM



**Fig. 0-Level**

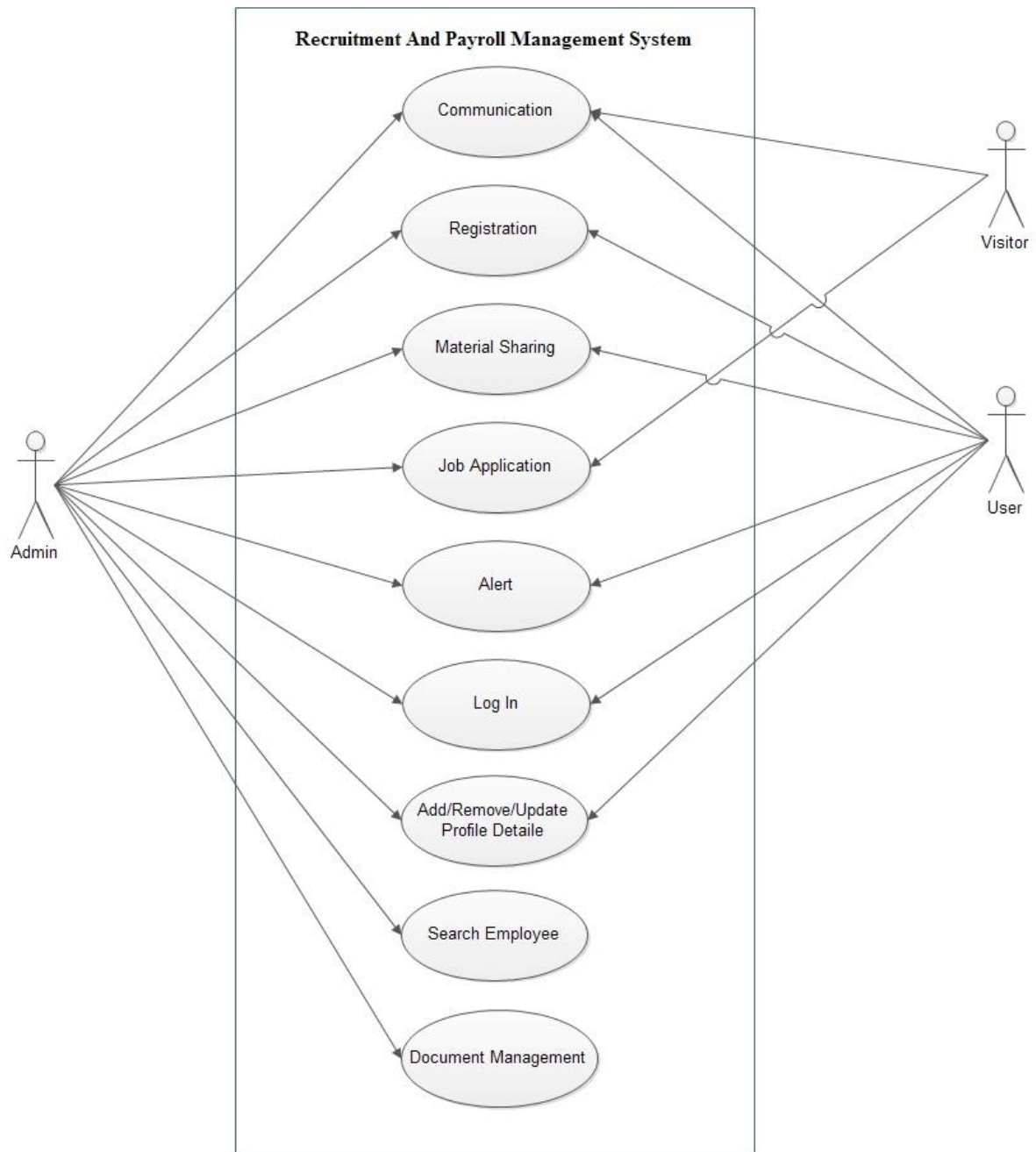


**Fig. Level 1 for 1.0**

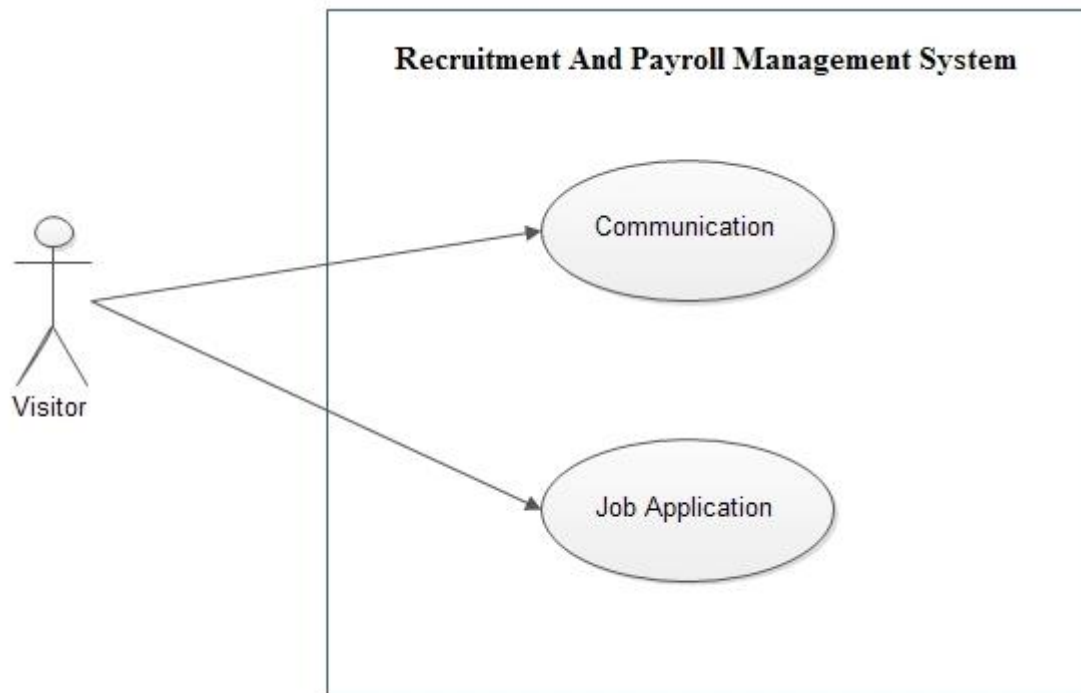


**Fig. Level 2 for 1.1**

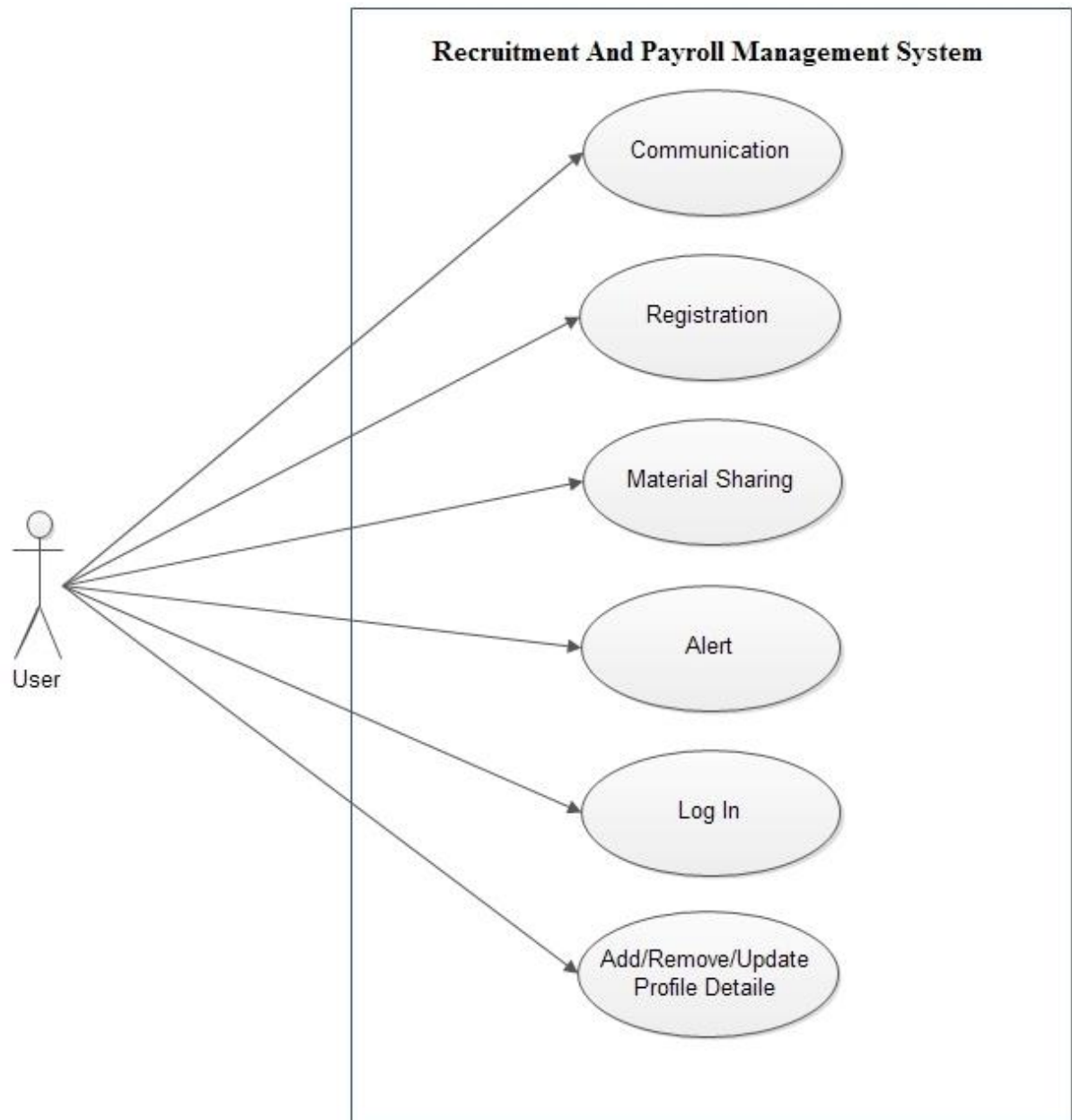
### 4.6.3 Use Case Diagram :



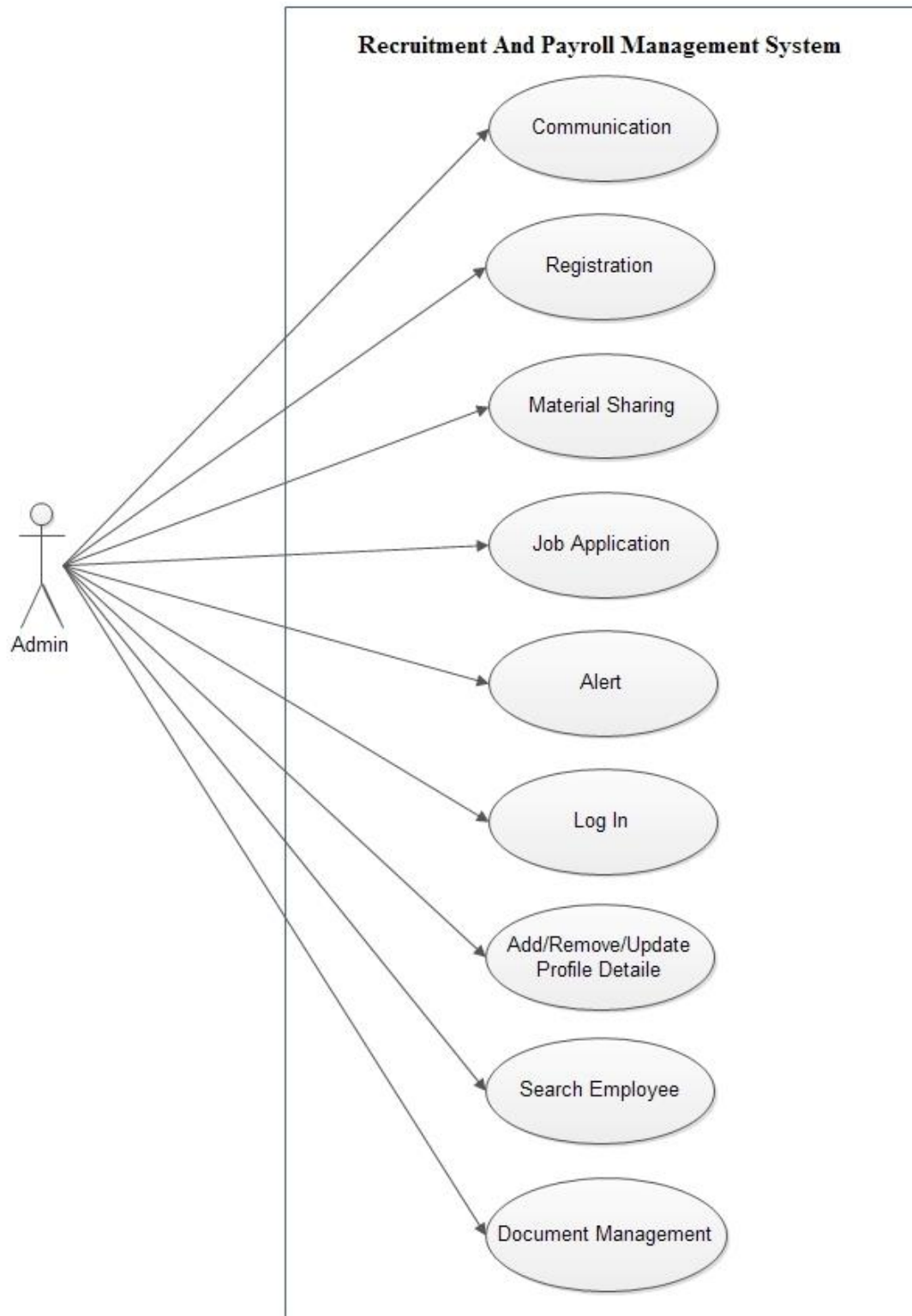
**Fig. Use Case Diagram of Recruitment and Payroll Management System**



**Fig. Use Case Diagram for visitor**



**Fig. Use Case Diagram for User**



**Fig. Use Case Diagram for Admin**



## **5. DATA DICTIONARY**

---

### **5.1 List of Tables**

## 5.1 List of Tables:

### 1. admin\_master:

Fields	Data Type	Constraints	Description
admin_id	varchar(30)		It is uses as log in id for admin.
admin_pass	varchar(20)		

### 2. department\_detail:

Fields	Data Type	Constraints	Description
dept_code	int(11)	Primary Key	It is uses for retrieving department name through this code.
dept_name	varchar(20)		
delete_flag	tinyint(1)		

### 3. desg\_detail:

Fields	Data Type	Constraints	Description
desg_code	int(11)	Primary Key	It is uses for retrieving designation name through this code.
desg_name	varchar(30)		
delete_flag	tinyint(1)		

**4. education\_detail:**

Fields	Data Type	Constraints	Description
id_no	int(11)		
Qualification	varchar(10)		
file_name	Text		
passing_year	int(4)		
Percentage	decimal(4,2)		
edu_id	int(11)	Foreign Key	
delete_flag	tinyint(1)		

**5. education\_master:**

Fields	Data Type	Constraints	Description
edu_id	int(2)	Primary Key	This id is used to fetch the course name & normalization is used.
course_name	varchar(30)		
Other	text		

**6. event\_master:**

Fields	Data Type	Constraints	Description
event_id	int(11)	Primary Key	This id is used to fetch the event.
Event	text		
Date	date		
event_photo	text		

**7. emp\_personal\_detail:**

Fields	Data Type	Constraints	Description
emp_id	int(11)	Primary Key	This id used to fetch the personal information.
emp_code	varchar(11)		
first_name	varchar(30)		
middle_name	varchar(30)		
last_name	varchar(30)		
Email	varchar(50)		
d_o_b	date		
Age	int(11)		
Mobile	text		
add1	varchar(50)		
add2	varchar(50)		
blood_grp	char(4)		
date_join	date		
dept_code	int(11)		
desg_code	int(11)		
emp_photo	varchar(110)		
edu_id	int(11)		
delete_flag	tinyint(1)		
active_flag	tinyint(1)		

**8. leave\_availed:**

Fields	Data Type	Constraints	Description
emp_id	int(11)	Foreign Key	This id used to fetch the all details about leave.
Month	varchar(10)		
cl_availed	int(11)		
weekly_availed	int(11)		
half_availed	int(11)		
medical_availed	int(11)		

**9. leave\_master:**

Fields	Data Type	Constraints	Description
emp_id	int(11)	Foreign Key	This id is used to fetch the data related to the leave.
date_leave	date		
Days	int(11)		
type_leave	varchar(15)		
date_resigning	date		
delete_flag	tinyint(1)		

**10. login\_master:**

Fields	Data Type	Constraints	Description
login_id	int(11)	Primary Key	Login id is used to fetch the user name and password.
emp_code	varchar(11)		
login_name	text		
login_pass	text		
security_que_id	int(11)		
answer	text		
delete_flag	tinyint(1)		
active_flag	int(11)		

**11. news\_master:**

Fields	Data Type	Constraints	Description
news_id	int(11)	Primary Key	This id is used to fetch the news.
News	text		
Date	date		
news_photo	text		

**12. personal\_detail:**

Fields	Data Type	Constraints	Description
id_no	int(11)	Primary Key	This id is connected with the profile_detail table.
first_name	varchar(30)		
middle_name	varchar(30)		
last_name	varchar(30)		
add1	varchar(50)		
add2	varchar(50)		
mobile_no	varchar(15)		
telephone_no	varchar(15)		
d_o_b	date		
Age	int(2)		
email_id	varchar(30)		
login_id	int(11)		
gender	tinyint(1)		
delete_flag	tinyint(1)		
Photo	text		

**13. experience\_detail:**

Fields	Data Type	Constraints	Description
id_no	int(11)	Foreign Key	This id is used to fetch the professional detail of an employee.
experience	text		
experience_info	varchar(50)		
total_experience	char(7)		
key_skills	varchar(50)		
delete_flag	tinyint(1)		

**14. salary:**

Fields	Data Type	Constraints	Description
emp_id	int(11)	Foreign Key	This id is used to fetch the data of the salary of an employee.
salary_date	date		
Basic	double(10,2)		
Pf	double(10,2)		
Hra	double(10,2)		
Da	double(10,2)		
Medical	double(10,2)		
conveyance	double(10,2)		
Lta	double(10,2)		
income_tax	double(10,2)		
Gross	double(10,2)		
net_salary	double(10,2)		

**15. security\_que:**

Fields	Data Type	Constraints	Description
que_id	int(11)	Primary Key	For security of an employee's account the security question used this id.
Que	text		

**16. slideshow\_master:**

Fields	Data Type	Constraints	Description
sr_no	int(2)	Primary Key	Admin can add photos to the home page in slide show using this id.
Img	varchar(50)		

**17. basic\_sal\_master:**

Fields	Data Type	Constraints	Description
sr_no	int(11)	Auto_Increment	This no is use for separate entry
emp_code	varchar(10)	Foreign key	
basic	double(10,2)		
da(%)	int(11)		
hra(%)	int(11)		
pf(%)	int(11)		
total_pf	double		
set_flag	int(2)		

**18. country\_master:**

Fields	Data Type	Constraints	Description
country_id	int(11)	Auto_Increment	It is uses for retrieving country name through this code.
country_name	varchar(30)		
delete_flag	tinyint(1)		



**19. event\_image\_master:**

Fields	Data Type	Constraints	Description
Sr_no	int(11)	Auto_Increment	It is uses for unique entry
Event_id	Int(11)		
Event_photo	text		

**20. mail:**

Fields	Data Type	Constraints	Description
id	int(11)	Auto_Increment	It is uses for unique entry
subject	text		
body	text		

## **6. SYSTEM DESIGN**

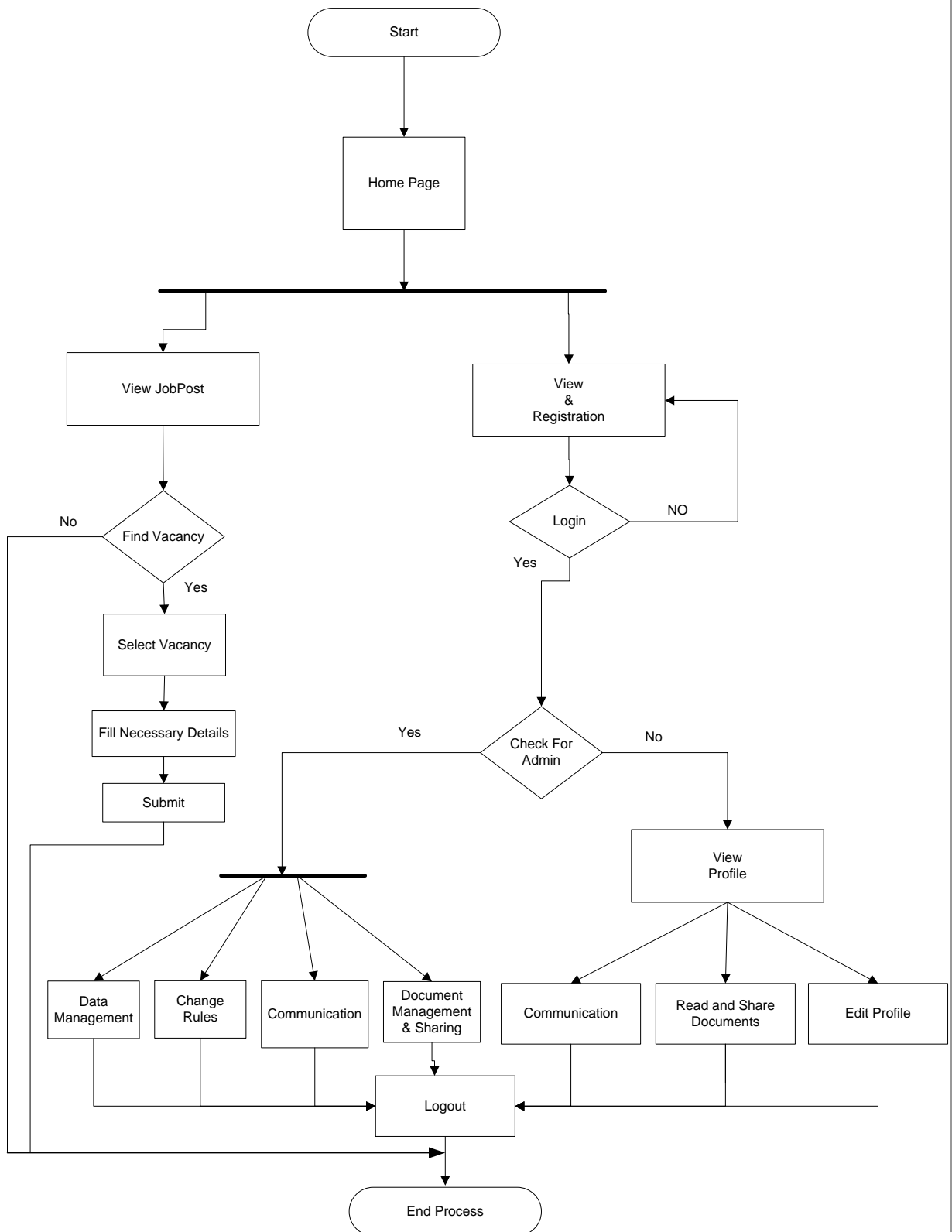
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### **6.1 Flow Chart**

### **6.2 Sequence Chart**

## 6.1 System Procedural Design:

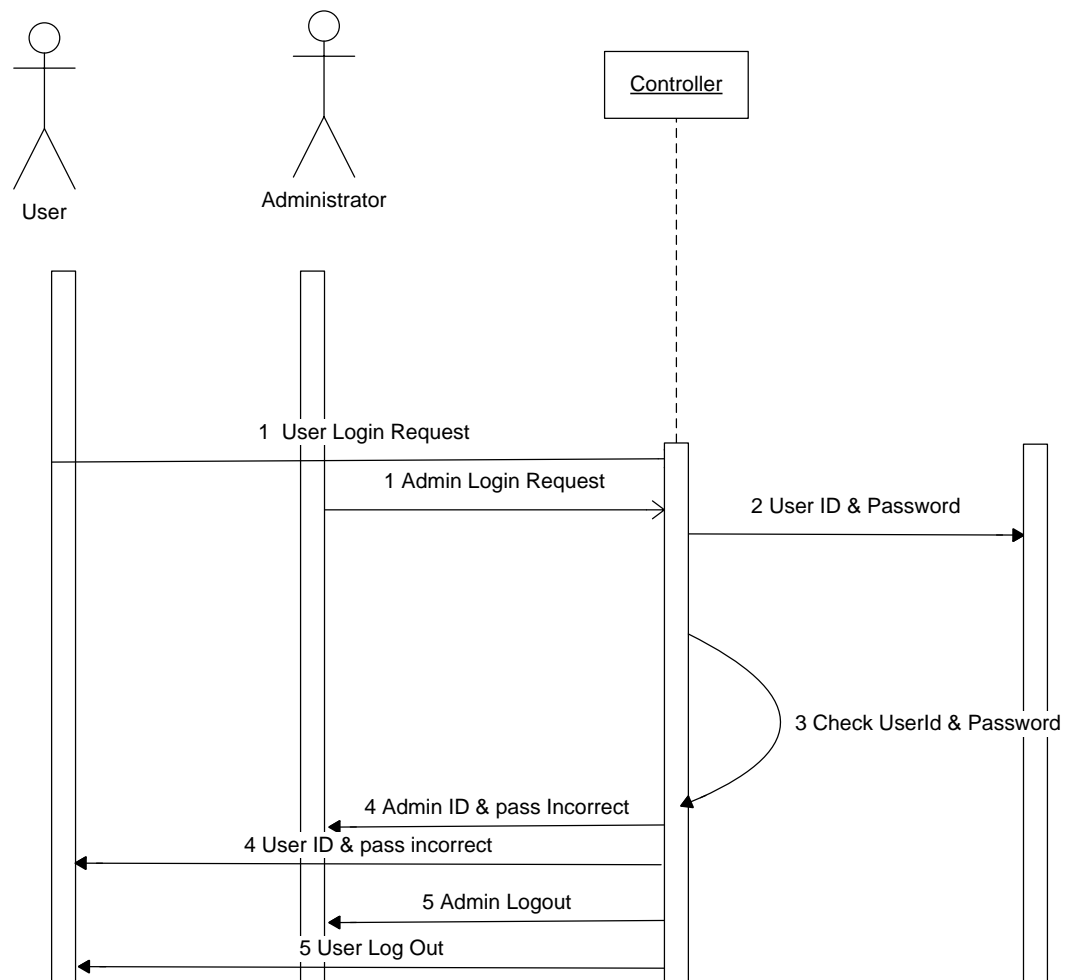
**6.1.1 Flow Chart:** This Diagram you can see the hall flow of system.



**Fig. Use System Flow Chart**

## 6.1.2 Sequence Diagram

This Diagram you can see how a login process works.



**Fig. Sequence Diagram**

## **7. IMPLEMENTAION**

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### **7.1 Implementation Environment**

### **7.2 Module Specification**

### **7.3 Security Features**

### **7.4 Different Function**

## 7.1 IMPLEMENTATION ENVIRONMENT:

- It is a multi-user system because more than one user can operate on this system at a time, as the server can serve more than one user at a time.
- This system includes GUI for both the Admin and the Customer.
- This system also include j query which gives us full clarity of pictures.

## 7.2 MODULE SPECIFICATION:

- There are two module of this system
  1. Admin
  2. User(member)
- The Admin can manage category of the confirmation of user request, insert dynamically news and event. Admin also track the activity of all the users related with this site.
- In the user (member) side, user can manage their profile, apply for leave, see pay slip and change account setting and also change password.

## 7.3 SECURITY FEATURES:

- User's account remains inactive until he/she not confirmed their e-mail Id. If their e-mail id is bulk than they never access account
- If user forget to logout his/her account then session will be expire at a time. So another person would not access previous user's account.
- If user forgot his password then first ask e-mail id to user who request for forgot password, and then send new password to his e-mail if he is registered with this e-mail address.

## 7.4 Different Functions:

- We had used different functions for different page of the Website. They are as follows:
  1. **Admin Login:**
    - If admin will click on the Log In menu in the web site the Admin Log In page will be displayed.
    - If admin is not Log In then the control goes to the "adminlogin.php".



- For this we had used followed function :

```
if(!($_SESSION['admin']))
{
    header("location:adminlogin.php");
}
```

2. If the user/admin is click on the Log Off button then control goes to the Home page, for that the function is used is as follows :

```
if (isset($_GET['logout']))
{
    $_SESSION = array ();
    session_destroy();
    header ("Location:index.php");
    exit;
}
```

3. In website, user/employee has to upload their photo for creating their account/profile. But the size of an image is more, for that we had used a function named “reduced size”, by using this function the size of a photo will be reduced. And the account/profile open easily and faster.

- **The function is as follows:**

```
function compress_image($source_url, $destination_url, $quality)
{
    $info = getimagesize($source_url);
    if ($info['mime'] == 'image/jpeg') $image = imagecreatefromjpeg($source_url);
    elseif ($info['mime'] == 'image/gif') $image = imagecreatefromgif($source_url);
    elseif ($info['mime'] == 'image/png') $image = imagecreatefrompng($source_url);
    //save it
    imagejpeg($image, $destination_url, $quality);
    //return destination file url
    return $destination_url;
}
//to call this function.
$var = compress_image(old image , new image name , image quality);
//it returns new image with reduce size.
```

4. To upload a file to our website we had used following function:

```
$name1 = file name;
move_uploaded_file ($tmppath, 'images/'.$name1)
to move client pc to our server images named folder
```

5. To delete a file folder following function has used :

```
unlink ("images/events/$name1");
```

6. Whenever a new candidate/employee is sign up an e-mail is send to them. To send an E-Mail the following function is used:



## RECRUITMENT AND PAYROLL MANAGEMENT SYSTEM

```
$remail="mahavirsinhparamar2012@gmail.com";

error_reporting(E_STRICT);

require_once('mail/class.phpmailer.php');

//include("mail/class.smtp.php"); // optional, gets called from within
class.phpmailer.php if not already loaded


$mail = new PHPMailer();

$body = "Your Mail Body part is here";

$mail->IsSMTP(); // telling the class to use SMTP

$mail->Host = "smtp.gmail.com"; // SMTP server

$mail->SMTPDebug = 1; // enables SMTP debug information (for testing)
    // 1 = errors and messages
    // 2 = messages only

$mail->SMTPAuth = true; // enable SMTP authentication

$mail->SMTPSecure = "ssl"; // sets the prefix to the servier

$mail->Host = "smtp.gmail.com"; // sets GMAIL as the SMTP server

$mail->Port = 465; // set the SMTP port for the GMAIL server

$mail->Username = "jekilhansora901@gmail.com"; // GMAIL username

$mail->Password = "jekilhansora"; // GMAIL password

$mail->SetFrom('jekilhansora901@gmail.com','Jekil Hansora');

$mail->AddReplyTo("jekilhansora901@gmail.com","Jekil Hansora");

$mail->Subject = "Leave Application";

$mail->AltBody = "Hello"; // optional, comment out and test

$mail->MsgHTML($body);

$address = "$remail";

$mail->AddAddress($address, "$remail");

if(!$mail->Send())

{
```

## RECRUITMENT AND PAYROLL MANAGEMENT SYSTEM

```
$msg = $msg."Sorry Mail was not send for some resones. :";  
$msg = $msg."<br>Mailer Error: ".$mail->ErrorInfo";  
    }  
else  
    {  
        header ("location:admin.php");  
    }
```

7. For retrieve all employee detail sql query :

```
$sql="select * from emp_personal_detail,department_detail,desg_detail where  
active_flag=0 AND emp_personal_detail.dept_code=department_detail.dept_code  
AND emp_personal_detail.desg_code=desg_detail.desg_code";
```

8. Whenever user is Log In his password is encrypted by following function :

```
$empcode="E7043";  
$empcode=base64_encode ('$empcode');  
O/P  
RTcwNDM=
```

9. Password is fetch from the database and it decrypted by following function :

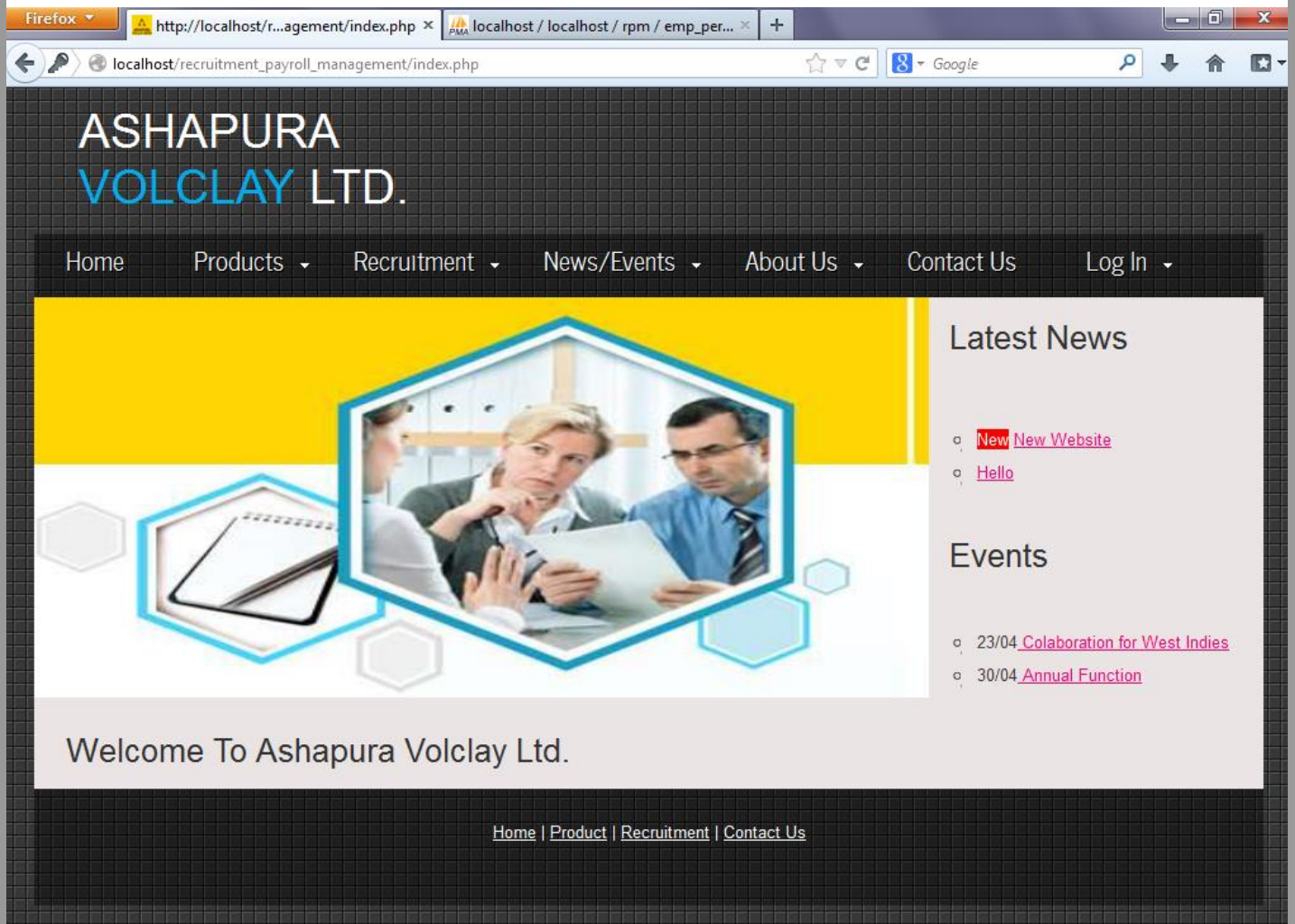
```
$empcode=base64_decode ('$empcode');
```

## **8. SCREEN SHOT**

---

### **8.1 Screen Shots**

## 1. Home Page



The home page contains:

- Menu
- Latest News
- Events
- Information of Contact
- Photo Gallery

## 2. Log In

The image shows a web-based login interface for an 'Employee Login' system. The form is centered on a dark, textured background. It features a title 'Employee Login' in a large, bold, white font. Below the title, there are two input fields: 'User Name:' and 'Password:', both with white text and white input boxes. To the right of the 'Password:' field, there are two links: 'Forgot password ?' and 'Sign Up', both in a smaller, white font. Below these links is a link 'Back To Home' in a smaller, white font. At the bottom of the form, there are two buttons: 'LOGIN' and 'Cancel', both in a white font on a dark background.

From Log In menu following user can Log In:

- Register
- Employee
- Visitor

### 3. User Profile:

Whenever an employee is logged in his profile is shown as follows:

**ASHAPURA VOLCLAY LTD.**

Home Products Payroll News/Events About Us Contact Us Jekil

**Personal Information**

	Employee Code	E43
	Full Name	Jekil Kishorbhai Hansora
	Date Of Birth	1994-01-04
	Age	0
	Email Address	jekilhansora901@gmail.com
	Address	9, Unnati Appartment, Hinglaj Wadi, B/h Ncc office, Bhuj
	Blood Group	A+
	Date of Join	2013-01-04
Department	Admin	
Designation	Assistant	
Qualification	ME	

[Change Detail](#)

**Latest News**

- New [New Website](#)
- [Hello](#)

**Events**

- 23/04 [Colaboration for West Indies](#)
- 30/04 [Annual Function](#)

[Home](#) | [Product](#) | [Recruitment](#) | [Contact Us](#)

User profile contain following information:

- Employee's basic information
- Employee's Photo
- Employee's email address
- Employee's Department
- Employee's Designation
- Employee's Qualification

User can change following detail

- Email address
- Department

## RECRUITMENT AND PAYROLL MANAGEMENT SYSTEM

- Designation
- Qualification
- Address



### 4. Sign Up Employee:

- Whenever a new employee is creating his profile the following menu is appear.
- The employee has to fill up all the details that are required in this form.
- After submitting this form, if admin approve his form then after an employee can log in.

## ASHAPURA VOLCLAY LTD.

[Home](#) [Products](#) [Recruitment](#) [News/Events](#) [About Us](#) [Contact Us](#) [Log In](#)

### Employee Sing Up Form

Name	<input type="text" value="First Name"/>	<input type="text" value="Middle Name"/>	<input type="text" value="Last Name"/>
Employee code	<input type="text"/>	Your Photo	<input type="button" value="Browse..."/>
Date Of Birth	<input type="text" value=""/> 		
Address	<input type="text" value="Enter Address Line 1"/>		
	<input type="text" value="Enter Address Line 2"/>		
Email Address	<input type="text"/>		
Mobile Number	<input type="text"/>	Blood Group	<input type="button" value="A+"/>
Date Of Join	<input type="text" value=""/> 		
Department	<input type="button" value="Admin"/>	Designation	<input type="button" value="Assistant"/>
Qualification	<input type="button" value="ME"/>		
<input type="button" value="Submit"/>		<input type="button" value="Clear"/>	

### Latest News

- [Hello](#)

### Events

- 30/04 [Annual Function](#)

We'd love to hear from you. Call us, [email us](#) or complete our [contact form](#).


[Home](#) | [Product](#) | [Recruitment](#) | [Contact Us](#)



## 5. Confirmation and Verifying of Employee's User Profile

- After submitting the sign up form, if admin is approving the employee's profile he will display a link.
- On clicking that link employee have to fill up the security questions.
- The form will display as follows:

ASHAPURA  
VOLCLAY LTD.

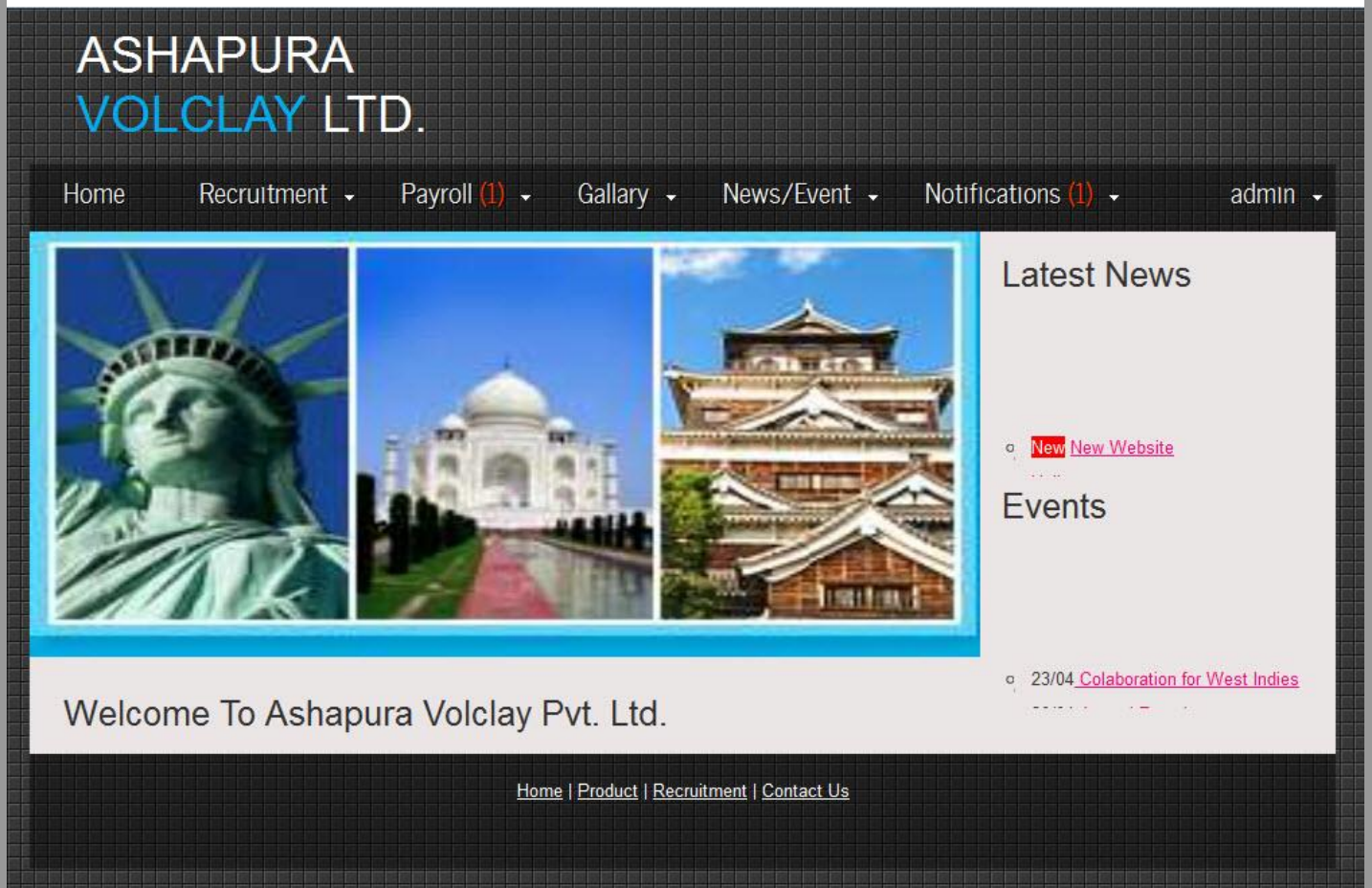
	Name	: Jekil Klshorbhai Hansora
	Employee Code	: E43
	Date Of Birth	: 1994-01-04
	Department	: Admin
	Designation	: Assistant
Email / User Name : jekilhansora52@gmail.com		
Enter Your Password	: Enter your password	Enter a Password.
Conform Your Password	: Enter your password again	Retype a Password.
Security Question	: What is the first name of your favorite uncle? ▾	
Enter Answer	: Enter your answer	Enter your Answer.

Next



## 6. Admin Home Page :

- Whenever Admin will Log In the following page will be displayed.



In this page admin can manage whole the web site and payroll system.

Admin can approve the user for online account

Main admin can generate the salary for all employee at a one click.

### 7. Admin Account Setting:

- Admin can change his account setting.
- To change the account setting following form will display:

The screenshot shows the 'Account Setting' form for the 'admin' user. The form includes fields for User Name, Password, Email Address, and Mobile Number, each with a current value and an input field for modification. A 'Save Detail' button is located below the form. To the right of the form, there are sections for 'Latest News' and 'Events', each containing a list of items with dates and titles. The top navigation bar includes links for Home, Recruitment, Payroll (1), Gallery, News/Event, Notifications (1), and a user profile dropdown for 'admin'. The footer contains links for Home, Product, Recruitment, and Contact Us.

Account Setting		
User Name	admin	<input type="text" value="admin"/>
Password	*****	<a href="#">Change Password</a>
Email Address	admin@ashapura.com	<input type="text" value="admin@ashapura.com"/>
Mobile Number	9737352848	<input type="text" value="9737352848"/>

### Latest News

- 20/04 [New New Website](#)
- 20/04 [Hello](#)

### Events

- 23/04 [Colaboration for West Indies](#)
- 30/04 [Annual Function](#)

[Home](#) | [Product](#) | [Recruitment](#) | [Contact Us](#)

- Admin has many rights for different menus as follows:

## 8. Edit and Delete News:

- **Edit News:**
  - Admin can edit news as follows:

# ASHAPURA VOLCLAY LTD.

[Home](#) [Recruitment](#) [Payroll](#) [Gallary](#) [News/Event](#) [Notifications](#) [admin](#)

### Add Latest News

Enter News Title

Select Date

Description of News

Add

Cancel

### Latest News

New Website

Hello

### Events

23/04. [Colaboration for West Indies](#)

30/04. [Annual Function](#)

We'd love to hear from you. Call us, [email us](#) or complete our [contact form](#).

[Home](#) | [Product](#) | [Recruitment](#) | [Contact Us](#)

## RECRUITMENT AND PAYROLL MANAGEMENT SYSTEM

- **Delete News:**

Admin can delete news by date as follows:

# ASHAPURA VOLCLAY LTD.

[Home](#) [Recruitment](#) [Payroll \(1\)](#) [Gallary](#) [News/Event](#) [Notifications \(1\)](#) [admin](#)

### Clear Recently News

Clear News before Date :

May 2013

Su	Mo	Tu	We	Th	Fr	Sa
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

### Latest News

New! New! Mahabita

## Events

22/04 Celebration for West India

We'd love to hear from you. Call us, [email us](#) or complete our [contact form](#).

[Home](#) | [Product](#) | [Recruitment](#) | [Contact Us](#)

## 9. Edit and Delete Events:

- Admin can edit event as follows:

The screenshot displays the ASHAPURA VOLCLAY LTD. website interface. The header includes navigation links: Home, Recruitment, Payroll (1), Gallery, News/Event, Notifications (1), and admin. The main content area is divided into two sections. On the left, the 'Add Events' form is visible, featuring input fields for 'Enter Event Name', 'Event Date' (with a calendar icon), and 'Event Description'. Below these is a section for 'Event Images' with five 'Browse...' buttons. At the bottom of the form are 'Add' and 'Cancel' buttons. On the right, the 'Latest News' section shows a list of news items, including 'New Website' and '23/04 Collaboration for West Indies'. Below the news is a contact message: 'We'd love to hear from you. Call us, email us or complete our contact form.'

- After editing events following page will be shown below:







## RECRUITMENT AND PAYROLL MANAGEMENT SYSTEM

[Home](#)
[Recruitment](#)
[Payroll](#)
[Gallary](#)
[News/Event](#)
[Notificatons](#)
[Hello, admin](#)



### Events

2013-04-30

Annual Function

[Delete](#)
[Delete](#)
[Delete](#)
[Delete](#)

Click to Add More Images

[Delete](#)
[Delete](#)

### 10. All Employee List:

- Admin can view all employee's list
- It's a pdf file.

Page: 1 of 1
Automatic Zoom

**Ashapura Volclay Pvt. Ltd.**  
Employee List

---

**Employee List**

Sr No	Emp Code	Name	Department	Designation	Mobile	Email	Basic Salary
1	E7015	Parth Davda	Clay	Manager	8147852545	parth@gmail.com	30000.00
2	E1043	Jekil Hansora	Clay	Vice Chairman	8866248620	jekilhansora901@yahoo.com	15000.00
3	E7043	Jekil Hansora	IT	Manager	8866248620	jekilhansora901@gmail.com	10000.00
4	E7046	Nayan Goswami	Admin	Assistant	8460608095	nayan@gmail.com	20000.00
5	elkj	jkill hansora	Admin	Assistant	1234567891	jekilhansora901@gmail.com	10000.00
6	lkj	lkj jlkj	Admin	Assistant	3516546786	sdgd@fsdg.dfg	10000.00
7	asdf	jkl kjkl	Admin	Assistant	7987888888	fasdf@sdf.dfg	20500.00
8	E7014	Sangita Chawda	Admin	Manager	5234565347	sangita@gmail.com	35000.00
9	E43	Jekil Hansora	Admin	Assistant	8866248620	jekilhansora52@gmail.com	0.00

### 10. Pay Slip:

- Employee can generate their pay slip.

Ashapura Volclay Pvt. Ltd.

Pay Slip for : **May-2013**

Code : E1043      Name : Jekil Kishorbhai Hansora      [ Vice Chairman - Clay ]  
 Mobile : 8866248620      Department : Clay      Pr. Days : 31      Abs. : 0

Earnings		Deductions	
Basic	15000.00	Prov. Fund	3000.00
HRA	2250.00	Abs. Ded.	0
DA	3000.00		
Medical	300.00		
Conv.	800.00		
<b>Total Earnings</b>		<b>Total Deduction</b>	<b>3000.00</b>
	<b>21350.00</b>	<b>Net Pay</b>	<b>18350.00</b>

### 11. Slid Show:

- Admin can add and delete slides from the home page gallery.

ASHAPURA

VOLCLAY LTD.

Home

Recruitment ▾

Payroll (1) ▾

Gallary ▾

News/Event ▾

Notifications (1) ▾

admin ▾

Sr.No.	Image	Delete
1		<a href="#">Delete</a>
2		<a href="#">Delete</a>
3		<a href="#">Delete</a>
4		<a href="#">Delete</a>
5		<a href="#">Delete</a>
6		<a href="#">Delete</a>

[Add More Images](#)

Latest News

- New [New Website](#)
- [Hello](#)

Events

- 23/04 [Colaboration for West Indies](#)
- 30/04 [Annual Function](#)

[Home](#) | [Product](#) | [Recruitment](#) | [Contact Us](#)



## RECRUITMENT AND PAYROLL MANAGEMENT SYSTEM

### 12. Department Master:

- Admin can delete and add a new department as follows:

The screenshot shows a web browser window displaying the 'Department Master' page of the 'ASHAPURA VOLCLAY LTD.' system. The page has a dark header with the company name and a navigation menu with links: Home, Recruitment, Payroll (1), Gallery, News/Event, Notifications (1), and admin. Below the header, there are tabs for 'Country Master', 'Department Master' (selected), and 'Education Master'. The 'Department Master' tab contains a table with 7 rows of department data. Each row has columns for 'Department Name', 'Status', and 'Active / Deactive'. The 'Status' column shows 'Active' in green, and the 'Active / Deactive' column shows 'Deactivate' in pink. Below the table is a link 'Add New Department'. To the right of the table, there are sections for 'Latest News' and 'Events'. The 'Latest News' section has two items: 'New New Website' and 'Hello'. The 'Events' section has two items: '23/04 Colaboration for West Indies' and '30/04 Annual Function'. At the bottom of the page, there is a footer with links: Home | Product | Recruitment | Contact Us.

Sr No.	Code	Department Name	Status	Active / Deactive
1	1	Administrator	Active	<a href="#">Deactivate</a>
2	2	IT	Active	<a href="#">Deactivate</a>
3	3	Electric	Active	<a href="#">Deactivate</a>
4	4	System	Active	<a href="#">Deactivate</a>
5	5	Clay	Active	<a href="#">Deactivate</a>
6	6	Security	Active	<a href="#">Deactivate</a>
7	7	Admin	Active	<a href="#">Deactivate</a>

[Add New Department](#)

**Latest News**

- New [New Website](#)
- [Hello](#)

**Events**

- 23/04 [Colaboration for West Indies](#)
- 30/04 [Annual Function](#)

Home | Product | Recruitment | Contact Us

### 13. Designation Master:

- In same way the Admin can also add and delete the particular designation.

## ASHAPURA VOLCLAY LTD.

Home Recruitment ▾ Payroll ▾ Gallary ▾ News/Event ▾ Notifications ▾ admin ▾

### Designation Master

Sr No.	Designation Code	Designation Name	Status	Active / Deactive
1	1	Chairman	Active	<a href="#">Deactivate</a>
2	2	Vice Chairman	Active	<a href="#">Deactivate</a>
3	4	Managing Director	Active	<a href="#">Deactivate</a>
4	6	Vice president	Active	<a href="#">Deactivate</a>
5	7	General Manager	Active	<a href="#">Deactivate</a>
6	10	Asst. General Manager	Active	<a href="#">Deactivate</a>
7	11	Chief Manager	Active	<a href="#">Deactivate</a>
8	12	Sr. Manager	Active	<a href="#">Deactivate</a>
9	13	Manager	Active	<a href="#">Deactivate</a>
10	14	Asst. Manager	Active	<a href="#">Deactivate</a>
11	16	Officer	Active	<a href="#">Deactivate</a>
12	17	Jr. Officer	Active	<a href="#">Deactivate</a>
13	20	Assistant	Active	<a href="#">Deactivate</a>
14	21	Helper	Active	<a href="#">Deactivate</a>

[Add New Designation](#)

### Latest News

-  [New Website](#)
- [Hello](#)

### Events

- 23/04 [Colaboration for West Indies](#)
- 30/04 [Annual Function](#)

[Home](#) | [Product](#) | [Recruitment](#) | [Contact Us](#)

## 14. Qualification Master:

- Admin can also delete and add the particular qualification criteria.

The screenshot shows a web browser window with the URL `http://localhost/recruitment_payroll_management/admin_edu_master.php`. The page header displays the company name "ASHAPURA VOLCLAY LTD." and a navigation menu with items: Home, Recruitment, Payroll (1), Gallery, News/Event, Notifications (1), and admin. The main content area is titled "Education Master" and contains a table with 8 rows of qualification data. Each row includes a serial number, education code, course name, status (Active), and a link to deactivate. To the right of the table is a "Latest News" section with a "Hello" message and an "Events" section listing two upcoming events. At the bottom of the table is a link to "Add New Course". The footer of the page contains links for Home, Product, Recruitment, and Contact Us.

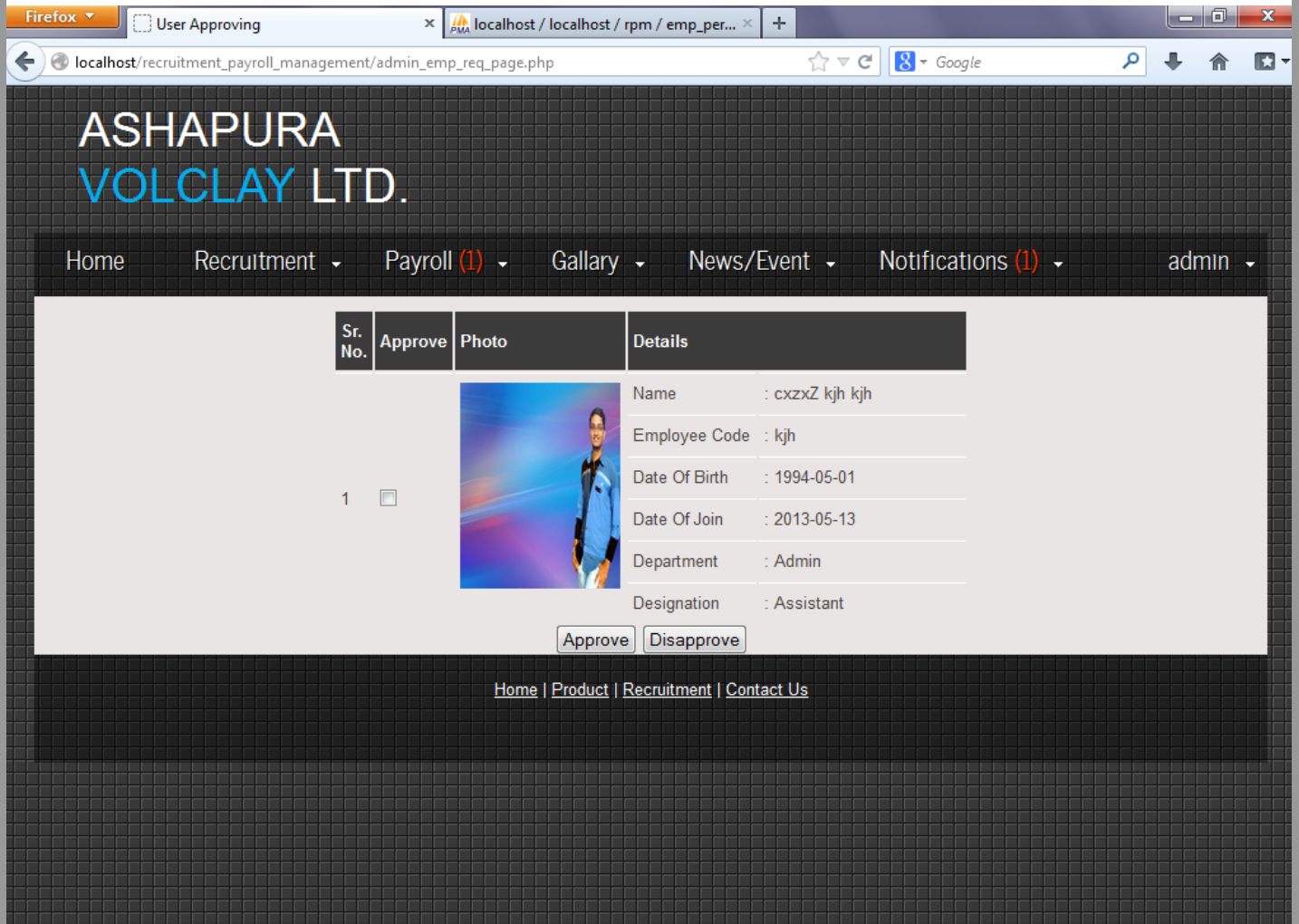
Sr No.	Edu Code	Course Name	Status	Active / Deactive
1	1	ME	Active	<a href="#">Deactivate</a>
2	7	PhD	Active	<a href="#">Deactivate</a>
3	8	BE	Active	<a href="#">Deactivate</a>
4	9	Diploma	Active	<a href="#">Deactivate</a>
5	10	10th	Active	<a href="#">Deactivate</a>
6	11	12th	Active	<a href="#">Deactivate</a>
7	16	Bcom	Active	<a href="#">Deactivate</a>
8	17	Mcom	Active	<a href="#">Deactivate</a>

[Add New Course](#)


Home | [Product](#) | [Recruitment](#) | [Contact Us](#)

## 15. Employee Notification:

- Whenever an employee will sign up, his/her form will send to the admin for submission.
- Admin will see the following form.



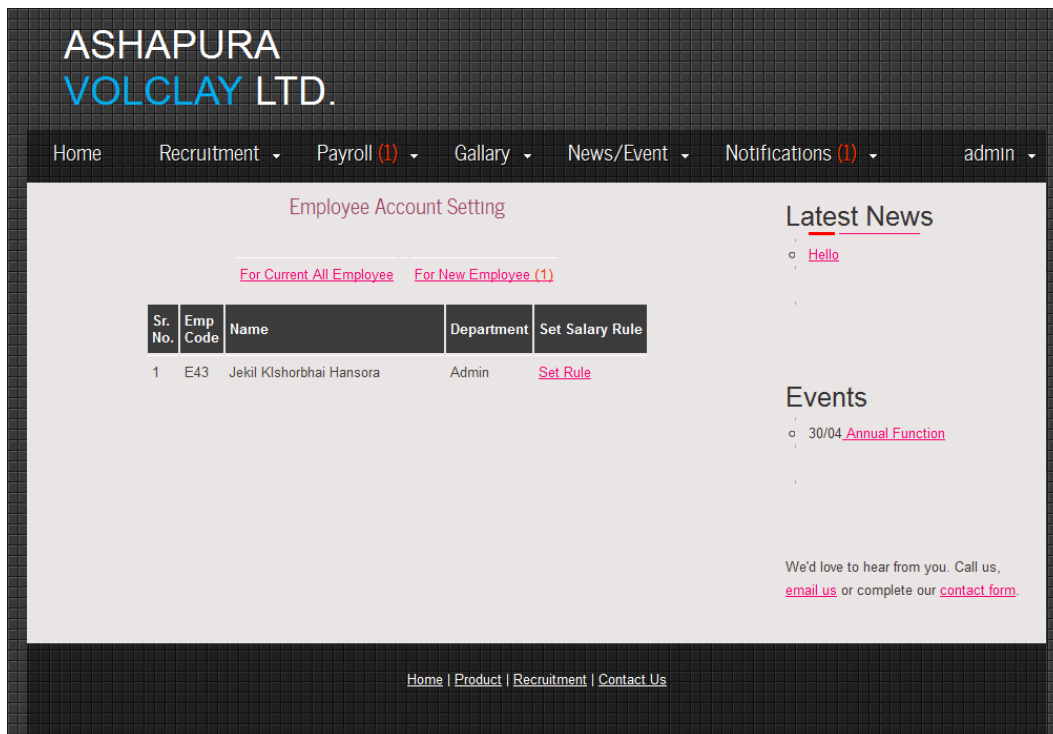
The screenshot shows a web browser window with the address bar displaying 'localhost/recruitment\_payroll\_management/admin\_emp\_req\_page.php'. The page header includes the company name 'ASHAPURA VOLCLAY LTD.' and a navigation menu with links: Home, Recruitment, Payroll (1), Gallery, News/Event, Notifications (1), and admin. The main content area features a table with the following structure:

Sr. No.	Approve	Photo	Details
1	<input type="checkbox"/>		<p>Name : cxzxZ kjh kjh</p> <p>Employee Code : kjh</p> <p>Date Of Birth : 1994-05-01</p> <p>Date Of Join : 2013-05-13</p> <p>Department : Admin</p> <p>Designation : Assistant</p>

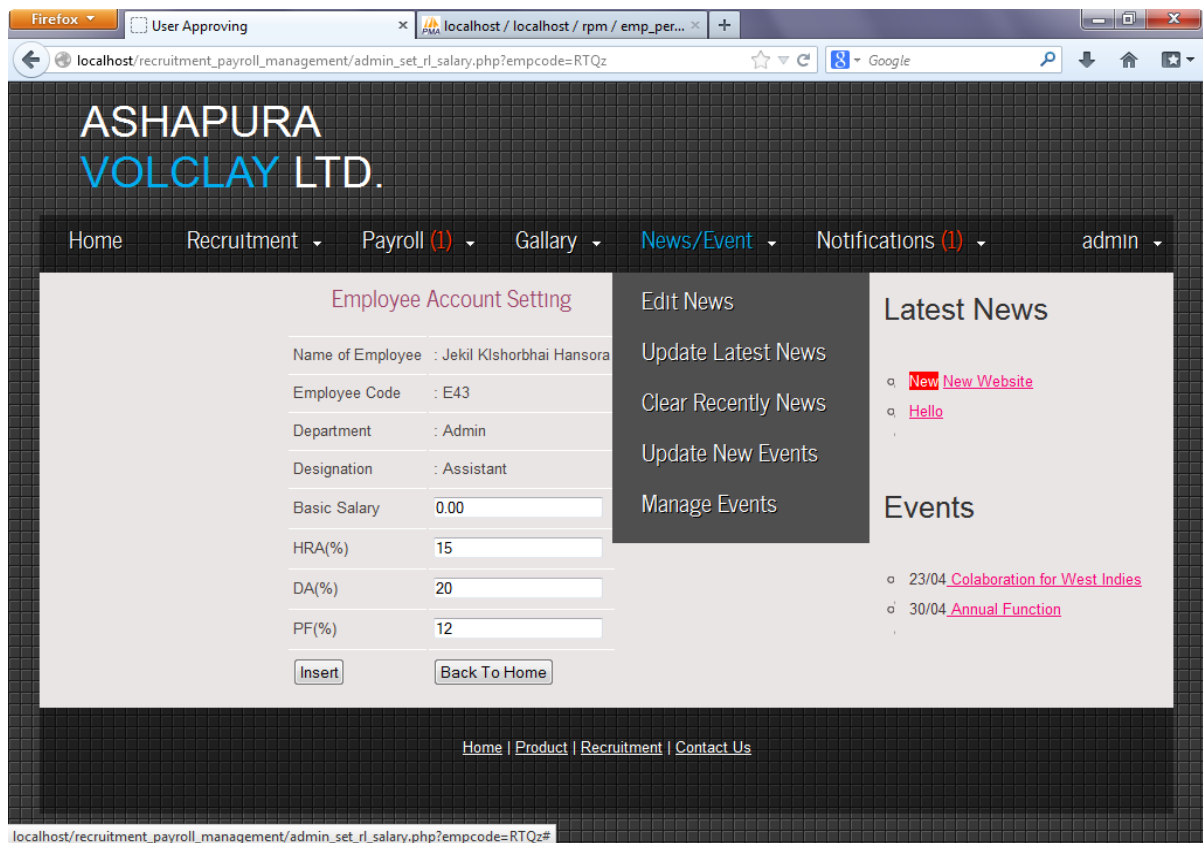
Below the table, there are two buttons: 'Approve' and 'Disapprove'. At the bottom of the page, there is a footer with links: [Home](#) | [Product](#) | [Recruitment](#) | [Contact Us](#).

### 16. Salary Rule:

- Admin can set the salary rule for each employee.



- When click on set rules following screen will be appears.



## 17. Employee Management:

- Admin can delete/deactivate an account of an employee as follows:

The screenshot shows a web browser window with the URL `localhost/recruitment_payroll_management/adminemplist.php`. The page header displays the company name "ASHAPURA VOLCLAY LTD." and a navigation menu with links: Home, Recruitment, Payroll (1), Gallery, News/Event, Notifications (1), and admin. The main content area features a table with employee details.

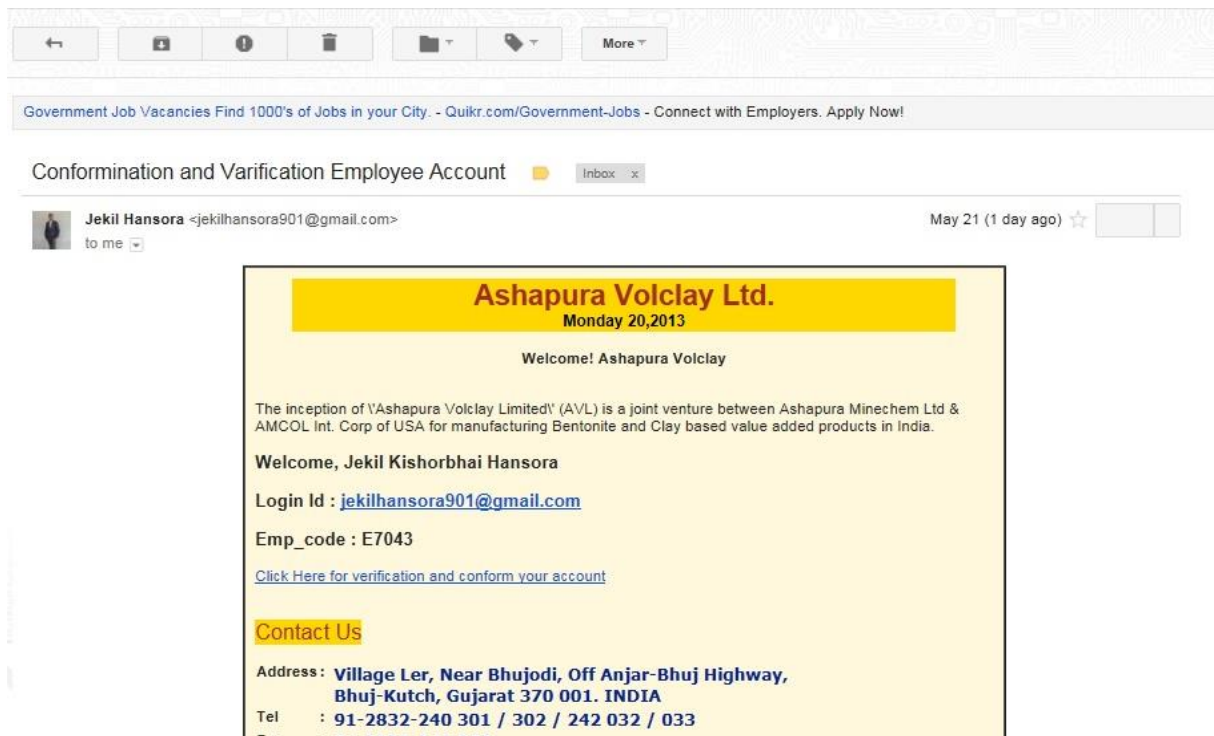
Sr. No.	Emp Code	Name	Department	Status	Activate/Deactivate	Details
1	E7015	Parth U Davda	Clay	Active	<a href="#">Deactivate</a>	<a href="#">View More Details</a>
2	E1043	Jekil Kishorbhai Hansora	Clay	Active	<a href="#">Deactivate</a>	<a href="#">View More Details</a>
3	E7043	Jekil Kishorbhai Hansora	IT	Active	<a href="#">Deactivate</a>	<a href="#">View More Details</a>
4	E7046	Nayan Chandangiri Goswami	Admin	Active	<a href="#">Deactivate</a>	<a href="#">View More Details</a>
5	elkj	jkill k hansora	Admin	Active	Not conform by Emp	<a href="#">View More Details</a>
6	lkj	lkj lkjl lkj	Admin	Active	Not conform by Emp	<a href="#">View More Details</a>
7	asdf	jkl lkj kjkl	Admin	Active	Not conform by Emp	<a href="#">View More Details</a>
8	E7014	Sangita D Chawda	Admin	Active	<a href="#">Deactivate</a>	<a href="#">View More Details</a>
9	E43	Jekil Kishorbhai Hansora	Admin	Active	<a href="#">Deactivate</a>	<a href="#">View More Details</a>
10	kjh	cxzxZ kjh kjh	Admin	Deactive	Not conform by Emp	<a href="#">View More Details</a>

At the bottom of the page, there is a footer with links: [Home](#) | [Product](#) | [Recruitment](#) | [Contact Us](#).

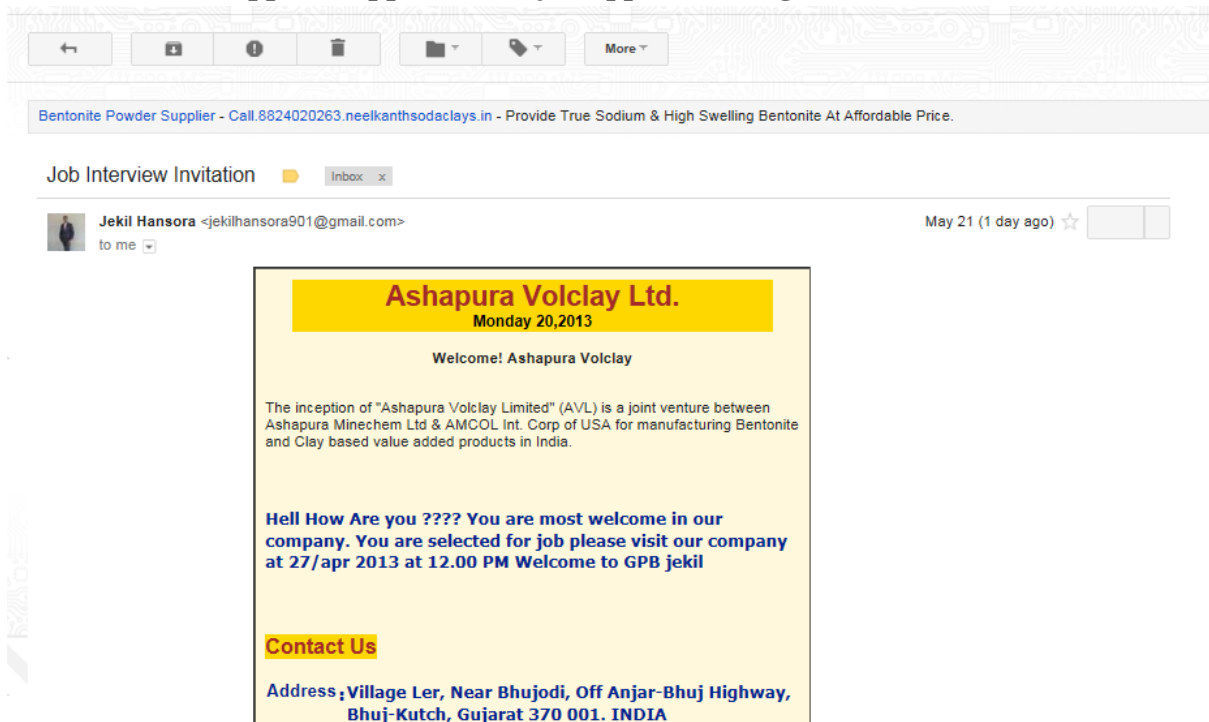
## 18. Employee Verification E-mail

## RECRUITMENT AND PAYROLL MANAGEMENT SYSTEM

When admin approve employee, employee gets email in his/her email id. It contains link to Conform user account, it will show like this,



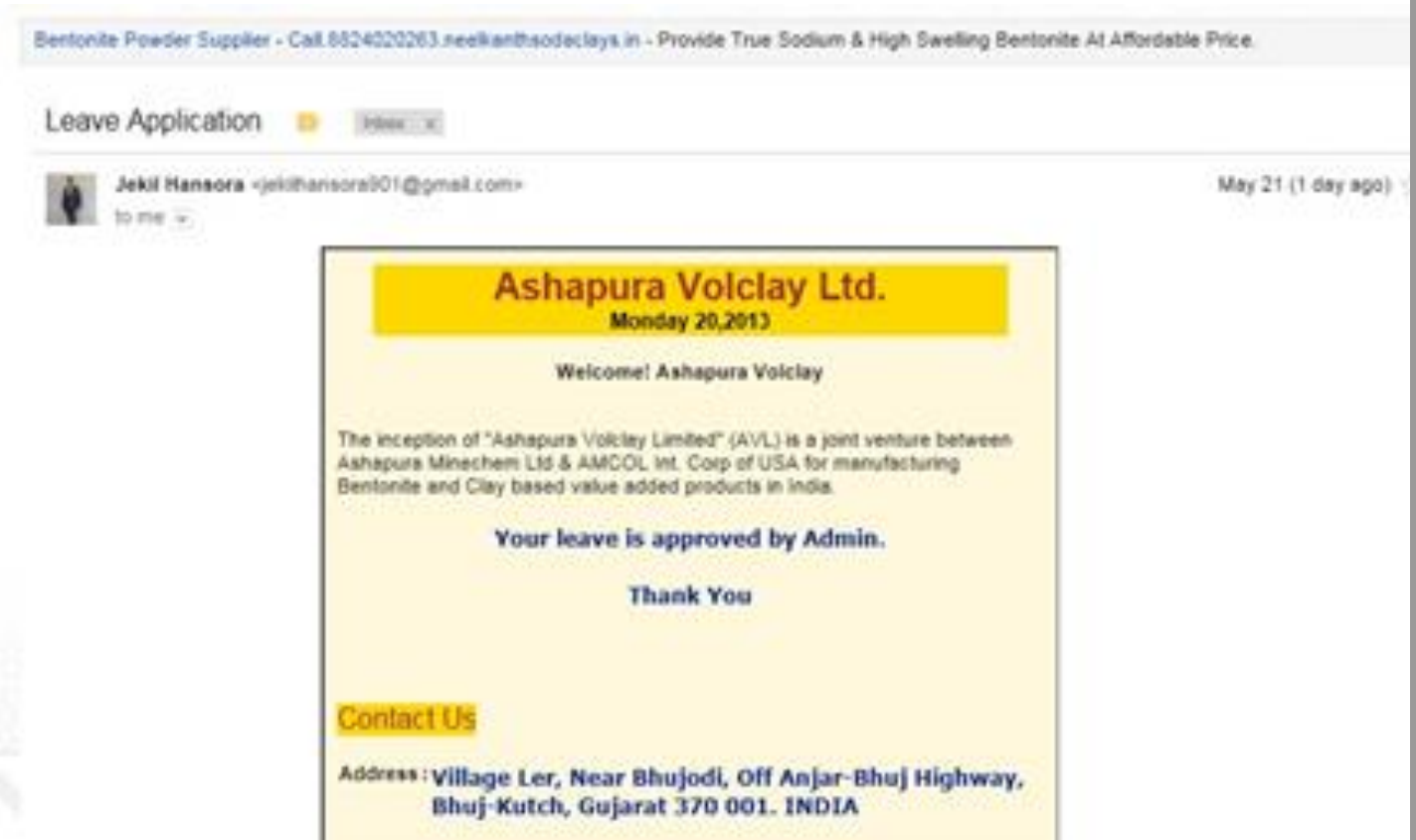
19. When admin approve applicant for job application it get mail in their email id.



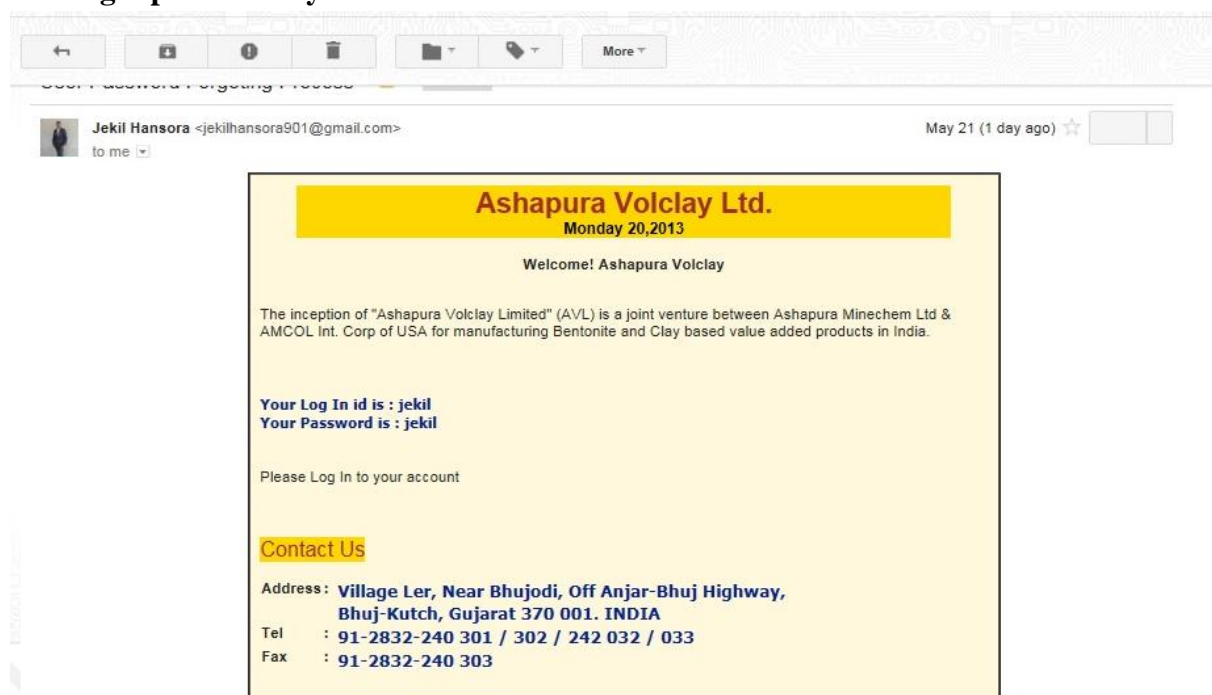
It contains schedule of interview, which is manage by admin.

## 20. Leave approved by admin

## RECRUITMENT AND PAYROLL MANAGEMENT SYSTEM



### 21.Forgot password by email.



When user forgot password and when it select password recovery by email it gets email which contains user name and Password



## **9. TESTING**

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### **9.1 Quality Assurance and Testing**

### **9.2 Test Cases**

## 9.1 Quality Assurance and Testing

**“Correctness is the degree to which a software system perform its required function.”**

**“Correctness is the extent to which a software system is free from any faults.”**

Software Testing is the critical element of software quality assurance and represents the ultimate review of specifications, design and coding. Testing represents an interesting analogy for the software. The testing phase involves testing of the system using various test data. Preparation of the test data plays a vital role in the system testing. After preparing the test data, the system under study is tested using those data. Errors found were corrected and corrections were recorded for future references. Thus, a series of testing is performed on the system before it is ready for implementation.

The development of the software system involves a series of production activities where opportunities for injection of human fallibility are enormous. Errors may begin to occur at very inception of the process where the objectives may be erroneously or imperfectly specified as well as in the later design and development stages. Because of human inability to perform and communicate with perfection, software development is followed by a quality assurance activity.

A correct system must accomplish the following:

- Compute correct results.
- Operate safely, and cause the system containing the software to operate safely.
- Perform the tasks required by the system containing the software, as explained in the software applications.
- Achieve these goals for all inputs.
- Recognize inputs outside its domain.

We shall see that satisfying these pre-requisites depends on a variety of things. One of these things is to provide clear and correct software specifications.

### Software Testing

Software testing is a critical element of software quality assurance and represents the ultimate review of specifications, design and coding. The test phase involves the testing of system using various test data. Preparation of test data plays a vital role in the system testing. After preparing the test data, the system under study is tested using those test data, and errors found are corrected and correction are recorded for future references. Thus, a series of testing is performed before the system is ready for implementation.

Before testing the system we created a **test plan** which is a document describing the scope, approach and intended test activities. It identifies test items, the features to be tested, the testing tasks, who will do each task, and any risks requiring contingency planning.

- Scope of Test Plan
  - To test the entire system for functionality.
  - To test the system for validation and errors.
  - To test the system for security.
  - To test the system for managing load and stress.
  - To test report printing.

## 9.2 Test Cases

Sr. No	Procedure	Expected results	Actual results
1	<b>Check 'Login Master page</b>		
	User must select user type, must fill user ID and Password Click 'Sign In ' button from the below password 1. Click on your user authority 2. Enter your user Id and Password 3. Click 'Sign In'	1. The User must be directed to the Home page 2. Authorize user related information must be shown to user and also access  3. If anybody may know password and ID at a same time he/she cannot access the same account.	1. The User is directed to home page 2. Authorized user related information are shown to user and also access.
2	<b>Registration for new user and confirmation form</b>		
	Click on New Registration link  1. Fill all the fields. All fields are compulsory. 2. Email id in proper form 3. Password and conform password must match 4. Click on 'submit' button	1. It must show error if I cannot put proper email Id 2. It must show an error message if I cannot put same password in password and confirm password field  3. It must submit data if I click on submit button	1. It is show error message if I cannot put proper email ID.  2. It is show an error message password and confirm password mismatch  3. If I click a submit button it store data in data base and show 'your data send successful for confirmation'

## **10. LIMITATION & FUTURE ENHANCEMENT**

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### **10.1 Limitation**

### **10.2 Future Enhancement**

## 10.1 Limitation

This system has the following limitations:

- For creating a new account employee must wait until admin can confirm.
- When apply for job, applicant submit their form and must wait until admin can confirm.

## 10.2 FUTURE ENHANCEMENT

There is a few enhancement that can make the system more efficient and powerful.

- Messenger
- Loan Application
- Mobile message alert
- Product Video Gallery.

## **11. CONCLUSION**

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### **11.1 SELF ANALYSIS OF PROJECT VIABILITIES**

### **11.2 PROBLEM ENCOUNTERED AND POSSIBLE SOLUTION**

### **11.3 SUMMARY OF PROJECT WORK**

### 11.1 SELF ANALYSIS OF PROJECT VIABILITIES

- According to self-analysis we have come to the conclusion that this project is feasible from all the aspects.
- It is violating the security aspects which can be taken care as future enhancements.

### 11.2 PROBLEM ENCOUNTERED AND POSSIBLE SOLUTION

- We have face problem while integrating messaging module into system.
- We have read all files of the module and done appropriate changes to working successfully.
- We have face problem while conform employee by email..

### 11.3 SUMMARY OF PROJECT WORK

- In this project, we have made online social networking website SCKSS.com
- User has to verify e-mail address with which he/she registered.
- User can apply for leave
- User can see his/her pay slip.
- Admin can add & delete department, designation , qualification , country
- Admin can manage employee
- Admin can generate salary for all employees.
- Admin can manage news and events

This web application provides easy way to manage payroll and job application online. This application developed is designed in such a way that any further enhancements can be done with ease.

This application is going to be used for our company to easily manage payroll at remote place. So, we are very happy to develop this web application as it provides all the requirements of our company.



## **12. BIBLIOGRAPHY**

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## 12.1 BIBLIOGRAPHY

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- <http://www.1000projects.com>

### Books Referred

- Professional PHP Programming
- PHP.A.BEGINNERS.GUIDE
- SAMS Teach Yourself PHP4 in 24 Hours