**Summary**

The study focused on addressing the challenges faced by R.C. Ramos Construction Corporation in managing employee records and attendance through manual processes. Key challenges identified include the lack of an advanced system for data management, inefficiencies in sorting and organizing records for a workforce of 210 individuals, and the lack of a streamlined system for managing printed documents. Despite the company already having a biometric attendance device, the process remained tedious and prone to errors due to the manual reporting and synchronization required between different systems.

To address these challenges, we developed a Web-Based Human Resource Information and Attendance System. The system aims to streamline HR operations by providing a centralized platform for managing employee information and attendance computation. Although we initially planned to provide our own biometric device, we decided not to incorporate it into our system since there is already an existing biometric attendance machine. The developed system allows for automated data entry, accurate tracking of attendance, and efficient payroll computation, significantly improving the overall efficiency and accuracy of HR operations.

Through the development and implementation of this system, the researchers gained valuable insights into the importance of aligning technological solutions with organizational needs.

**Conclusion**

The study aimed to develop a Web-Based Human Resource and Attendance Information System for R.C. Ramos Construction Corporation, and to address the issues presented by HR personnel and other authorized system users who rely on traditional techniques.

In conclusion, **the researchers designed and** developed Human Resource and Attendance Information system as a solution to replace spreadsheet-based employee data gathering and encoding. The digital platform allows easy access as well as management of employee information, improving the overall efficiency of human resources operations.

The developed HR and Attendance Information System that simplifies pen-and-paper transactions, employees can use this system to view their attendance records, request leave, and monitor their own personal employment, and compensation details. By incorporating these features into a centralized Attendance Information System, several benefits are realized. Firstly, the system facilitates real-time access to attendance records, enabling employees to promptly verify their attendance status and compensation without reliance on manual updates. This enhances transparency and reduces errors associated with traditional paper-based methods. Additionally, providing employees with access to their personal employment and compensation details based on their attendance fosters greater autonomy and engagement. Furthermore, the system's reporting features enable HR professionals to generate comprehensive attendance reports effortlessly.

Lastly, the adoption of the Web-Based Human Resource and Attendance Information System represents a significant step forward for R.C. Ramos Construction Corporation in modernizing its HR operations. It not only addresses the inefficiencies of traditional techniques but also supports organizational growth by improving employee management, enhancing data integrity, and facilitating strategic decision-making based on comprehensive attendance data and employee insights.

**Recommendation**

To improve the functionality and capabilities of Human Resource and Attendance Information System, various improvements are proposed:

Future researchers can create a mobile application for the Web-Based HRIS, which would provide greater accessibility and convenience to users by allowing HR personnel and employees to access HR services, view attendance records, and apply for leave directly from their smartphones or tablets, eliminating the need to access the system through browser links.

Future researchers can enhance integration with external systems. Collaborating with other software providers or integrating with existing enterprise resource planning (ERP) systems can ensure seamless data flow and reduce the need for manual data entry, improving the accuracy and efficiency of HR processes.

Future researchers can enhance the system's reporting and analytics capabilities. Implementing advanced data analytics technologies can help HR managers monitor employee performance trends, analyze attendance patterns, and optimize HR decision-making processes.

Future researchers can enhance user help and training. Providing extensive user training programs and continuous support will guarantee that the HRIS is adopted and used effectively, maximizing the organization's benefits. Creating a specialized support team or help desk can assist resolve user inquiries and technical difficulties quickly.