TRIBHUVAN UNIVERSITY

FACULTY OF HUMANITIES AND SOCIAL SCIENCES

PROJECT PROPOSAL REPORT
ON
"HUMAN RESOURSE MANAGEMENT SYSTEM"

Submitted to

Department of Computer Application
NIST College

In partial fulfillment of the requirements of Bachelor of Computer Application (BCA)

Submitted by:

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Abstract:

The proposed project focuses on developing a Human Resource Management System (HRMS) tailored for a college environment. The HRMS aims to automate and streamline various HR functions, including employee data management, payroll processing, attendance tracking, recruitment, and performance evaluation. By transitioning from traditional manual methods to an integrated digital platform, the system seeks to enhance operational efficiency, reduce administrative burdens, and improve data accuracy. The HRMS will provide a centralized solution that facilitates better decision-making and compliance with HR policies. This project is expected to significantly improve the productivity of the college's HR department, leading to more effective management of faculty and staff. Through the implementation of this system, the college will benefit from a more efficient and transparent HR operation, supporting its overall administrative goals.

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Chapter 1: Introduction

1.1 Introduction

Effective management of human resources is essential for the smooth operation of any college. From hiring faculty and staff to managing payroll, tracking attendance, and evaluating performance, a college's Human Resource (HR) department is responsible for a wide range of crucial functions. However, traditional methods of handling HR processes, such as manual record-keeping and paperwork, are often inefficient, prone to errors, and time-consuming.

This project proposes the development of a Human Resource Management System (HRMS) specifically designed for a college environment. The HRMS will be a digital platform that automates and streamlines various HR operations, making them more manageable and effective. The system will help the HR department in managing employee information, overseeing records, tracking performance, handling recruitment, and ensuring compliance with HR policies.

By implementing this HRMS, the college aims to improve the efficiency of its HR operations, reduce administrative burdens, and enable better decision-making regarding staff management. This project is expected to enhance the overall productivity of the HR department and contribute to the successful management of college staff.

1.2 Problem Statement

In a college environment, managing human resources efficiently is a complex and time-consuming task. As the number of employees in a college increases, managing tasks such as payroll, attendance, performance evaluation, hiring, and leave management becomes even more difficult. The absence of an integrated system to automate and streamline these processes results in:

- **Inefficient handling of employee data**: Manual processes lead to errors and inconsistencies in maintaining employee records.
- **Delayed HR operations**: Tasks such as payroll processing and leave approvals often face delays due to the lack of automation.

1.3 Objectives

- **To manage personnel information**: store and manage all staff-related data, including personal details, qualifications, work history, and performance records.
- **To automate HR processes**: Automate recruitment, attendance, leave management, payroll, and other HR processes.

1.4 Literature Review

Human Resource Management Systems (HRMS) are integral in modernizing HR functions by automating key processes such as payroll, recruitment, and performance management, thereby improving efficiency and data accuracy (Stone et al., 2015; Cascio & Boudreau, 2016). For colleges, HRMS can streamline the management of faculty and staff, enhance recruitment procedures, and simplify payroll and benefits administration (Sharma & Dey, 2018). However, the implementation of HRMS can present challenges, including system integration and user training (Hendrickson, 2003). Advances in technology, like AI and cloud computing, are anticipated to further enhance HRMS capabilities, offering predictive insights and scalable solutions (Marler & Boudreau, 2017).

Chapter 2: Methodology

2.1 Requirement Identification:

To make this project, first we have to be clear about what we are going to do and we have to identify what kind of requirements are needed.

2.1.1 Requirement Collection:

- Development tools

  We used several web programming languages, scripting language and mark-up language such as:

  - Front-End Development: HTML, CSS, JavaScript
  - Back-End Development: PHP
  - Database: MySQL
  - Version Control: Git/GitHub for collaboration development

2.2 Feasibility Study

2.2.1 Technical Feasibility:

The project's technical feasibility is assured through the use of familiar web programming languages, such as PHP and MySQL, ensuring compatibility and support. Standard hardware devices, like laptops and mobiles, along with common software tools like Visual Studio Code and Xampp, contribute to a feasible and accessible development environment. The incorporation of off-the-shelf technologies minimizes technical hurdles, making the implementation straightforward.

2.2.2 Operational Feasibility:

Operational feasibility centers on creating a user-friendly system that seamlessly integrates into existing processes. The emphasis on simplicity in design ensures an easy-to-use interface, contributing to operational efficiency. By adopting user-friendly technologies and straightforward design principles, the project aims to minimize complexities and facilitate smooth operation for end-users.

2.2.3 Economic Feasibility:

The economic feasibility of the project is evident in its strategic use of open-source technologies, minimizing costs associated with software and hardware. With no recurring expenses beyond internet connectivity, the project adopts an economically efficient approach to development and maintenance. This cost-effective strategy contributes to the overall economic viability of the human resource management system.

2.3 High Level Design of System

A high-level system will be created, providing the overall view of the system in the flowchart.

2.3.1 Flowchart:

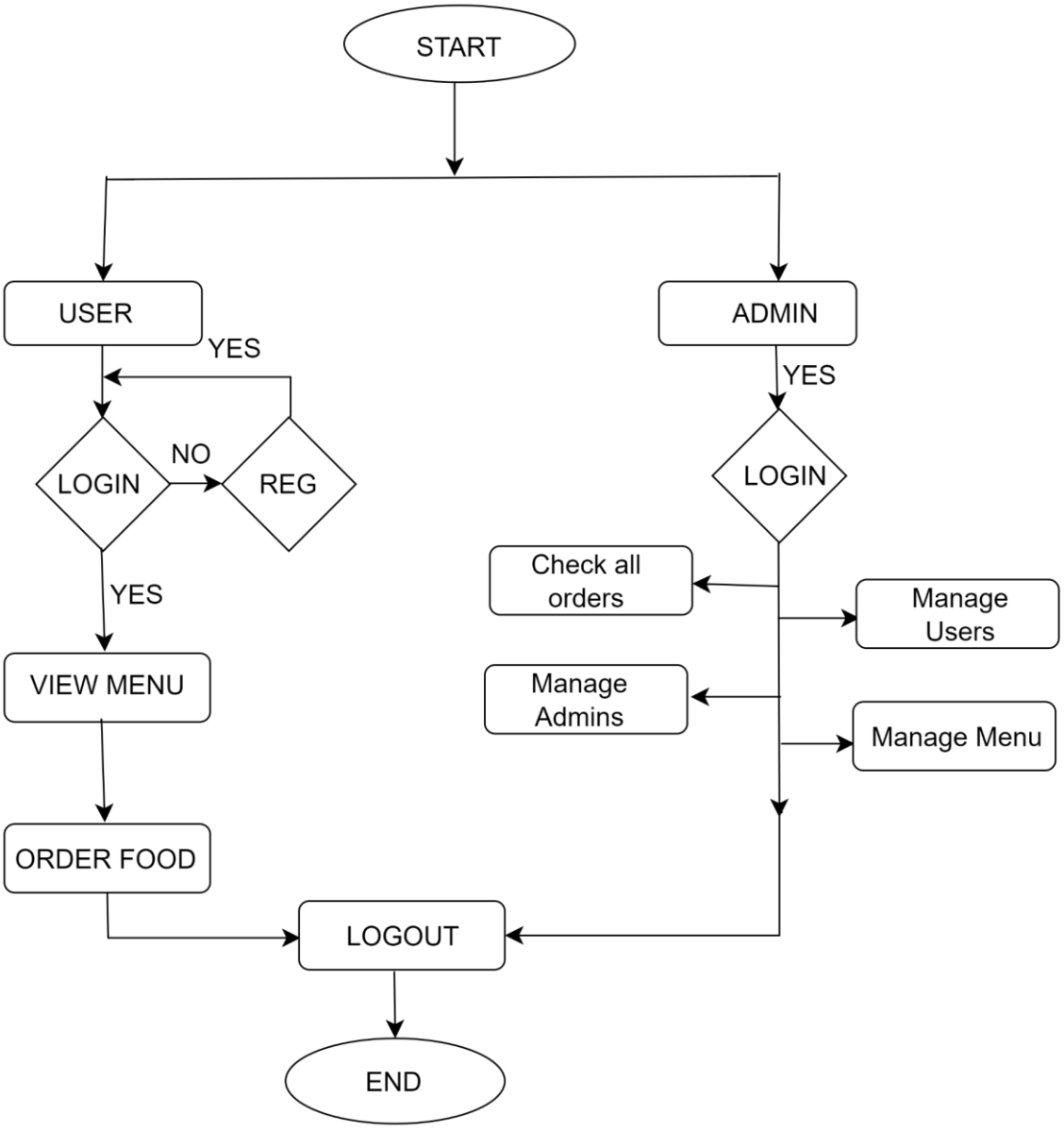

Figure I: Flowchart

2.3.2 Waterfall Model:

We are going to use the water fall methodology in the building process of our web application.

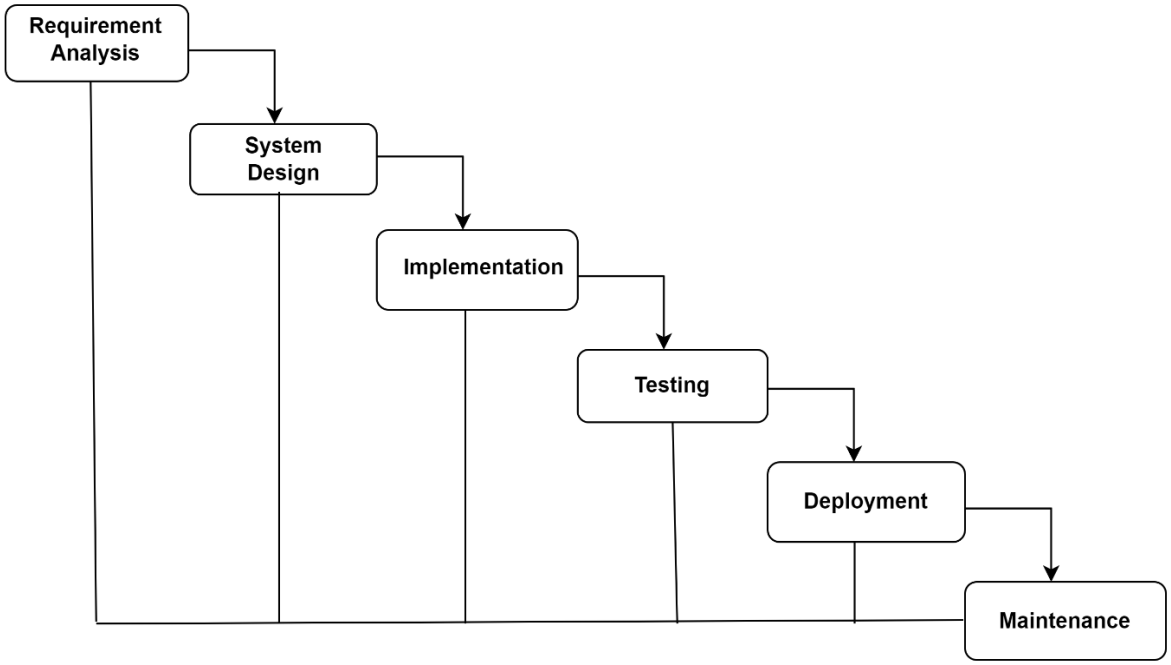

Figure II: Waterfall Model

2.3.3 Gantt Chart:

Table 1: Gantt Chart

Weeks / Task	1-2 weeks	3-5 weeks	6-7 weeks	8-9 weeks	10-11 weeks	11-12 weeks
Planning						
Analysis						
Design						
Coding						
Testing						
Maintenance						

Chapter 3: Conclusion

3.1 Expected Outcomes

The successful launch of "The Food Hub" website represents a pivotal enhancement for our existing restaurant in Banepa. Anticipated outcomes include a seamless transition from traditional, phone-based ordering to a dynamic, user-centric online platform. This initiative is poised to streamline the dining experience for our customers, offering a diverse array of menu options directly from our kitchen to their tables in Panauti , Banepa, and Dhulikhel.

The website is specifically designed to address and rectify the inefficiencies and miscommunications that were inherent in the previous food ordering system. It will feature a user-friendly interface that simplifies the ordering process, enabling customers to place orders with confidence and precision. The incorporation of robust security measures and a variety of payment options will ensure transactional security and build trust.

Furthermore, our customers will benefit from real-time updates and transparent communication channels, ensuring they are informed throughout the order and delivery process. An integrated feedback mechanism will be vital for capturing customer insights, facilitating ongoing improvements to the service quality.

As the digital counterpart to "The Food Hub" restaurant, the website's scalable architecture is designed to accommodate future growth, setting the stage for potential expansion of our service areas. A strategic launch and continuous post-launch monitoring are planned to ensure that the website not only meets the immediate needs of our community but also adapts responsively to future demands.

3.2 References:

- In: Get food or groceries delivered to your doorsteps. https://www.bhojdeals.com/. Accessed 15 Dec 2023.
- (2019) Foodmandu: Food Delivery Service in Kathmandu. In: Foodmandu Main. https://foodmandu.com/?gclid=Cj0KCQiAj_CrBhD-ARIsAIiMxT-SaPnY99PKPDiPOMqrXrHOddNVXopNfUvKY1be__YuFnhydkYQbmMaAooAEALw_wcB. Accessed 15 Dec 2023.