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* Design requirement analysis for suggested system: Payroll management system :-

A payroll management system (PMS) is designed to automate the process of managing employee salaries, tax deductions, bonuses, Leaves, and other financial aspect of employement. Proper requirement analysis ensures the system meets Legal standards, maintain accuracy, and serves the needs of all stakeholders.

1. Stakeholder Identification :-

(I) HR Department :-
Manage employee records, configure payroll rules, monitor attendance, Leaves, initiate payroll processing.

(II) Employees :-
View pay slips, tax information, Leave balances and salary brekdown.

(III) Finance Department :-
Ensure fund disbursement, generates financial reports, manage compliance.

(IV) Administrators :-
Manage system settings, users and roll based access.

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(V) IT Team :-

Ensure technical support, data security and system maintainance.

2. Functional requirements :-

(I) Employee Information Management :-
- Add/update/delete employee profiles.
- Store data such as salary structure, tax details, bank infos and employement status.
- Import employee data via bulk upload (CSV, Excel).

(II) Salary Calculation :-

Automatic calculation based on :-
- Basic pay, allowances, and deductions.
- Attendance, overtime and Leave without pay.
- Bonuses and performance incentives.

(III) Payslip generation :-
- Generate monthly payslip.
- Support PDF export and secure online access.

(IV) Tax and compliance management :-
- Calculate applicable taxes (eg., TDS)
- Support for region-specific tax rules and compliance requirement.