**Business Process Explanation: Payroll Processing in EMS**

This business process models the end-to-end workflow of payroll management in the Employee Management System (EMS). It involves coordination between HR managers, payroll officers, the attendance system, the EMS database, and the external banking system.

The process begins with attendance and leave records being fetched automatically. HR managers verify the data and approve it. Payroll officers then validate the approved data, calculate gross salaries, deductions (e.g., taxes, social security), and generate payslips. Once confirmed, the salary is deposited through an integrated banking system, and notifications are sent to all stakeholders.

The process enhances organizational efficiency by:

**Reducing manual workload and human error**

**Improving data accuracy and compliance**

**Speeding up payroll turnaround times**

**Enabling decision-making through automated reporting**

This model supports **MIS principles** by transforming operational data into actionable processes that aid HR and management in achieving compliance, cost control, and transparency. 