

INNOVATION:SMARTSHIFT MANAGEMENT(ENGLISH ABSTRACT)

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REG NO:C027-01-1027

COURSE BBIT 4.2

Advancements in information systems have led to the development of integrated digital platforms that automate and streamline organizational operations. One notable innovation in this field is an integrated automated management system that combines payroll processing, attendance tracking, shift management, and employee self-service functionalities. This innovation was designed to eliminate inefficiencies associated with manual record keeping, delayed salary processing, data inconsistency, and limited access to organizational information by employees and administrators.

The system enables employees to securely access personal accounts where they can view work schedules, check assigned shifts, download payslips, and review attendance records in real time. Administrators are able to manage employee profiles, admit and register users into the system, record and update work data, generate detailed payroll and attendance reports, and monitor organizational performance through centralized dashboards. By using database-driven processes and automated calculations, the system accurately computes salaries based on working hours, day and night shifts, overtime, and applicable deductions while minimizing human error.

This innovation improves transparency, accountability, and efficiency within organizations by providing reliable data, faster processing, and improved communication between management and staff. It also supports informed decision-making through comprehensive reporting and data analysis. Overall, the integrated automated management system represents a significant advancement in information systems by enhancing operational effectiveness, employee satisfaction, and organizational performance in modern digital environments.