HR Management System Documentation

The HR Management System (HRMS) is a comprehensive platform designed to manage all HR related processes efficiently. The system supports modules for recruitment, employee screening, performance evaluation, benefits management, disciplinary actions, employee relations and records maintenance. It is built with **React** for the frontend, **Laravel** for the backend API and **MySQL** for the database.

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1. Introduction

The HR Management System (HRMS) helps organizations automate and manage their human resources processes efficiently. It provides a centralized platform for handling recruitment, benefits, compensation, employee data and other HR functions, ensuring compliance and fostering employee well being.

This system enables HR departments to reduce manual efforts by offering features like automated performance evaluations, compensation management, disciplinary tracking and employee records management through a userfriendly interface.

Here's a professional documentation for your **HR Management System** covering the mentioned modules and functionalities.

2. System Architecture

The HRMS consists of five main layers:

- **Frontend:** React (Responsive UI with React Hooks & Context API)

- **Backend:** Laravel (API driven backend with authentication, validations and business logic)
- **Database:** MySQL (Relational database to store HR data)
- **Authentication:** JWT based token authentication
- **Communication:** RESTful API between React frontend and Laravel backend

The system includes user roles like **HR Manager, Employee and Admin**, ensuring each role has access to relevant modules and functionalities.

3. Core Modules and Functionalities

Recruitment and Employee Screening

This module facilitates the recruitment process by enabling HR teams to post job openings, screen candidates and schedule interviews.

- **Job Posting:** HR can post job openings.
- **Applicant Management:** Track and manage candidates applications.
- **Screening:** Manage resume filtering, interview schedules, assessments and offer letter generation.
- **Status Tracking:** Record candidate status (Pending, Interview, Hired, Rejected).

Company Benefits and Compensation

Manages employee benefits, bonuses,and salary structures.

- **Compensation Management:** Track salary, bonuses, and raises.
- **Benefits Management:** Customizable benefits packages (e.g health insurance, allowances)
- **Payroll Integration:** Automated salary calculation based on attendance and bonuses.

Performance Evaluation

Tracks employee performance through evaluations and reviews.

- **KPI Management:** Set Key Performance Indicators (KPIs) and goals settings.
- **Performance Reviews:** Conduct performance reviews with feedback.
- **Appraisals:** Automate promotion or salary raise recommendations.

Employee Relations

This module helps manage employee engagement and ensures workplace harmony.

- **Grievances Tracking:** Record and manage employee complaints.
- **Internal Communication:** Track announcements and Company events.
- **Feedback System:** Collect feedback from employees.

Disciplinary Actions Enforcement

Facilitates the documentation and enforcement of disciplinary measures.

- **Warnings and Notices:** Record verbal or written warnings, termination and exit procedures.

- **Action Logs:** Progressive discipline tracking.
- **Policy Compliance:** Track policy violations and maintain compliance records.

Employee Records Management

- **Personal Information:** Employee profile creation and management.
- **Employment History:** Maintain job role and department history.
- **Attendance Management:** Track attendance, leave and holiday records.
- **Document Storage:** Store and manage employee documents (resumes, contracts, certifications).

4. System Architecture

- **Frontend:** React for a responsive and interactive interface.
- **Backend:** Laravel API for handling business logic and communication with the database.
- **Database:** MySQL for storing structured HR related data.

Architecture Diagram:

1. **Frontend (React):** Manages UI components, forms and displays HR data.
2. **Backend (Laravel API):** Handles user requests, processes data and provides API endpoints for the frontend.
3. **Database (MySQL):** Stores information related to employees, benefits, performance reviews etc.

5. Technology Stack

- **Frontend:** React, React Router, Axios
- **Backend:** Laravel Framework, Laravel Sanctum (for authentication)
- **Database:** MySQL
- **Other:** Bootstrap for styling, JWT for secure authentication

6. Database Schema

Below is the database structure covering tables and key fields.

Tables

1. Users (For Authentication)

- id (primary key, User ID)
- name
- email
- password (Encrypted Password)
- role [ENUM(admin, employee)]

2. Employees

- id (primary key, Employee ID)
- user_id (Foreign key, Linked to Users table)

- first_name
- last_name
- phone
- address
- department (Department Name)
- position (Job Role)
- date_of_joining

3. Job Postings

- id (Job Posting ID)
- title
- description
- status [ENUM(open, closed)]
- created_at (Posting Date)

4. Applications

- id (primary key, Application ID)
- job_id (Foreign key, Linked to Job Postings)
- candidate_name
- email
- resume (Resume File Path)
- status [ENUM(pending, interview, hired, rejected)]

5. Performance_Reviews

- id (primary key, Review ID)
- employee_id (Foreign key, Linked to Employees)
- review_date
- kpi_score
- feedback

6. Attendance

- id (primary key, Attendance Record ID)
- employee_id (Foreign key, Linked to Employees)
- date
- status [ENUM(present, absent, on leave)]

7. Compensations

- id (primary key, Compensation ID)
- employee_id (Foreign key, Linked to Employees)
- base_salary
- bonus
- total_compensation

7. Frontend Components (React)

1. **Login Component:** Handles user authentication.
2. **Dashboard:** Displays key metrics and navigation.
3. **Employee Management:** Forms to add, edit and view employee details.
4. **Job Posting Form:** Allows HR to post jobs.
5. **Application Tracking:** List of all applications with status filters.
6. **Performance Review Form:** Used to log employee evaluations.

8. Authentication & Security

- **Authentication:** JWT and Laravel Sanctum used for secure authentication.
- **Role-Based Access Control:** Ensures that only authorized roles (HR, Employee, Admin) can access specific modules.
- **Input Validation:** React forms validate user inputs and sanitize data before submission to the backend.

9. Conclusion

This HR Management System streamlines HR workflows by automating recruitment, payroll, performance evaluations, and employee relations. The integration between React frontend, Laravel backend, and MySQL database ensures seamless data flow, delivering a powerful solution to manage human resources efficiently.