**Human Resource information System**

**(HRIS)**

**Proposer**

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**Proposed supervisor**

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**Project description**

The proposed project is a human resource information system, The human resource department is one of the crucial part of a business because they manage the people in the organization and having an effective human resource department can have a direct positive impact on the employees which would make it a good working environment for employees and result in profit for the business. The human resource information (HRIS) system is developed to make the tasks of human resource managers easier and make them more effective in an organization for them to make important decision for the business. There is different type of HRIS systems out there in the market, but the problem is most of them either doesn’t provide easy to use interface for the human resource managers or doesn’t have enough functionalities for human resource managers to make decisions effectively. But with the proposed system I aim to automate some of the task of human resource manager to reduce their workload and to make them more effective to the organization.

This proposed system will have two platforms the first which is the main one which will contain numerous functionalities and will be a desktop application that is developed in java using the javafx framework. The other is a mobile application which will mainly contain functionality focused on the employees. The HRIS system will have all the things that is required to manage employees in a business and will be a user-friendly application. This HRIS system will have functionalities like time & attendance, chat capabilities, performance management, employee self-service and finally a payroll system that uses machine learning in order to find who should receive raises and who gets overtime payment. This system will contain these main functionalities and a few other functionalities that will make this Human Resource Information System different from the current HRIS systems that are currently available in the market. The main objective of the proposed system is to make the tasks of human resource managers easier and to make it a self-service system for employees while aiming to achieve the data, information and knowledge factors that a HRIS system should have in order for it be a good human resource information system.

**Project keywords**

Human resource managers, machine learning, desktop application, mobile application, java

**Requirements**

Learn javafx framework

Learn concepts and implementations of machine learning

Learn mobile development

**Finance**

None

**External organizations**

None

**Other staff**

None