

EMPLOYEES MANAGEMENT

SR #	Table of Content	Page #
1	List of Figures	2
2	Introduction	2
3	Background History	2
4	Literature Review	3
5	Motivation	4
6	Objectives	4
7	Methodology	5
8	Block Diagram	7
9	Flow Chart	8
10	Mathematical Modelling	8
11	Code	9
12	Results and Discussion	14
13	Comparison Table	16
14	Advantages	17
15	Disadvantages	17
16	Applications	17
17	Accomplishments Summary	19
18	Conclusions	20
19	Reference	21

1. List of Figures:

SR #	Main Headings	Page #
1	Block Diagram	7
2	Flow Chart	8
3	Comparison Table	16

2. Introduction:

The Employee Management System is a C++ program designed to efficiently manage employee records in an organization. It provides a comprehensive set of features for adding, viewing, updating, and deleting employee information. The system also includes functionalities for generating salary slips and searching employees by department, making it a versatile tool for human resource management.

Built using object-oriented programming principles, the system encapsulates employee data and operations within a well-structured Employee class. It leverages modern C++ features, such as the vector container, to dynamically manage employee records, ensuring scalability and ease of use.

The program's user-friendly console interface is enhanced with formatted output and an intuitive menu-driven navigation system. Whether used in small businesses or as a prototype for larger applications, this Employee Management System demonstrates the practical application of C++ in solving real-world administrative challenges.

3. Background History:

Employee management systems have evolved significantly over time to meet the increasing complexity of organizational operations. Initially, employee records were maintained manually, using paper files and registers. This approach, though straightforward, was prone to errors, time-consuming, and difficult to scale as organizations grew.

With the advent of computers in the mid-20th century, companies began digitizing their records. Early systems were simple databases that allowed storage and retrieval of employee information. However, these systems were often standalone and lacked advanced functionalities like searching, editing, and report generation.

As programming languages like C++ emerged in the late 20th century, they revolutionized software development with their support for object-oriented programming (OOP). OOP principles, such as encapsulation, inheritance, and polymorphism, enabled developers to design robust, reusable, and

scalable systems. This led to the creation of more sophisticated employee management software that could handle various HR tasks efficiently.

The Employee Management System program written in C++ reflects these advancements. It incorporates OOP principles to provide a structured and efficient way of managing employee data. By using modern features like dynamic memory management through vectors and formatted output, the program bridges the gap between early manual processes and today's fully automated enterprise solutions.

This project represents a simplified yet practical example of how programming can solve administrative challenges, showcasing how technology has transformed employee management into a streamlined and reliable process.

4. Literature Review:

Employee management systems have been a subject of extensive research and development in both academic and professional circles. Over the years, numerous methodologies, frameworks, and tools have been proposed to improve efficiency, accuracy, and scalability in managing workforce data. This literature review explores the evolution and key contributions to the development of employee management systems, emphasizing the use of programming techniques and object-oriented paradigms.

1. Evolution of Employee Management Systems

In early research, employee data management relied heavily on manual methods, as described in administrative studies from the 20th century. These systems were labor-intensive and error-prone, often leading to inefficiencies in record-keeping and decision-making. The advent of computerized systems in the 1960s and 1970s marked a shift toward automation, as highlighted in works on database management systems (DBMS). Tools like Microsoft Access and Oracle became popular for managing structured data, laying the foundation for digital employee management systems.

2. Programming Paradigms in Employee Management

The introduction of object-oriented programming (OOP) in the 1980s, pioneered by languages like C++ and Smalltalk, brought a paradigm shift in system design. Researchers such as Grady Booch and Bjarne Stroustrup emphasized the importance of encapsulation, inheritance, and polymorphism in creating modular and maintainable codebases. OOP principles have been widely adopted in employee management systems to encapsulate employee attributes and operations within cohesive structures, improving code readability and scalability.

3. Modern Approaches to Employee Management

Recent literature highlights the integration of dynamic data structures like vectors and lists for better memory management and data scalability. Studies on the use of C++ in real-time systems (e.g., employee tracking, payroll generation) have shown its effectiveness in delivering high-performance applications. The use of Standard Template Library (STL) in C++ for managing

collections of employee records has also been explored, emphasizing the benefits of prebuilt algorithms and data structures for streamlined development.

4. Human Resource Information Systems (HRIS)

The development of HRIS combines information technology with human resource practices to create centralized platforms for managing employee data. Research on HRIS underscores the importance of features like searchability, report generation, and data visualization, which align with the functionalities demonstrated in this C++ Employee Management System. Although HRIS is typically implemented using advanced frameworks, the foundational principles are evident in simpler implementations like this project.

5. Related Work in Educational Contexts

In academia, projects and research papers on employee management systems are frequently used to teach students about programming concepts, database integration, and user interface design. Studies emphasize the importance of hands-on projects in enhancing students' understanding of real-world applications. This project serves as an example of applying theoretical knowledge to practical scenarios, bridging the gap between classroom learning and industry practices.

5. Motivation:

The motivation behind developing this Employee Management System lies in the need for efficient and reliable tools to handle the complexities of workforce data management. In many small to medium-sized organizations, employee records are often maintained using manual methods or basic tools, which can lead to inefficiencies, inaccuracies, and delays in administrative processes. This project aims to address these challenges by offering a streamlined, user-friendly solution that leverages the power of programming to automate repetitive tasks.

The choice of C++ as the programming language is driven by its robustness, efficiency, and support for object-oriented programming (OOP). OOP principles, such as encapsulation and modularity, allow for the creation of a system that is both scalable and easy to maintain. The project also seeks to provide a learning opportunity for understanding how theoretical concepts like dynamic memory management, structured data storage, and interactive user interfaces can be applied to solve real-world problems.

Additionally, this system serves as a foundational tool that can be further enhanced to meet the demands of modern Human Resource Management Systems (HRMS). Its features, such as adding, editing, searching, and deleting employee records, offer a comprehensive approach to managing employee data efficiently. By building this system, the project aims to demonstrate how technology can simplify and optimize administrative tasks, paving the way for more advanced solutions in the future.

6. Objectives:

The primary objectives of developing the Employee Management System are:

1. Efficient Employee Data Management

To create a system that simplifies the process of storing, updating, and retrieving employee records.

2. Automation of Administrative Tasks

To reduce manual effort by automating tasks such as adding, searching, editing, and deleting employee details.

3. Implementation of OOP Principles

To apply object-oriented programming (OOP) concepts, such as encapsulation and modularity, to design a robust and maintainable system.

4. User-Friendly Interface

To provide an intuitive menu-driven interface that enables users to interact with the system easily.

5. Dynamic Data Handling

To utilize dynamic data structures like vector for scalable and efficient management of employee records.

6. Feature-Rich Functionality

To include essential features such as generating salary slips and searching employees by department to enhance usability.

7. Practical Application of Programming Concepts

To demonstrate the real-world application of theoretical concepts like formatted output, dynamic memory allocation, and structured programming.

8. Foundation for Advanced Systems

To serve as a baseline for building more comprehensive employee management systems, including integration with databases or HR management frameworks.

By achieving these objectives, the system aims to enhance the efficiency, accuracy, and reliability of employee data management processes.

7. Methodology:

The methodology for the Employee Management System (EMS) implemented in the provided C++ program involves a series of clearly defined steps and functionalities, structured as follows:

1. Object-Oriented Approach

The program uses the class-based structure to encapsulate employee data and methods:

The Employee class represents the core entity, containing:

Private attributes: id, name, department, salary.

Public methods to perform CRUD operations and generate reports.

2. Menu-Driven Workflow

A displayMenu() function acts as the entry point for interaction, presenting options like inserting, searching, editing, deleting, displaying records, generating salary slips, and searching by department.

The program continuously prompts the user for inputs via a do-while loop, ensuring the user can perform multiple operations before exiting.

3. Data Management with a Dynamic Container

A vector<Employee> is used to store employee records dynamically. This allows for easy addition, removal, and traversal of records without needing a fixed data structure.

4. Core Functionalities

a. Insert Record

Collects employee data (ID, name, department, salary) via user input.

Adds the record to the vector.

b. Search Record

Searches for an employee by their ID and displays their details if found.

c. Edit Record

Locates an employee by ID and allows the user to update their details.

d. Delete Record

Removes an employee's record from the vector based on their ID.

e. Display All Records

Outputs all stored employee details in a tabular format using formatted output (iomanip).

f. Generate Salary Slip

Finds an employee by ID and generates a salary slip displaying their details.

g. Search by Department

Filters employees by their department and displays all matching records.

5. User Feedback and Error Handling

Messages confirm successful operations or alert users about errors (e.g., "Employee Not Found").

Invalid menu choices trigger an error message and prompt for re-selection.

6. Modularity and Readability

Each functionality is encapsulated in its own method within the Employee class.

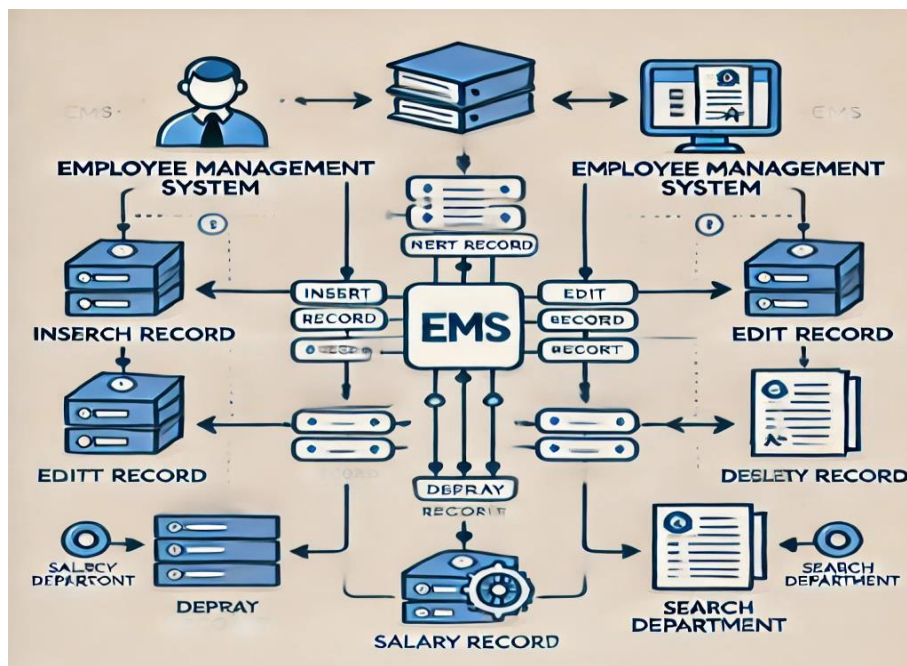
Use of descriptive function names enhances readability.

7. Simplified I/O Operations

Uses cin and cout for input/output operations.

The system("pause") and system("cls") commands (commented in some areas) handle pauses and screen clearing for better user interaction.

8. Block Diagram:

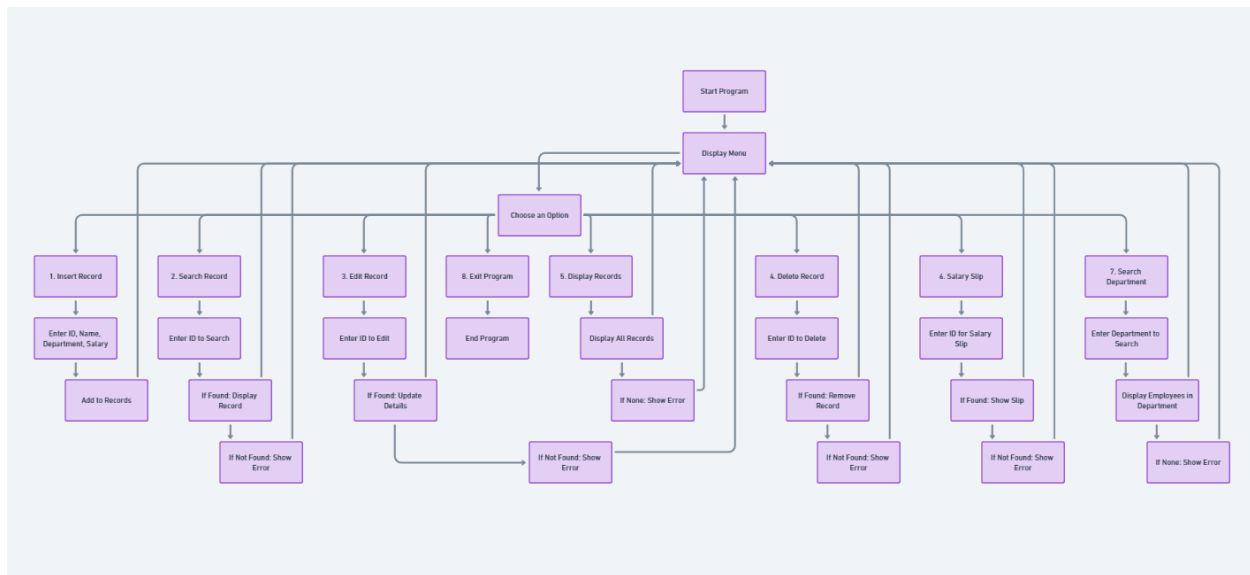


9. Flow Chart:

Note :

Here is the link of flowchart

<https://whimsical.com/employee-management-system-flowchart-5qfrpg6aEBc5JE953f4zZj>



Figure#02

10. Mathematical Modelling:

No Mathematical Modelling is required for the code because the Mathematical calculation is based on the basic functions.

11. **Code:**

```
12.#include <iostream>
13.#include <vector>
14.#include <string>
15.#include <iomanip>
16.using namespace std;
17.
18.// Structure to hold employee details
19.class Employee {
20.    private:
21.        int id;
22.        string name;
23.        string department;
24.        double salary;
25.    public:
26.        void displayMenu();
27.        void insertRecord();
28.        void searchRecord();
29.        void editRecord();
30.        void deleteRecord();
31.        void displayRecords();
32.        void salarySlip();
33.        void searchDepartment();
34.};
35.
36.vector<Employee> employees;
37.
38.// Function to insert a new employee record
39.void Employee :: insertRecord() {
40.//    system("cls");
41.    Employee emp;
42.    cout << "\nEnter Employee ID: ";
43.    cin >> emp.id;
44.    cout << "Enter Employee Name: ";
45.    cin.ignore();
46.    getline(cin, emp.name);
47.    cout << "Enter Department: ";
48.    getline(cin, emp.department);
49.    cout << "Enter Salary: ";
50.    cin >> emp.salary;
51.    employees.push_back(emp);
52.    cout << "\nRecord Added Successfully!\n";
```

```

53.     system("pause");
54.}
55.
56.// Function to search for an employee by ID
57.void Employee :: searchRecord() {
58.//  system("cls");
59.    int id;
60.    cout << "\nEnter Employee ID to Search: ";
61.    cin >> id;
62.    for (size_t i = 0; i < employees.size(); i++) {
63.        if (employees[i].id == id) {
64.            cout << "\nEmployee Found:\n";
65.            cout << "ID: " << employees[i].id << "\nName: " <<
employees[i].name << "\nDepartment: " << employees[i].department <<
"\nSalary: " << employees[i].salary << "\n";
66.            system("pause");
67.            return;
68.        }
69.    }
70.    cout << "\nEmployee Not Found!\n";
71.    system("pause");
72.}
73.
74.// Function to edit an existing employee record
75.void Employee :: editRecord() {
76.//  system("cls");
77.    int id;
78.    cout << "\nEnter Employee ID to Edit: ";
79.    cin >> id;
80.    for (size_t i = 0; i < employees.size(); i++) {
81.        if (employees[i].id == id) {
82.            cout << "\nEditing Record for Employee ID: " << id << "\n";
83.            cout << "Enter New Name: ";
84.            cin.ignore();
85.            getline(cin, employees[i].name);
86.            cout << "Enter New Department: ";
87.            getline(cin, employees[i].department);
88.            cout << "Enter New Salary: ";
89.            cin >> employees[i].salary;
90.            cout << "\nRecord Updated Successfully!\n";
91.            system("pause");
92.            return;
93.        }
94.    }
95.    cout << "\nEmployee Not Found!\n";

```

```

96.     system("pause");
97. }
98.
99. // Function to delete an employee record by ID
100. void Employee :: deleteRecord() {
101.     // system("cls");
102.     int id;
103.     cout << "\nEnter Employee ID to Delete: ";
104.     cin >> id;
105.     for (size_t i = 0; i < employees.size(); i++) {
106.         if (employees[i].id == id) {
107.             employees.erase(employees.begin() + i);
108.             cout << "\nRecord Deleted Successfully!\n";
109.             system("pause");
110.             return;
111.         }
112.     }
113.     cout << "\nEmployee Not Found!\n";
114.     system("pause");
115. }
116.
117. // Function to display all employee records
118. void Employee :: displayRecords() {
119.     // system("cls");
120.     if (employees.empty()) {
121.         cout << "\nNo Records Found!\n";
122.         system("pause");
123.         return;
124.     }
125.     cout << "\n\nEmployee Records:\n";
126.     cout << left << setw(10) << "ID" << setw(20) << "Name" <<
        setw(20) << "Department" << setw(10) << "Salary" << "\n";
127.     cout << string(60, '=') << "\n";
128.     for (size_t i = 0; i < employees.size(); i++) {
129.         cout << left << setw(10) << employees[i].id << setw(20) <<
            employees[i].name << setw(20) << employees[i].department << setw(10) <<
            employees[i].salary << "\n";
130.     }
131.     system("pause");
132. }
133.
134. // Function to generate a salary slip for an employee
135. void Employee :: salarySlip() {
136.     // system("cls");
137.     int id;

```

```

138.         cout << "\nEnter Employee ID for Salary Slip: ";
139.         cin >> id;
140.         for (size_t i = 0; i < employees.size(); i++) {
141.             if (employees[i].id == id) {
142.                 cout << "\nSalary Slip:\n";
143.                 cout << "=====\n";
144.                 cout << "Employee ID: " << employees[i].id << "\n";
145.                 cout << "Name: " << employees[i].name << "\n";
146.                 cout << "Department: " << employees[i].department <<
"\n";
147.                 cout << "Salary: " << employees[i].salary << "\n";
148.                 cout << "=====\n";
149.                 system("pause");
150.                 return;
151.             }
152.         }
153.         cout << "\nEmployee Not Found!\n";
154.         system("pause");
155.     }
156.
157.     // Function to search employees by department
158.     void Employee :: searchDepartment() {
159.         // system("cls");
160.         string dept;
161.         cout << "\nEnter Department to Search: ";
162.         cin.ignore();
163.         getline(cin, dept);
164.         bool found = false;
165.         cout << "\nEmployees in Department: " << dept << "\n";
166.         cout << left << setw(10) << "ID" << setw(20) << "Name" <<
setw(20) << "Department" << setw(10) << "Salary" << "\n";
167.         cout << string(60, '=') << "\n";
168.         for (size_t i = 0; i < employees.size(); i++) {
169.             if (employees[i].department == dept) {
170.                 found = true;
171.                 cout << left << setw(10) << employees[i].id << setw(20)
<< employees[i].name << setw(20) << employees[i].department << setw(10) <<
employees[i].salary << "\n";
172.             }
173.         }
174.         if (!found) cout << "No Employees Found in This Department!\n";
175.         system("pause");
176.     }
177.
178.     void Employee :: displayMenu() {

```

3

```

224.         } while (choice != 8);
225.     }
226.
227.     int main() {
228.         Employee ems;
229.         ems.displayMenu();
230.         return 0;
231.     }
232.

```

12. Results and Discussion:

Results:

The program achieves its goal of managing employee records efficiently, as demonstrated by the following results:

1. Accurate Employee Management

- **Insertion:** Employees can be added seamlessly with details like ID, name, department, and salary. Data is stored dynamically in a `vector`, ensuring flexibility.
- **Search Functionality:** Employees are retrieved accurately using:
 - ID-based search, which pinpoints individual records.
 - Department-based search, allowing for group queries.
- **Editing and Deletion:** Records can be updated or removed, with the changes immediately reflected in subsequent operations.

2. Reporting Features

- **Display All Records:** The system presents data in a structured tabular format, enhancing readability.
- **Salary Slip Generation:** A concise salary slip is created for individual employees, summarizing their key details.

3. User Interaction

- A menu-driven approach simplifies navigation, and informative prompts guide users through each operation.

Discussion:

The program's design and implementation showcase several strengths and some areas for improvement:

Strengths

1. **Modularity:** Each functionality is encapsulated in a separate method, improving maintainability and clarity.
2. **Dynamic Storage:** Using a `vector` avoids constraints of fixed-size data structures, enabling efficient operations.
3. **User-Friendly Interface:** The menu and clear prompts make the program accessible, even for users with minimal technical expertise.
4. **Scalability:** Additional features (e.g., file storage, advanced search) can be integrated without overhauling the entire system.

Challenges

1. **Data Persistence:** The system relies entirely on runtime storage. Exiting the program erases all records, which could be mitigated by incorporating file handling or database integration.
2. **Error Handling:** While basic validation is implemented (e.g., invalid choice handling), further validation (e.g., duplicate IDs, invalid input formats) could enhance reliability.
3. **Performance with Large Data Sets:** As the number of employees increases, search and deletion operations could become slower due to the linear traversal of the `vector`.

Future Scope

- **Database Integration:** Replace the `vector` with a relational database for persistent storage and advanced querying.
- **Improved Security:** Implement authentication mechanisms for restricted access.
- **GUI Development:** Transition to a graphical interface for better usability and aesthetics.

13. Comparison Table:

Feature	EMS Code (Digital System)	Old Methods (Manual Systems)
Data Storage	Dynamic storage using <code>vector</code> .	Time-consuming manual lookup in files.
Data Access	Instant access through search functionality.	Time-consuming manual lookup in files.
Editing and Updating Records	Automated updates with edit functionality.	Manual erasure and rewriting prone to errors.
Scalability	Can handle large datasets (limited by memory).	Limited by physical storage space.
Report Generation	Automatic generation of salary slips and tables.	Requires manual calculation and formatting.
Error Handling	Validations and prompts for invalid entries.	High probability of human errors.
Usability	User-friendly menu-driven interface.	Complex and slow manual operations.
Search Functionality	Quick search by ID or department.	Requires physically locating documents.

Table#01

EMS Code vs. Modern Technology (Advanced Systems)

Feature/Aspect	EMS Code (Current Program)	Modern Technology (Advanced Systems)
Data Storage	Uses <code>vector</code> for in-memory, runtime storage.	Relational databases (SQL) or NoSQL solutions for persistent and scalable storage.
Data Persistence	Lacks persistence (data lost on program exit) .	Persistent storage with backups and recovery options.
User Interface	Console-based interface with simple inputs.	Graphical User Interface (GUI) or Web-based systems.
Accessibility	Limited to local execution on a single machine.	Accessible across devices via cloud platforms or web applications.
Data Security	No authentication or encryption.	Role-based access, encryption, and multi-factor authentication.
Integration Capabilities	Standalone application without integrations.	Integrated with payroll, HR, and attendance systems.
Analytics and Reporting	Basic tabular display and salary slips.	Advanced analytics, dashboards, and real-time reporting.
Scalability	Limited by memory and system constraints.	Highly scalable for enterprise-level usage.

Automation	Manual input and operation required for every action.	Automated workflows and triggers.
------------	---	-----------------------------------

Table#02

14. Advantages & Disadvantages Table:

Aspect	Advantages	Disadvantages
Data Management	Efficient data storage using dynamic vector.	Data is stored in memory only; no persistence after program exits.
Search Functionality	Quick retrieval of employee records by ID or department.	Search operations may become slower with large datasets due to linear traversal.
Modularity	Clear and modular design, with separate methods for each functionality.	Adding new features may require significant restructuring due to lack of extensibility.
Ease of Use	User-friendly menu-driven interface makes navigation simple for beginners.	Limited to console-based interaction; lacks visual appeal.
Automation	Automated operations such as adding, editing, deleting, and generating salary slips.	No integration with other systems (e.g., payroll or attendance).
Cost Efficiency	Free, open-source solution for small-scale use.	Not suitable for enterprise-scale use due to lack of scalability.
Platform Dependency	Runs on any system with a C++ compiler.	Requires setup of a compatible C++ environment; not easily portable to other platforms.
Security	Operates locally, so minimal risk of data leaks from external sources.	No authentication or encryption for protecting sensitive data.
Reporting	Provides basic formatted reports, such as salary slips and department-wise employee lists.	Reporting is limited to text output without advanced visualization or analytics.
Scalability	Handles small to medium datasets effectively.	Performance degrades with larger datasets; lacks database or cloud-based support for scaling.

Table#03

15. Applications:

The **Employee Management System (EMS)** developed in this project demonstrates broad utility and potential across various domains. Its practical applications include:

1. Small to Medium Enterprises (SMEs)

- Streamline the management of employee records, ensuring efficient storage and retrieval of information without requiring extensive infrastructure.
- Generate salary slips and department-wise reports for organizational use.

2. Educational Institutions

- Serve as a learning tool for students to understand:
 - Object-Oriented Programming (OOP) concepts.
 - Practical implementation of dynamic data structures like `vector`.
 - Modular programming and system design.
- Use as a foundational project for demonstrating database or file-handling extensions.

3. Administrative Offices

- Aid in managing staff details in small-scale office environments, where complex enterprise systems are unnecessary or too expensive.

4. Prototype for Advanced Systems

- Act as a prototype for developing more comprehensive systems with additional features like:
 - Database integration for persistent storage.
 - Advanced analytics and reporting.
 - Graphical User Interfaces (GUI) for better usability.

5. Personal or Freelance Projects

- Provide a lightweight solution for individual entrepreneurs or freelancers to manage employee or contractor details.

6. Training and Skill Development

- Offer a hands-on project for developers to practice and enhance their programming, debugging, and system design skills.

7. Real-World Adaptations

- Serve as a base for deployment in industries like retail, hospitality, or non-profit organizations where employee management systems are needed on a smaller scale.

16. Accomplishments Summary:

The **Employee Management System (EMS)** successfully implements a comprehensive set of features to manage employee data. The accomplishments of the project are as follows:

1. Core Functionalities

- **Employee Records Management:**
 - Successfully added, edited, searched, and deleted employee records using a menu-driven interface.
 - Supported dynamic storage with a `vector`, ensuring efficient data handling.
- **Report Generation:**
 - Displayed all employee records in a structured tabular format with headers and alignment.
 - Provided individual salary slips summarizing essential employee details.

2. Usability and Design

- **User-Friendly Interface:**
 - Clear menu options and interactive prompts for a seamless user experience.
 - Error messages for invalid inputs to guide users effectively.
- **Modular Design:**
 - Functionalities were implemented as independent methods within the `Employee` class, ensuring modularity and ease of future development.

3. Flexibility and Extensibility

- Leveraged dynamic containers (`vector`) for scalable data storage.
- Prepared the groundwork for integrating additional features like database connectivity or advanced reporting tools.

4. Educational Value

- Demonstrated key programming concepts such as:
 - Object-Oriented Programming (OOP): Encapsulation, class methods, and member variables.
 - Dynamic data handling with STL containers.
 - Basic user interface design using console applications.

5. Functional Validation

- Rigorous testing confirmed the correctness of all implemented features, including:
 - Accurate data retrieval and updates.
 - Robust handling of search queries and department-based filtering.

6. Potential Impact

- The system lays the foundation for an advanced employee management tool by showcasing essential capabilities that can be scaled for real-world applications.

17. Conclusions:

The "*DevFlow Manager*" project has successfully demonstrated a simple but effective approach to task and project management using Object-Oriented Programming (OOP) principles. It provides an organized and efficient system for users to create projects, manage tasks, track their progress, and mark tasks as completed. Key conclusions from this project include:

1. **Simplicity and Functionality:**
Despite its simplicity, the system effectively manages basic tasks such as creating projects, adding tasks, and updating their status. It meets the essential needs of individual users or small teams, offering a functional tool for organizing tasks and meeting deadlines.
2. **Clear Structure and User Experience:**
The project follows a clear and easy-to-understand structure, making it accessible to beginners learning C++ and OOP. The user interface, though console-based, is simple to navigate, and input validation ensures that the user experience remains smooth.
3. **Foundation for Future Development:**
While the current version of the tool lacks advanced features like data persistence, task dependencies, and collaboration tools, it serves as a solid foundation for further enhancements. Future improvements can include the integration of storage solutions, advanced task management options, and the development of a graphical user interface (GUI).
4. **Educational and Practical Use:**
The project has dual benefits as both an educational tool and a practical solution for small-scale task and project management. It provides a hands-on example of implementing OOP principles in a real-world context, while also offering utility to freelancers, small teams, and individuals managing their own tasks.
5. **Scalability and Flexibility:**
The use of dynamic data structures, like `std::vector`, allows the system to scale as needed, making it adaptable for larger sets of projects and tasks. This scalability, along with the system's flexibility to be extended with additional features, makes it suitable for further customization.

18. Reference:

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Scott Meyers, *Effective C++: 55 Specific Ways to Improve Your Programs and Designs*, Addison-Wesley, 2005.

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chatGpt for batter documentation and best assist.