

DEPARTMENT OF COMPUTING TECHNOLOGIES

PROJECT REPORT

HUMAN RESOURCE MANAGEMENT SYSTEM

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Programme (UG/PG) : UG
Semester : VI
Course Code : 18CSC303J
Course Title : Database Management Systems Lab
Section : I2
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Submitted by

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In partial fulfillment of the requirements for the degree of

BACHELOR OF TECHNOLOGY



FACULTY OF ENGINEERING AND TECHNOLOGY
SRM UNIVERSITY

(Under section 3 of UGC Act, 1956) SRM
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Registration Number : RA1911028010058

PROJECT REPORT

Course Code: 18CSC303J

Name of the Course: Database Management Systems Lab

Programme: B. Tech

It is certified that this is a Bonafide record of the work carried out by **P POOJA**
(**RA1911028010058**) of I2 class during the year 2021 -2022.

Faculty In-Charge

HoD

Internal Examiner _____

Date of the Examination_____

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COURSE TITLE: Database Management Systems

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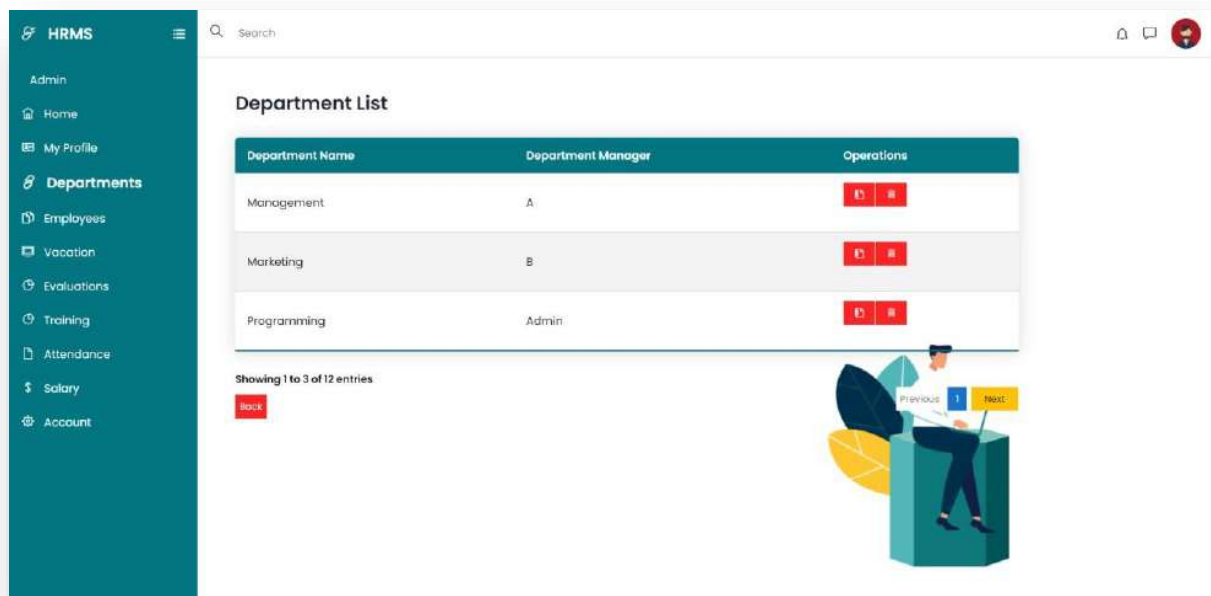
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LIST OF ABBREVIATIONS:

1. HRMS – Human Resource Management System
2. HR – Human Resource
3. PER – Permission
4. EMP – Employee
5. DEPT – Department
6. SAL – Salary

LIST OF TABLES



The screenshot displays the 'Department List' page within the HRMS application. On the left is a teal sidebar with navigation links: Admin, Home, My Profile, Departments (highlighted), Employees, Vacation, Evaluations, Training, Attendance, Salary, and Account. The main content area features a search bar and a table with three columns: Department Name, Department Manager, and Operations. The table lists three departments: Management (Manager A), Marketing (Manager B), and Programming (Manager Admin). Each row has two red buttons in the Operations column. Below the table, it indicates 'Showing 1 to 3 of 12 entries' and includes a 'Back' button. An illustration of a person sitting on a large cube is positioned at the bottom right of the table area.

Department Name	Department Manager	Operations
Management	A	E B
Marketing	B	E B
Programming	Admin	E B

Showing 1 to 3 of 12 entries

[Back](#)

Department Table

- **The table out shows the number of departments the particular company has in working**

Training Title	Training Start	Training End	Training Hours	Number of enrolled employees	Operations
PHP Development	02-01-2021	02-02-2021	50	8	
Time Management	11-02-2021	15-12-2021	15	10	
Skills Training	28-02-2021	04-03-2021	30	12	
Leadership Development	04-04-2021	08-04-2021	20	9	
Digital Marketing	10-05-2021	15-05-2021	30	11	

Training Table

- **This table shows the information of the employees who have registered for the training sessions and gives us the information about the subject of the training session**

ABSTRACT

Human Resources Management System is a suite of software applications used to manage human resources and related processes throughout the employee lifecycle. HRMS could be a mix of varied system parts and processes that helps to create a bridge between human resource management and data technology through HR package. It manages payroll, attendance, leave management, trainings, department management and staff personal information. The target group of the system that serves the human resource procedures is special for the employees and manager.

The human resource management system has been developed to override the problems prevailing in practicing manual system. This software is supported to eliminate and, in some cases, reduce the hardships faced by its existing system. Moreover, this system is designed for the particular need of the company to carry out operations in a smooth and effective manner.

Human Resource Management Systems modules are: • HR management Information system • Departments Management • Trainings • Evaluations or performance • Payroll •

Attendance • Leave management. Human Resource Management System, can lead to error free, secure, reliable and fast management system. It can assist the user to concentrate on their other activities rather to concentrate on the record keeping. Thus, it will help organization in better utilization of resources and reduce the utilization of natural resources.

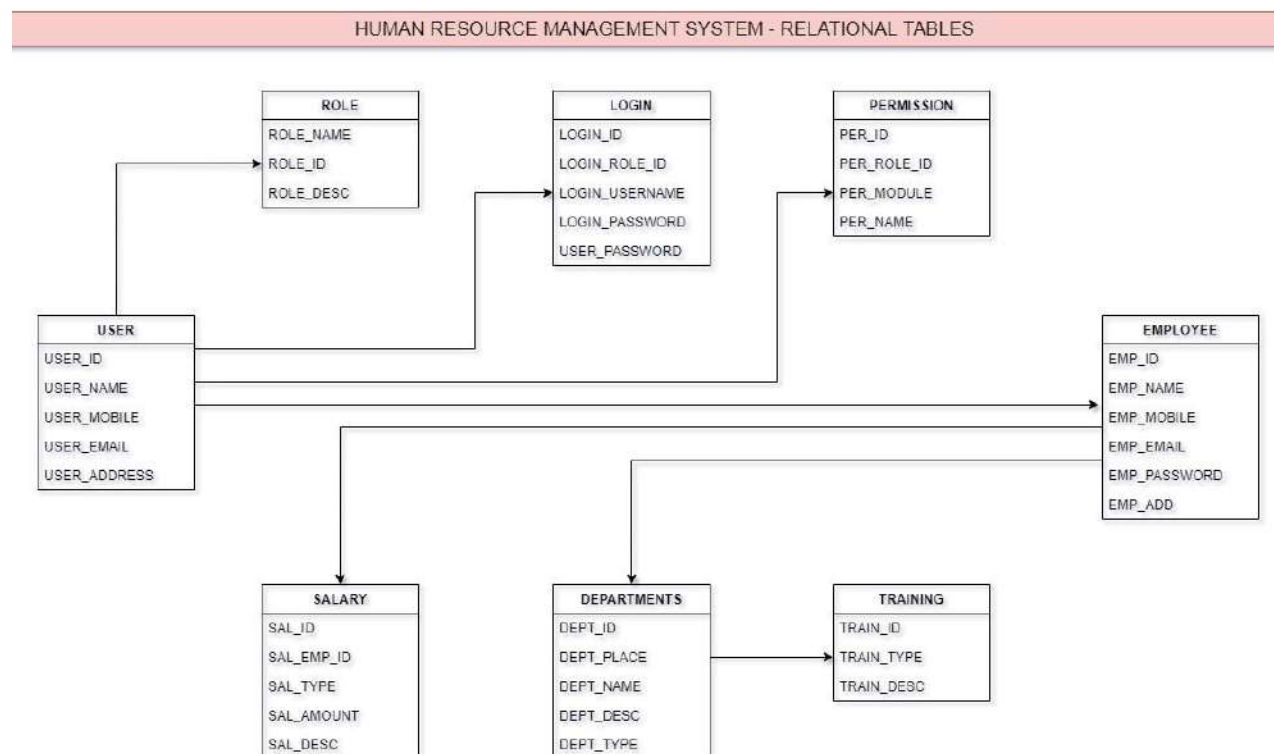
The system is designed using HTML, CSS, JavaScript and PHP.

For storing and maintaining the records SQL is used.

The proposed system of HR module is the right software to be incorporated into the automation of Human Resource Management System for helping the organization needs with respect to skilful human resource.

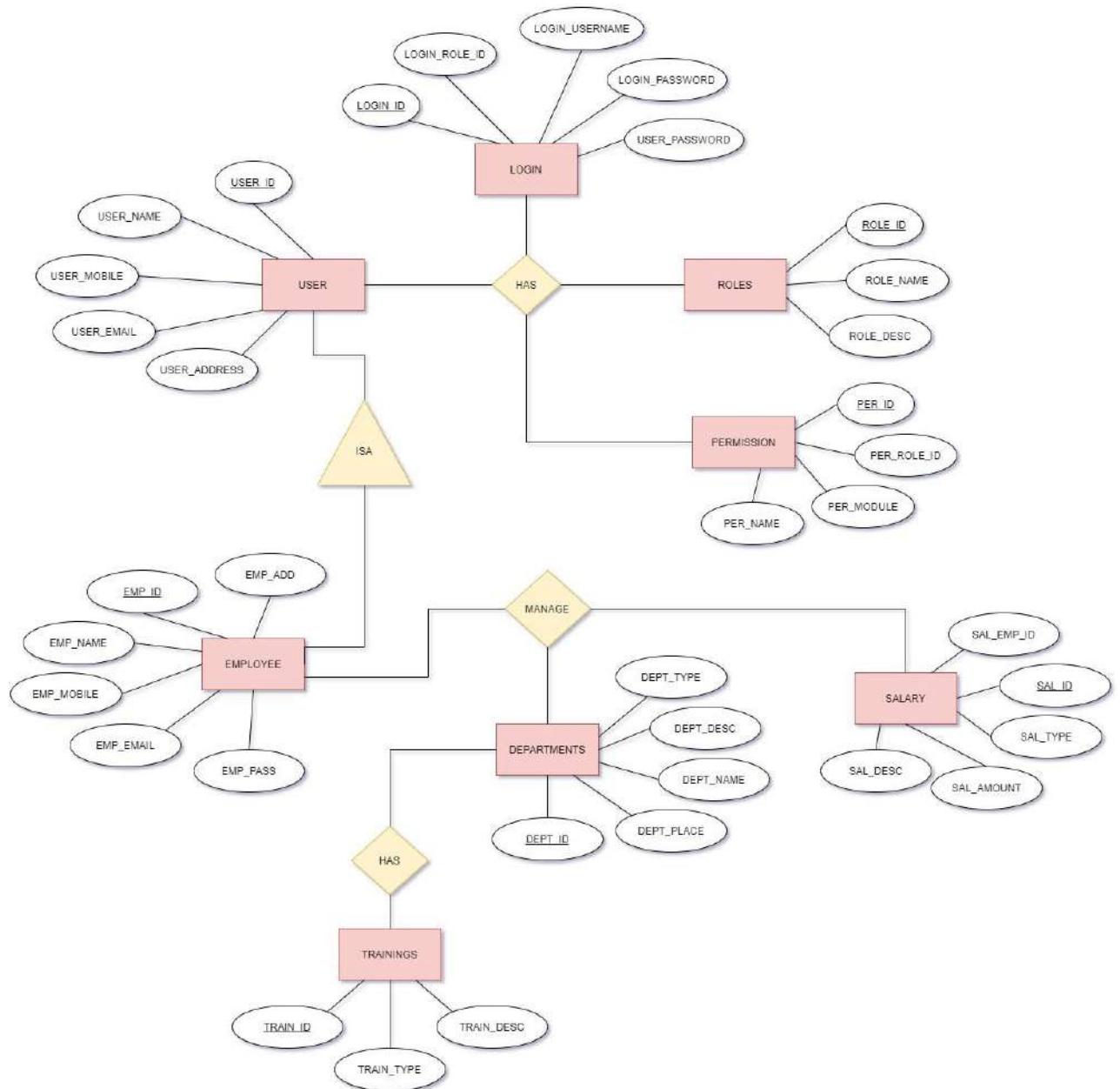
The proposed system provides detail general information about the employee along with educational, certification, skill and project details. It enhances the human resource management in adding, viewing and updating employees' details and generates various reports regarding employee's skill and experience.

SCHEMA DIAGRAM



ER DIAGRAM

HUMAN RESOURCE MANAGEMENT SYSTEM



LIST OF MODULES

1. Login Module

Login module includes a login page that is a web page or an entry page to a website that requires user identification and authentication, regularly performed by entering a username and password combination. Logins may provide access to an entire site or part of a website. Logging in not only provides site access for the user, but also allows the website to track user actions and behavior.

The Login Form module presents site visitors with a form with username and password fields. If the user enters a valid username/password combination they will be granted access to additional resources on the website. Which additional resources they will have access to can be configured separately.

The admin, manager and employee can access the system by filling the login form with correct authentication data i.e., valid username and password and then click login. They will then enter to the Home page dashboard.

If invalid username and/or password is entered, alert message is popped up.

If the user has forgotten the password, the user has to click forgot password option. Here the user has to enter HRMS ID and click Send OTP. Then a temporary OTP will be sent to the registered mobile number and then user has to validate his account.

2. Department Management Module

Department Management module is used for managing department details. It presents with list of departments that is available in the system and also the feature to add new departments to the system.

The admin and manager can add new departments to the system and the admin and manager can view the all departments that inserted to the system and can also edit or delete them.

3. Training Module

A training module is an instructional guide primarily used for teaching and learning step-bystep procedures. Training modules also can be used to present more factual information. Although most OJT is carried out for the purpose of teaching skills, practical experience indicates that employees also need a way to document facts, concepts, processes, and principles.

A training management module enables HR to provide and track training completions and certifications for compliance.

With the HRMS Training module, the businesses can correctly concentrate on the right training and skill development of their employees. Alongside they can arrange everything at a single place, making the navigation and management quicker and lot simpler. Also, if the employees are encouraged to associate with HRMS for their training sessions, it becomes easier for the management to track employee's progress in skill enhancement and other practices.

Here the admin and HR manager can view all training that inserted to the system and they can delete records. The admin and HR manager can add new training that needed to the organization. The admin and HR manager can add employee to existing training.

4. Evaluations Module

Performance assessment, or evaluation of employee performance helps the organisation assess the performance of every employee in the organisation and accurately determine the appreciation and recognitions for each employee.

Effective evaluation of employee performance ensures that every employee in the organisation gets the recognition and appreciation they deserve. Also, it helps the organisation stay in perspective with the goals and targets and how far they have been achieved.

The evaluations module of Digital HRMS has several features that help HR Teams manage the evaluation process more effectively in order to insurance appraisal for all the employees.

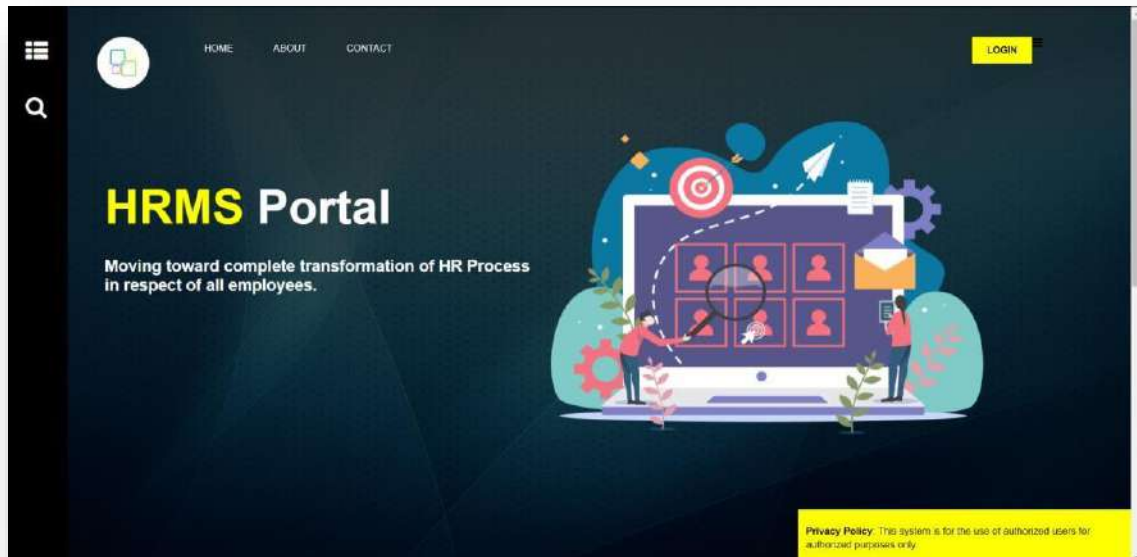
To begin with, Digital HRMS offers multiple options in terms of the types of performance evaluations, including self-assessment. The employees have the provision to give self-ratings on their performance, based on different parameters. Also, the module allows the HR team to design customized appraisal forms based on the specified criteria and requirements.

Here the admin and HR manager can view all evaluation percentage of the employees. The admin and HR manager can add, remove and edit the evaluation data of the employee at the end of employment year.

SCREENSHOTS

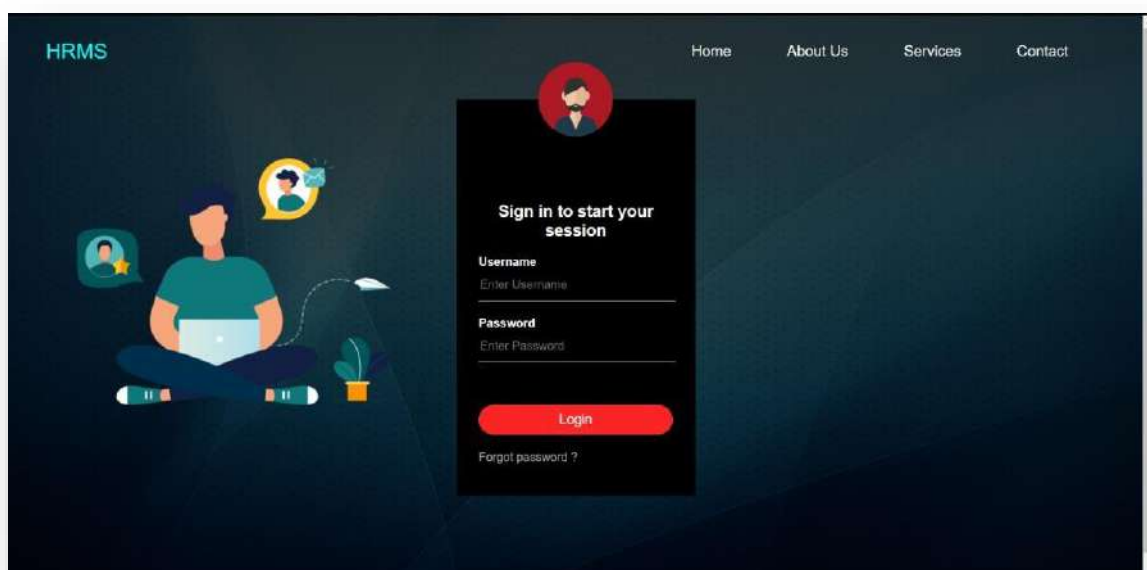
Main Page

- This is the main page of our HRMS Portal. This includes the information about the HRMS website, contact details, Login Button- to be redirected to the login page and some links like Help Portal, New Recruits, etc.



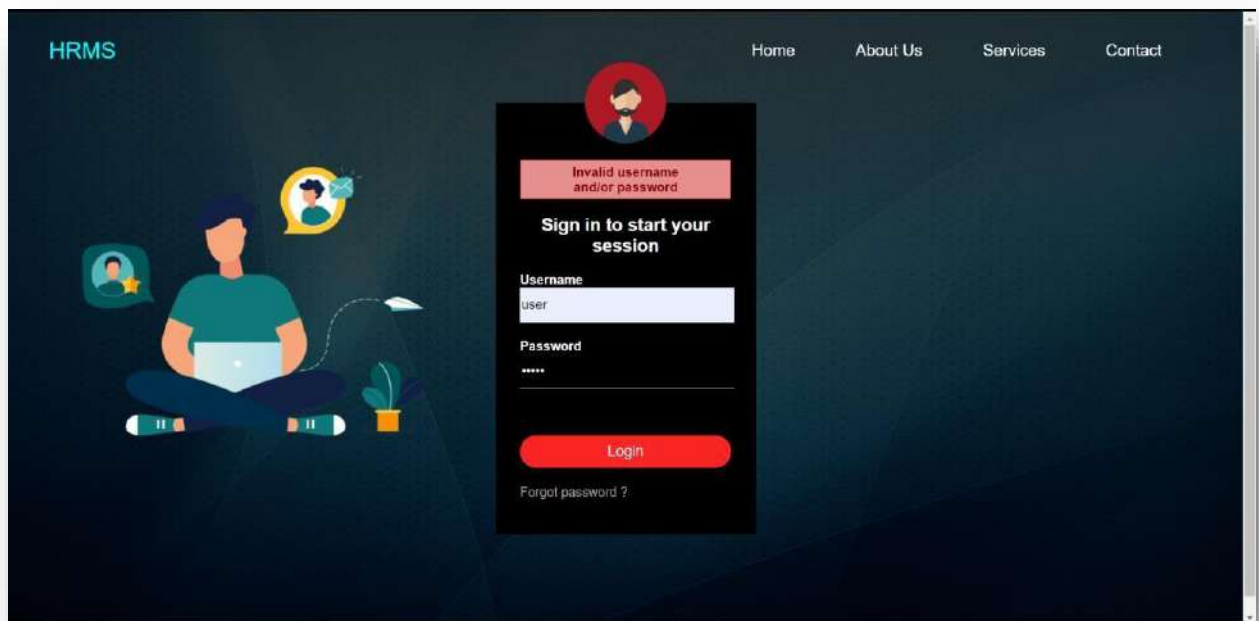
Login Page

- The admin, manager and employee can access the system by filling the login form with correct authentication data then click login. They will enter to the Home page dashboard.



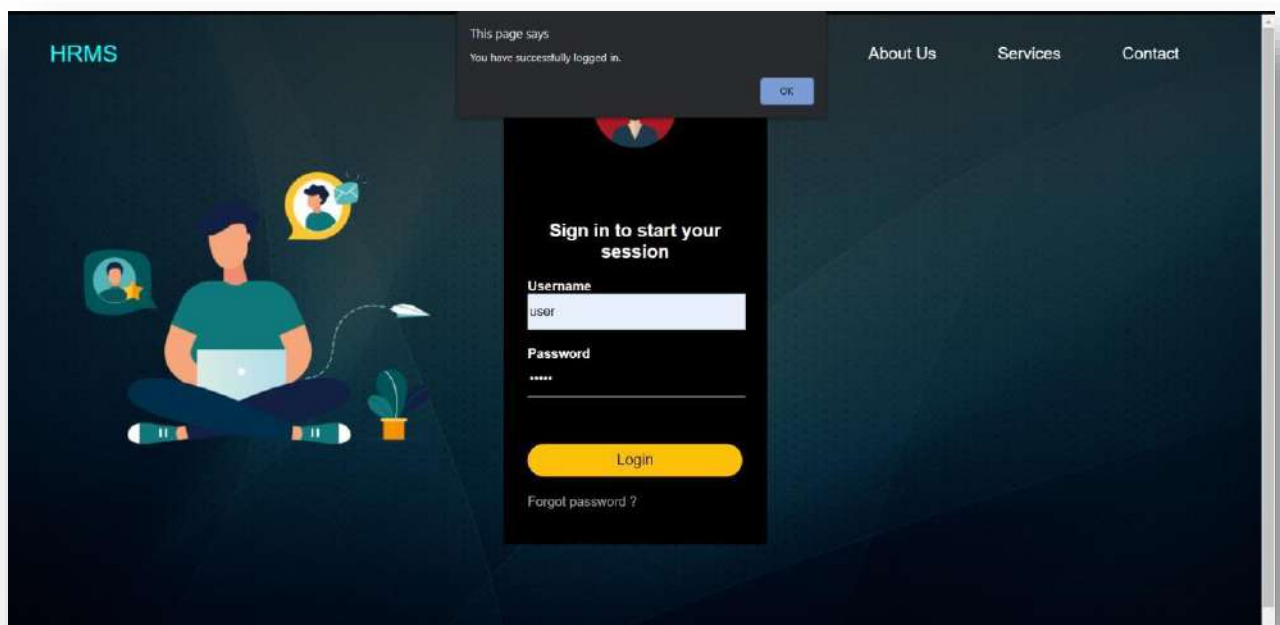
Invalid Credentials

- If invalid username and/or password is entered, alert message is popped up.



Successful Login

- If valid username and password combination is entered. The user will enter to the Home page dashboard and can access the resources of the website.

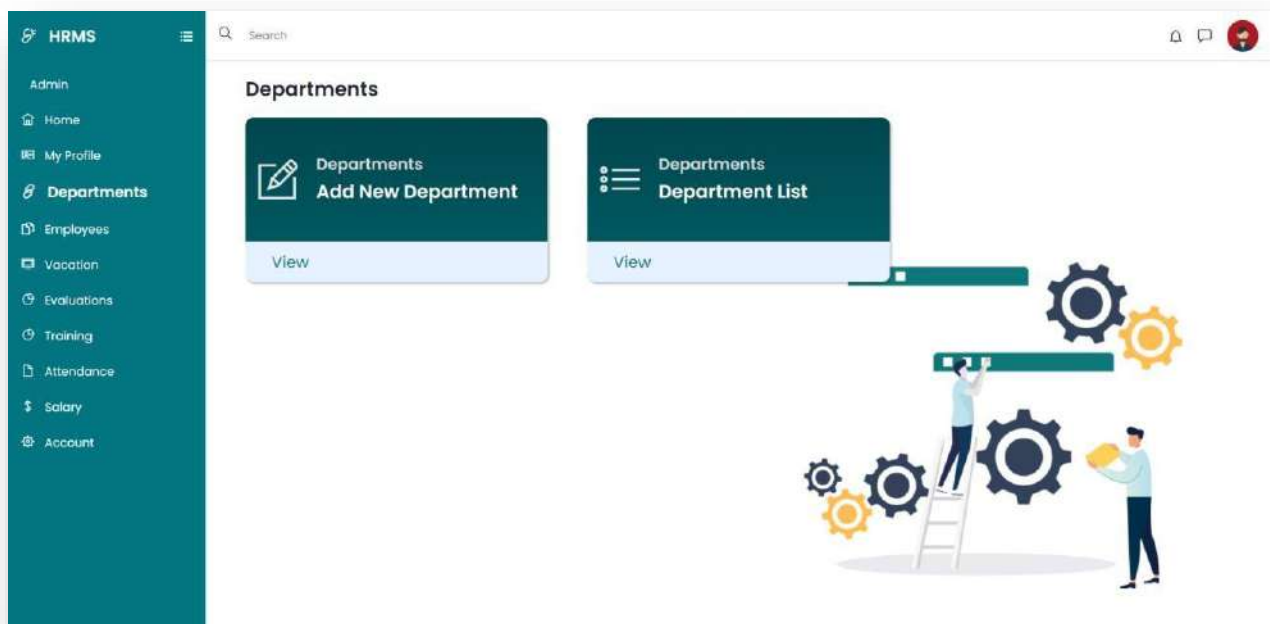


Redirected to Home Page Dashboard

- After successful login, the user is redirected to the home page dashboard and can then access the content of the website.



Departments Page



Add New Department Page

HRMS

Admin

Home

My Profile

Departments

Employees

Vacation

Evaluations

Training

Attendance

Salary

Account

Search

Add New Department

Department Title

Enter Department Title

Submit Cancel

Back

Department List Page

HRMS

Admin

Home

My Profile

Departments

Employees

Vacation

Evaluations

Training

Attendance

Salary

Account

Search

Department List

Department Name	Department Manager	Operations
Management	A	Edit Delete
Marketing	B	Edit Delete
Programming	Admin	Edit Delete

Showing 1 to 3 of 12 entries

Back

- The admin and manager can view the all departments that inserted to the system. They can also edit or delete them.

Edit

The screenshot shows the HRMS interface with a sidebar on the left containing links: Admin, Home, My Profile, Departments, Employees, Vacation, Evaluations, Training, Attendance, Salary, and Account. The main content area is titled "Department List" and features a table with three columns: Department Name, Department Manager, and Operations. The table contains three rows: Management (Manager: A), Marketing (Manager: B), and Programming (Manager: Admin). Each row has two red buttons in the Operations column. A modal dialog is open over the table, displaying the text "This page says" and "Input the Cell content" with a text input field containing the letter 'E'. The modal has "OK" and "Cancel" buttons. Below the table, it says "Showing 1 to 3 of 12 entries" and has a "Back" button. An illustration of a person sitting on a cube is in the bottom right corner.

Department Name	Department Manager	Operations
Management	A	[Red Button] [Red Button]
Marketing	B	[Red Button] [Red Button]
Programming	Admin	[Red Button] [Red Button]

Showing 1 to 3 of 12 entries

Back

Updated

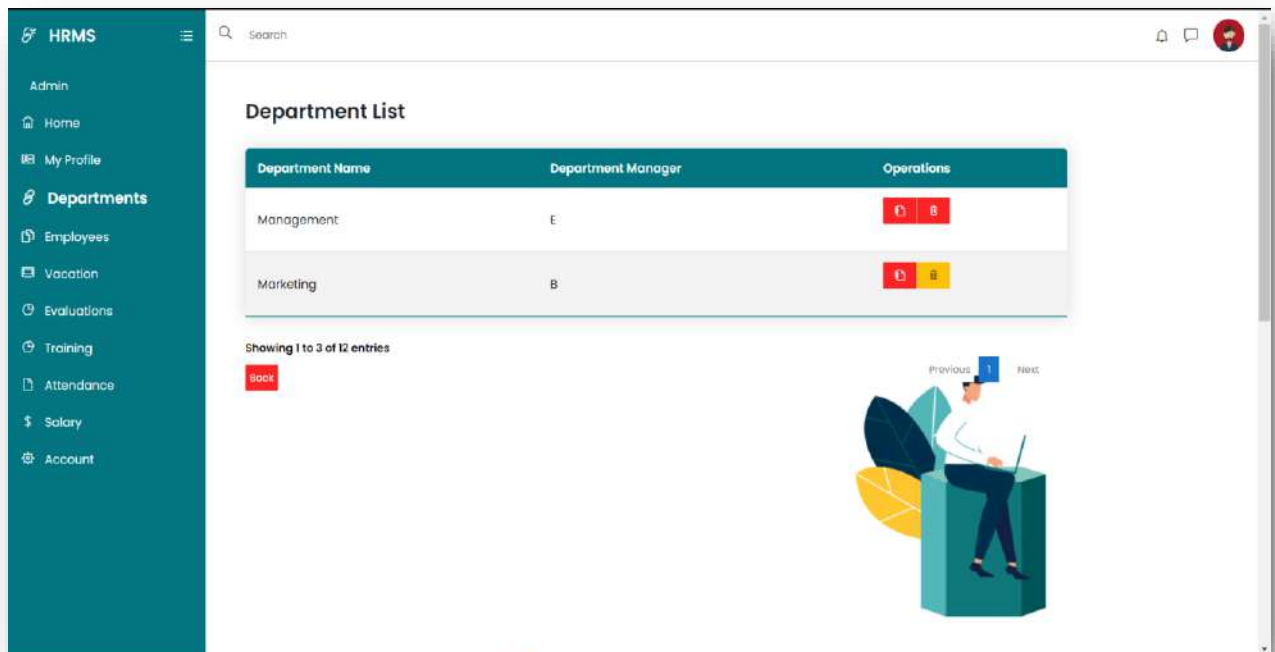
The screenshot shows the HRMS interface with the same sidebar as the previous image. The main content area is titled "Department List" and features a table with three columns: Department Name, Department Manager, and Operations. The table contains three rows: Management (Manager: E), Marketing (Manager: B), and Programming (Manager: Admin). Each row has two red buttons in the Operations column. Below the table, it says "Showing 1 to 3 of 12 entries" and has a "Back" button. An illustration of a person sitting on a cube is in the bottom right corner.

Department Name	Department Manager	Operations
Management	E	[Red Button] [Red Button]
Marketing	B	[Red Button] [Red Button]
Programming	Admin	[Red Button] [Red Button]

Showing 1 to 3 of 12 entries

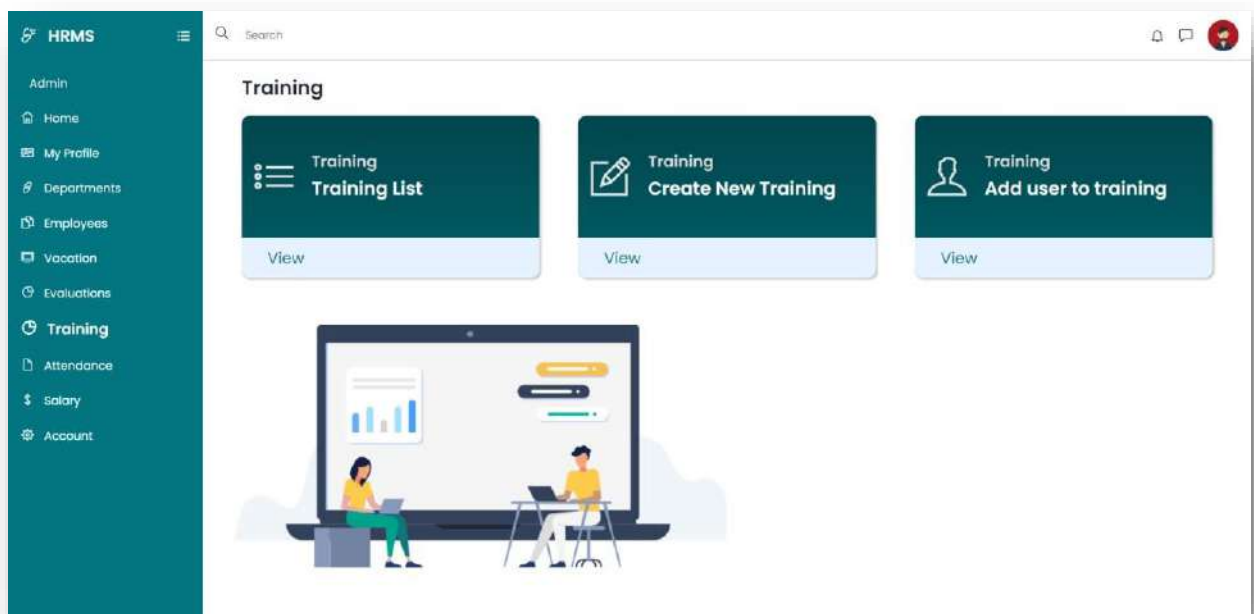
Back

Delete



Training Page

- Has three parts: Viewing training list, creating new training and adding user to a training.



Training List Page

- The admin and HR manager can view all the trainings that is inserted in the system and they can delete records.

Training Title	Training Start	Training End	Training Hours	Number of enrolled employees	Operations
PHP Development	02-01-2021	02-02-2021	50	8	
Time Management	11-02-2021	15-12-2021	15	10	
Skills Training	28-02-2021	04-03-2021	30	12	
Leadership Development	04-04-2021	08-04-2021	20	9	
Digital Marketing	10-05-2021	15-05-2021	30	11	

Create New Training Page

- The admin and HR manager can add new training that is needed in the organization.

Training Title	Training Start	Training End	Training Hours	Number of enrolled employees
PHP Development	02-01-2021	02-02-2021	50	8
Time Management	11-02-2021	15-12-2021	15	10
Skills Training	28-02-2021	04-03-2021	30	12

Training Title	Training Start	Training End
<input type="text" value="Enter Training title"/>	<input type="text" value="dd-mm-yyyy"/>	<input type="text" value="dd-mm-yyyy"/>

HRMS

Admin

Home

My Profile

Departments

Employees

Vacation

Evaluations

Training

Attendance

Salary

Account

Search

Training Form

Training Title

Enter Training title

Training Start

dd-mm-yyyy

Training End

dd-mm-yyyy

Training Hours

Enter Training hours

Number Of Enrolled Employees

Enter Number Of Enrolled Employees

Save

Delete

- **Creating New Training**

HRMS

Admin

Home

My Profile

Departments

Employees

Vacation

Evaluations

Training

Attendance

Salary

Account

Search

Training Form

Training Title

Leadership Development

Training Start

04-04-2021

Training End

08-04-2021

Training Hours

20

Number Of Enrolled Employees

9

Save

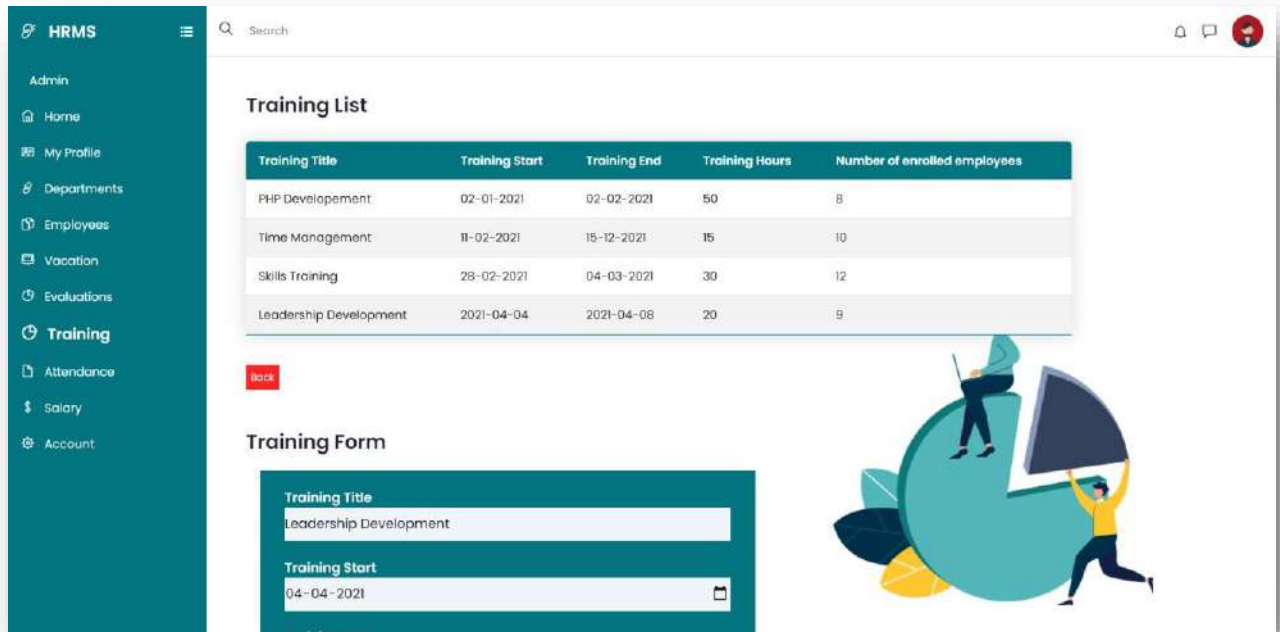
Delete

This page says

Training added Successfully!

OK

- Updated training table



HRMS

Admin | Home | My Profile | Departments | Employees | Vacation | Evaluations | **Training** | Attendance | Salary | Account

Search

Training List

Training Title	Training Start	Training End	Training Hours	Number of enrolled employees
PHP Development	02-01-2021	02-02-2021	50	8
Time Management	11-02-2021	15-12-2021	15	10
Skills Training	28-02-2021	04-03-2021	30	12
Leadership Development	2021-04-04	2021-04-08	20	9

[Back](#)

Training Form

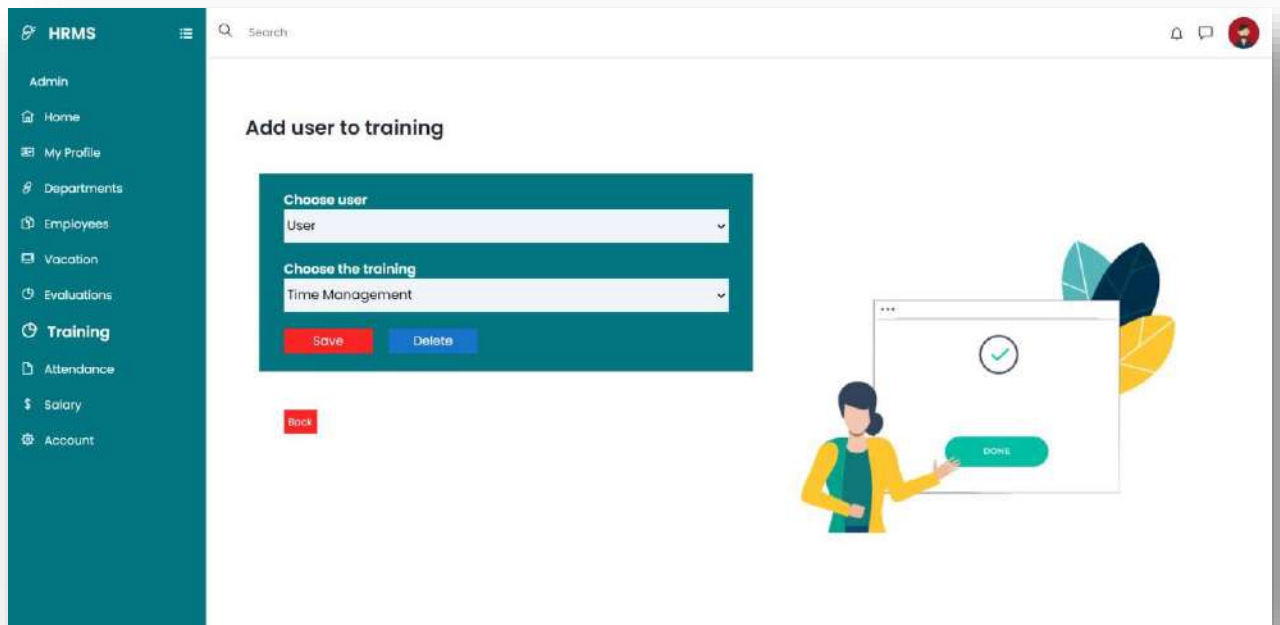
Training Title
Leadership Development

Training Start
04-04-2021

[Back](#)

Add user to training Page

- The admin and HR manager can add employee to existing training.



HRMS

Admin | Home | My Profile | Departments | Employees | Vacation | Evaluations | **Training** | Attendance | Salary | Account

Search

Add user to training

Choose user
User

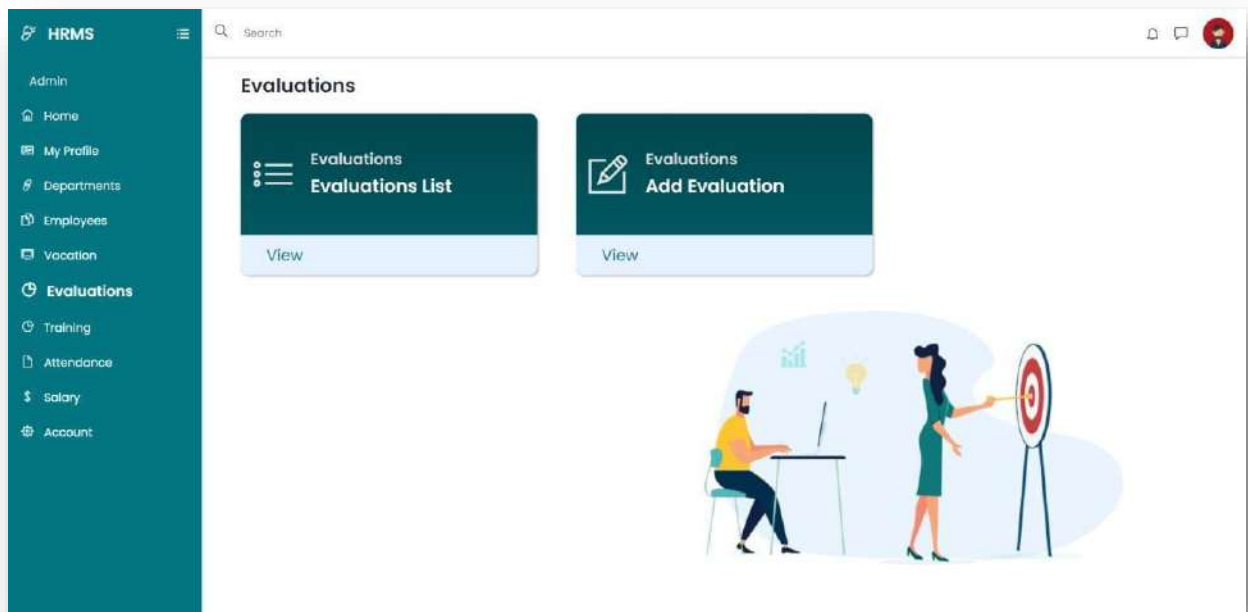
Choose the training
Time Management

[Save](#) [Delete](#)

[Back](#)

Evaluations Page









- Has two parts: Viewing evaluations list and adding new evaluation.



Evaluations list page

- The admin and HR manager can view all evaluation percentage of the employees.

The screenshot displays the HRMS interface for the Evaluations List page. The sidebar menu is the same as in the previous image. The main content area is titled 'Evaluations List' and contains a table with the following data:

Employee Name	Employee Evaluation Percentage	Employee Evaluation Year	Employee Email	Employee Job Title	Employee Role	Employee Department	Operations
A	85%	2020	a@gmail.com	Marketing Manager	Employee	Marketing	 
B	88%	2020	b@yahoo.com	Finance Manager	Employee	Finance	 
C	90%	2020	c@gmail.com	Marketing Manager	Employee	Management	 
D	92%	2020	d@gmail.com	Account Executive	Employee	Finance	 

Below the table, it says 'Showing 1 to 4 of 12 entries'. There is a red 'Back' button and a pagination bar with 'Previous', '1', and 'Next' buttons. An illustration of a person standing next to a large screen displaying charts is also visible.

Adding New Evaluation Page

- The admin and HR manager can add evaluation data of an employee at the end of employment year.

HRMS

Admin

Home

My Profile

Departments

Employees

Vacation

Evaluations

Training

Attendance

Salary

Account

Search

Evaluations List

Employee Name	Employee Evaluation Percentage	Employee Evaluation Year	Employee Email	Employee Job Title	Employee Role	Employee Department
A	85%	2020	a@gmail.com	Marketing Manager	Employee	Marketing
B	88%	2020	b@yahoo.com	Finance Manager	Employee	Finance
C	90%	2020	c@gmail.com	Marketing Manager	Employee	Management

Showing 1 to 3 of 12 entries

Back

Add Evaluation

Employee Name

Enter Employee Name

Employee Evaluation Percentage

Previous

1

Next

HRMS

Admin

Home

My Profile

Departments

Employees

Vacation

Evaluations

Training

Attendance

Salary

Account

Search

Employee Name

Enter Employee Name

Employee Evaluation Percentage

Enter Employee Evaluation Percentage

Employee Evaluation Year

Enter Employee Evaluation Year

Employee Email

Enter Employee Email

Employee Job Title

Enter Employee Job Title

Employee Role

Enter Employee Role

Employee Department

Enter Employee Department

Save

Delete

- Adding an evaluation.

HRMS

Admin

Home

My Profile

Departments

Employees

Vocation

Evaluations

Training

Attendance

Salary

Account

Search

This page says
Evaluation added Successfully!

OK

Employee Name
E

Employee Evaluation Percentage
95%

Employee Evaluation Year
2020

Employee Email
e@yahoo.com

Employee Job Title
Account Executive

Employee Role
Employee

Employee Department
Finance

Save Delete

- Updated Table

HRMS

Admin

Home

My Profile

Departments

Employees

Vocation

Evaluations

Training

Attendance

Salary

Account

Search

Evaluations List

Employee Name	Employee Evaluation Percentage	Employee Evaluation Year	Employee Email	Employee Job Title	Employee Role	Employee Department
A	85%	2020	a@gmail.com	Marketing Manager	Employee	Marketing
B	88%	2020	b@yahoo.com	Finance Manager	Employee	Finance
C	90%	2020	c@gmail.com	Marketing Manager	Employee	Managemon
E	95%	2020	e@yahoo.com	Account Executive	Employee	Finance

Showing 1 to 3 of 12 entries

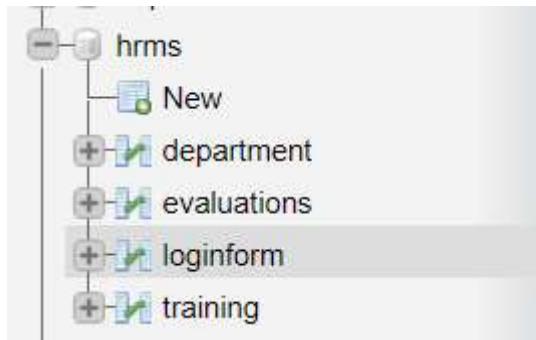
Back

Previous 1 Next

Add Evaluation

Employee Name

DATABASE TABLES



LOGIN FORM TABLE:

ID	USER	PASS
1	user	user1

DEPARTMENT TABLE:

DEPT_ID	DEPT_NAME	DEPT_MANAGER
1	Management	A
2	Marketing	B

TRAINING TABLE:

train_id	train_title	train_start	train_end	train_hours	no_emp
1	PHP Development	2021-01-02	2021-02-02	50	8
2	Time Management	2021-02-11	2021-12-15	15	10
3	Skills Training	2021-02-28	2021-03-04	30	12
4	Leadership Development	2021-04-04	2021-04-08	20	9

EVALUATIONS TABLE:

eval_id	emp_name	emp_eval	emp_eval_year	emp_email	emp_job	emp_role	emp_dept
1	A	85%	2020	a@gmail.com	Marketing Manager	Employee	Marketing
2	B	88%	2020	b@yahoo.com	Finance Manager	Employee	Finance
3	C	90%	2020	c@gmail.com	Marketing Manager	Employee	Management

CONCLUSIONS

The proposed system of HR module is the right software to be incorporated into the automation of Human Resource Management System for helping the organization needs with respect to skilful human resource. The proposed system provides detail general information about the employee along with educational, certification, skill and project details.

It enhances the human resource management in adding, viewing and updating employees' details and generates various reports regarding employee's skill and experience.

The web-based HRMS for will be proposed to increase the performance and organization of the entire range of human resources management services by developing these sections:

1. HR management Information system
2. Compute the net salary after adding salary, promotions percentage and loans.
3. Detailed reports section.
4. Direct email communication.
5. Statistical data charts.
6. Training section
7. Vacations section
8. Appraisal
9. Performance evaluation

REFERENCES

1. <https://www.pmi.org/>
 2. <https://www.projectmanagement.com/>
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