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PROJECT SYNOPSIS

A project to be submitted in Partial Fulfillment of the Requirements for the Award of the Degree of

MASTER OF COMPUTER APPLICATIONS

(M.C.A)

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Section 1

1. Title Of the Project

HR process automation

2. Statement About the Problem

Abstract:

The project, titled “HUMAN RESOURCE MANAGEMENT SYSTEM” is basically concerned with managing the Administrator of HUMAN RESOURCE Department in a company. A Human Resource Management System (HRMS), refers to the systems and processes at the intersection between human resource management (HRM) and information technology. It merges HRM as a discipline and in particular its basic HR activities and processes with the information technology field, whereas the programming of data processing systems evolved into standardized routines and packages of enterprise resource planning (ERP) software[1].

The main objective of this paper is to reduce the effort of Administrator to keep the daily events such as attendance, projects, works, appointments, etc.

This project deals with the process of identifying the employees, recording their attendance hourly and calculating their effective payable hours or days. This paper should maintain the records of each and every employee and their time spend in to company, which can be used for performance appraisal. Based on that transfer, removal, promotion can be done.

3. Objective and Scope

The project is used to maintain efficiently the HR department schedule of any type of company. In larger organization, employees are large. At that time this paper is useful and helpful. HR Management system is not only becomes a desire of the company but it becomes the need of the company. The Administrator gets into the system using admin name and a password.

1.1 Advantages

1. Easy access to the data
2. The new system is more user-friendly, reliable and flexible.
3. Data alteration is easy.
4. Maintenance of the project is easy.
5. Reduced manual work.
6. Timely Report generation.

The main objective of this paper is to reduce the effort of administrator to keep the daily events such as payroll,

They are:

1. Employee Details
2. Payroll
3. Training

4. Performance
5. Resignation
6. Resume tracking.

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4. Technology Used:

Java

Java is a programming language and a platform.

Java is a high level, robust, object-oriented and secure programming language. Platform: Any hardware or software environment in which a program runs, is known as a platform. Since Java has a runtime environment (JRE) and API, it is called a platform.

MySQL

SQL stands for Structured Query Language. SQL is used to communicate with a database. According to ANSI (American National Standards Institute), it is the standard language for relational database management systems. SQL statements are used to perform tasks such as update data on a database, or retrieve data from a database. Some common relational database management systems that use SQL are: Oracle, Sybase, Microsoft SQL Server, Access, Ingres, etc. Although most database systems use SQL, most of them also have their own additional proprietary extensions that are usually only used on their system.

- **Spring Framework**

The Spring Framework is an application framework and inversion of control container for the Java platform. The framework's core features can be used by any Java application, but there are extensions for building web applications on top of the Java EE platform..

- **Hibernate**

Hibernate ORM is an object-relational mapping tool for the Java programming language. It provides a framework for mapping an object-oriented domain model to a relational database.

5. System Specifications

SOFTWARE REQUIREMENTS

FRAMEWORKS	SPRING,HIBERNATE
BACK END	MySQL
OPERATING SYSTEM	Windows 7 or XP or Ubuntu
IDE	ECLIPSE
BROWSER	Internet Explorer/Google Chrome

Hardware Requirements:

PROCESSOR	Pentium-IV 1.7 GHz and Above
RAM SIZE	512 MB
SD CARD	4 GB or more
SYSTEM TYPE	32-bit Operating System or More

6. Future scope of project

In future the website can get modified to be used more efficiently and reliably as per the Management's requirements, and enhancements can be made since the software is built on user friendly language.

7. Conclusion

I can conclude that human resources information system can help both employer and employee in order to do their job. It can help organization going smoothly using technology. Organization can improve their management system from traditional approach to a modern approach that using a technology base. In addition, organization can take advantage in competition when their organization more advances.