A REPORT
ON

WEB DEVELOPMENT INTERNSHIP - UPTOSKILLS

Submitted by,

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Under the guidance of,

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in partial fulfillment for the award of the degree of

BACHELOR OF TECHNOLOGY

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At

PRESIDENCY UNIVERSITY

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PRESIDENCY UNIVERSITY

PRESIDENCY SCHOOL OF COMPUTER SCIENCE AND ENGINEERING

CERTIFICATE

This is to certify that the Internship/Project report **"WEB DEVELOPMENT INTERNSHIP-UPTOSKILLS"** being submitted by "SHREYA RAVI KUMAR" bearing roll number "20211CSE0229" in partial fulfillment of the requirement for the award of the degree of Bachelor of Technology in Computer Science and Engineering is a bonafide work carried out under my supervision.

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DECLARATION

I hereby declare that the work, which is being presented in the report entitled "**WEB DEVELOPMENT INTERNSHIP-UPTOSKILLS"** in partial fulfillment for the award of Degree of **Bachelor of Technology** in **Computer Science and Engineering**, is a record of my own investigations carried under the guidance of **DR. RAMESH SENGODAN, PROFESSOR, Presidency School of Computer Science and Engineering, Presidency University, Bengaluru.**

I have not submitted the matter presented in this report anywhere for the award of any other Degree.

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ABSTRACT

The Human Resource Management System (HRMS) is a state-of-the-art digital platform that is revolutionizing human resource management. Recruitment, onboarding, attendance monitoring, leave approval, and off-boarding are just a few of the crucial HR procedures that are automated and streamlined by the HRMS platform. HR departments have historically depended on laborious paperwork and manual approvals, which can result in errors, delays, and inefficiencies that can impair company performance. By substituting a fully digital solution for traditional approaches, the HRMS overcomes these obstacles and greatly improves accessibility, efficiency, and transparency for both HR personnel and employees. Among the HRMS' primary advantages are automated recruitment procedures that let HR managers advertise job openings on many platforms, screen applications according to preset standards, and easily monitor applicants during the hiring process. The HRMS' digitization of HR procedures not only increases operational effectiveness but also allows HR experts to concentrate on strategic projects that propel business expansion, which eventually results in a more contented, engaged, and effective staff. This all-encompassing strategy puts businesses in a strong position to prosper in the changing needs of the contemporary workplace.

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Chapter 1

INTRODUCTION

UptoSkills provides free training programs in both technical and non-technical skills, particularly in collaboration with colleges. These programs are designed to help users enhance their career prospects by gaining relevant skills without any cost. Additionally, UptoSkills offers free internships in various domains like digital marketing, graphic design, AI/ML, web development and more. These internships are work-from-home opportunities and are structured to provide real-world experience. Importantly, these internships are free, and they explicitly state that no fees should be paid by interns. Moreover, UptoSkills also has free courses available on their platform across a wide range of subjects, including engineering, computer science, and agriculture, among others. These resources make UptoSkills an accessible option for those looking to upgrade their skills without incurring costs. Some of their clients include IBM, L&T Infotech, Wipro, MuSigma, Mindtree, Cognizant apart from many others. They offer a wide range of customized training programs designed to enhance skills and advance careers, and their expert trainers and career advisors work closely with clients to provide ongoing support and guidance. The UptoSkills website was the first task assigned. Working in groups of three, we were tasked with recreating the home page of UptoSkills using features like- HTML5 which guarantees accessibility and semantic organization, Cascading Stylesheets (CSS), which include an external one for animations from Animate.css and icons from Font Awesome that improve the user experience and aesthetic appeal. The viewport meta element makes it possible for the layout to be responsive, meaning it can adjust to various screen sizes. Overall, this set of technologies enables a cutting-edge, intuitive web application.

Our second task was to create a Human Resource Management System (HRMS). HRMS is a digital platform created to automate and streamline a number of HR procedures, including recruitment, on-boarding, attendance management, leave approval, and off-boarding. By replacing conventional paper-based procedures with a totally digital solution, the system seeks to increase productivity, accessibility, and openness for both employees and HR staff. Automated offer letter creation, attendance monitoring, leave administration, and a private social media platform for employee engagement are some of the HRMS's primary features. HRMS is an enterprise software solution designed to automate and streamline HR processes

within an organization. Traditionally, HR departments rely on paper-based documentation and manual approvals, which can lead to inefficiencies, delays, and errors. HRMS digitizes these processes, making them more efficient, transparent, and user-friendly.

1.1 Purpose of the HRMS System

The main goal of HRMS is to enhance workforce management by integrating:

1.1.1 Recruitment and Onboarding – Digital offer letters & employee login creation.

1.1.2 Attendance Management – Real-time attendance tracking & reporting**.**

1.1.3 Leave Management – Employees can request leave, and managers can approve/reject it through a systemized workflow.

1.1.4 Off boarding Process – Proper exit management, ensuring compliance and data security.

1.1.5 Employee Engagement – Private social media for internal communication and team collaboration.

By implementing HRMS, companies can save time, reduce paperwork, minimize errors, and improve overall efficiency.

Fig 1.1: HRMS Overview

Chapter 2

LITERATURE SURVEY

2.1 Achieving Human Resource Management Sustainability in Universities [3]

Proposed scheme: The foundation for an organization's future expansion and prosperity is the sustainability of human resource management (HRM). The purpose of this study is to investigate how universities may achieve HRM sustainability. To find out what influences HRM sustainability in universities, we employ a quantitative research design. The study was carried out at Iranian public universities in the spring and summer of 2020. The results demonstrate that the sustainability of HRM at universities is positively and significantly impacted by employer branding, social and psychological variables, human resource practices, and economic aspects. The results show that in order to maintain HRM sustainability and increase the competitiveness of higher education institutions like universities, it is critical to take into account the adoption of appropriate HRM practices and associated socioeconomic and psychological supports.

2.2 Inclusive human resource management in freelancers' employment relationships: The role of organizational needs and freelancers' psychological contracts [4]

Proposed scheme: The purpose of this study was to increase our knowledge of inclusive human resource management (HRM) in independent contractor work. Through a qualitative interview study involving eight dyads of HR managers and freelancers, we looked at organizational demands and the psychological contracts of freelancers. Both parties agreed on what inclusive HRM means in freelancers' work relationships, despite the fact that the data indicated that organizations and freelancers have diverse goals. However, within the dyads, freelancers and HR managers did not always share the same perspective on the psychological contract's substance. Therefore, it seemed crucial to negotiate expectations with one another when implementing inclusive HRM in order to prevent a breakdown of the psychological contract. Furthermore, it appears that the design of inclusive HRM did not take organizational demands into account. Due to this lack of strategic fit, organizations may lose out on opportunities to fully utilize freelancers. The results help businesses think about independent contractors as possible sources of competitive advantage.

2.3 Sustainable Human Resource Management: Six defining characteristics [5]

Proposed scheme: Robin Kramar's study lists the essential characteristics of Sustainable human resource management (SHRM). In order to support long-term sustainability, it places a strong emphasis on incorporating social, environmental, and economic factors into HR procedures. Focusing on stakeholder involvement, aligning with corporate strategy, committing to ethical standards, emphasizing employee development, taking environmental consequences into account, and cultivating a sustainable culture are the six traits that have been found. According to Kramar, these qualities are necessary for businesses to improve their competitive edge and successfully support sustainable development. All things considered, the study promotes an all-encompassing strategy for HRM that gives sustainability first priority in all facets of organizational operations.

2.4 Human Resource Management in the era of AI [7]

Proposed scheme: The study examines how artificial intelligence is changing human resource management in modern companies, showing both advantages and disadvantages for workforce management, employee engagement, and talent acquisition. While addressing issues with ethics, secrecy, and algorithmic bias, it looks into how AI tools—like performance management systems and recruitment algorithms—can improve process efficiency and decision-making. Key elements such as AI technologies, HRM procedures, and organizational outcomes are outlined in a conceptual framework, along with auxiliary elements like leadership support and company culture. The study intends to give HR professionals insights on the moral and responsible integration of AI through qualitative and quantitative assessments. Ultimately, the results emphasize HR's important role in overcoming the challenges of the digital era to create an agile, inclusive, and innovative workplace.

2.5 Socially responsible human resource management and employee ethical voice: Roles of employee ethical self-efficacy and organizational identification [6]

Proposed scheme: The study "Socially Responsible Human Resource Management and Employee Ethical Voice: Roles of Employee Ethical Self-Efficacy and Organizational Identification" looks at how employees' willingness to voice ethical issues is impacted by socially responsible HRM practices. It asserts that a key component of this process is employee ethical self-efficacy, or the conviction that one can act morally. Employees' ethical voice is further strengthened by organizational affiliation, or a feeling of belonging to the company. According to the report, companies that implement socially conscious HRM

practices enable staff members to voice ethical concerns, which promotes a more moral workplace atmosphere. All things considered, the study emphasizes how critical HRM is to encouraging moral conduct and dialogue inside businesses.

2.6 Top management green commitment and green intellectual capital as enablers of hotel environmental performance: The mediating role of green human resource management [2]

Proposed scheme: Scholars have recognized the significance of hotel environmental performance. The elements that influence hotel environmental performance, however, have not been fully examined. In order to fill this vacuum, this study examined how top management's green commitment and green intellectual capital affect green HRM, which in turn affects hotel environmental performance. It did this by using the resource-based view approach. Additionally, the mediating function of green HRM was investigated. An online survey was used in a longitudinal research to gather information from 800 hotel workers in Manila. The results indicate that green human resource management and hotel environmental performance were directly impacted by top management's green commitment and green intellectual capital.

Chapter 3

RESEARCH GAPS OF EXISTING METHODS

Despite the development of several Human Resource Management Systems, many existing solutions still have notable limitations:

- **Lack of Integration:** Most HRMS solutions treat modules like recruitment, on boarding, attendance, and off boarding as separate systems, leading to inefficiencies.
- **Limited Customization:** Many platforms are rigid and don't allow easy customization to suit different organizational workflows.
- **Poor Employee Engagement:** Internal communication tools are often missing or inadequate, reducing collaboration and employee satisfaction.
- **Data Privacy Concerns:** Inadequate implementation of modern data protection protocols such as GDPR.
- **Insufficient Use of Analytics:** Traditional HRMS lack real-time insights, limiting data-driven decision-making.

These research gaps highlight the need for an **integrated, secure, and intelligent HRMS** that supports employee engagement and strategic workforce management.

Chapter 4

PROPOSED MOTHODOLOGY

The absence of integration between crucial procedures like recruitment, on-boarding, and attendance management is one of the major issues in today's HRMS, which results in ineffective manual workflows and increased errors. Furthermore, a lot of HRMS platforms limit internal communication and collaboration by failing to adequately encourage employee participation. A contemporary, integrated HRMS that improves user experience and expedites procedures is desperately needed.

4.1 Key Goals of the HRMS

4.1.1 Automate Recruitment & On-boarding

Replace traditional offer letters with digital login credentials for new hires. Seamless integration of new employees into the company’s ecosystem.

4.1.2 Centralized Attendance & Leave Management

Real-time tracking of employee attendance through biometric or web-based login.

Streamlined leave request and approval process with hierarchical permissions.

4.1.3 Private Social Media Platform

Encourages collaboration by allowing employees to post updates, share ideas, and communicate.

4.1.4 Secure off boarding Module

Ensures proper data handling, access removal, and compliance when employees leave.

4.1.5 User-Friendly Interface

Designed for HR personnel, managers, and employees to use easily.

4.2 Key components

4.2.1 Recruitment Automation: To make sure that only the best applicants are taken into consideration, the system will use algorithms to filter applications according to predetermined criteria. The HRMS will make it possible to list jobs simultaneously on several platforms, boosting exposure and drawing in a wide range of applicants. From the application to the interview and hiring, HR managers may effortlessly monitor applicants.

4.2.2 Employee Onboarding: Interactive checklists that walk new hires through necessary paperwork and tasks will be available to them. The onboarding process can be sped up by electronically signing contracts and other required paperwork. There will be specialized

training programs available to assist new hires in rapidly gaining the necessary knowledge and abilities.

4.2.3 Attendance and Leave Management: To ensure precise tracking, employees can use mobile applications or biometric systems to check in and out. The system allows workers to submit leave requests, which are then automatically forwarded for approval in accordance with established policies. In order to make well-informed decisions, HR professionals will have access to comprehensive statistics on attendance trends.

4.2.4 Employee Off boarding: The system will facilitate a structured off boarding process for employees leaving the organization. This covers knowledge transfer protocols, exit interviews, and final documentation management. The HRMS will assist in ensuring that all required procedures are followed, by standardizing off boarding, facilitating a seamless transfer for the organization and the departing employee.

4.2.5 Internal Communication Platform: The platform will foster a feeling of community by enabling staff members to communicate, exchange updates, and commemorate successes. Workers can participate in conversations on a range of subjects, promoting cooperation and knowledge exchange. All staff will be able to easily access important company announcements and updates, keeping them informed.

Fig 4.1: HRMS Components

Chapter 5

OBJECTIVES

The main objectives of the proposed HRMS are:

1. **To develop a centralized, web-based HRMS** that integrates recruitment, on boarding, attendance, leave, and off boarding processes.
2. **To provide real-time attendance and leave tracking** through user-friendly interfaces.
3. **To create a secure and efficient data management system** ensuring compliance with privacy regulations.
4. **To promote employee collaboration** via a built-in private social platform.
5. **To enhance operational efficiency** and reduce manual workload through automation.
6. **To support strategic decision-making** with real-time analytics and reports.

5.1 Table: Objectives and Corresponding Features:

Objective	Feature Implemented
Automate HR Tasks	Recruitment, on boarding, leave approval
Improve Internal Communication	Private social media module
Real-time Attendance Tracking	Web-based attendance
Promote Employee Engagement	Team collaboration space
Ensure Data Privacy and Compliance	Encrypted database, GDPR compliance

Chapter 6
SYSTEM DESIGN & IMPLEMENTATION

HR experts will be able to effectively manage a variety of duties thanks to the proposed HRMS's centralized platform functionality. The technology will improve overall operating efficiency and decrease manual errors by automating routine tasks. Recruitment, onboarding, attendance control, off boarding, and internal communication will all be important parts of the HRMS**.**

6.1 Technology Stack

To guarantee scalability, security, and user-friendliness, the HRMS will make use of a contemporary technology stack. React.js for the frontend, which will offer a responsive user experience. MongoDB or PostgreSQL for the database management, while Node.js will provide effective management of server-side procedures and APIs:

6.1.1 Frontend Development: The user experience will be improved by the responsive and user-friendly interface created with React.js.

6.1.2 Backend Development: Node.js offers a strong framework for managing APIs and will manage server-side operations effectively.

6.1.3 Database Management: The system will provide adaptable data storage options that support a range of data kinds by utilizing MongoDB or PostgreSQL.

6.2 Sustainability and Ethical Considerations

The HRMS prioritizes sustainability and ethical practices by:

6.2.1 Implementing Green HRM Initiatives: The system will encourage environmentally friendly practices, such as using digital documents to cut down on paper.

6.2.2 Ensuring Data Privacy: A key component of the system will be adherence to laws like GDPR (General Data Protection Regulation), which will protect employee data.

6.2.3 Promoting Inclusive HR Practices: The HRMS will promote a work environment that supports and values each and every employee by fostering diversity and inclusion activities.

By adopting green HRM efforts to lessen environmental effect, guaranteeing data privacy and compliance with rules (such as the GDPR), and encouraging inclusive HR practices that support diversity and employee well-being, the proposed HRMS will place a high priority on sustainability and ethical practices.

6.3 Key Features

Several advantages are expected to result from implementing the suggested HRMS:

6.3.1 Enhanced Operational Efficiency: HR professionals may concentrate on strategic goals by automating repetitive duties.

6.3.2 Increased Employee Satisfaction: Higher employee engagement will result from a more efficient onboarding procedure and better communication.

6.3.3 Improved Data-Driven Decision Making: HR professionals will be able to make well-informed judgments if they have access to real-time data and analytics.

6.3.4 A More Ethical and Sustainable Workplace Culture: By emphasizing ethical and sustainable practices, the company will draw in top people and improve its reputation.

6.3.5 Tracking: Users can track their food intake, hydration, physical activity, and overall progress.

6.3.6 Data Privacy: The system ensures data privacy and security, complying with health data protection regulations.

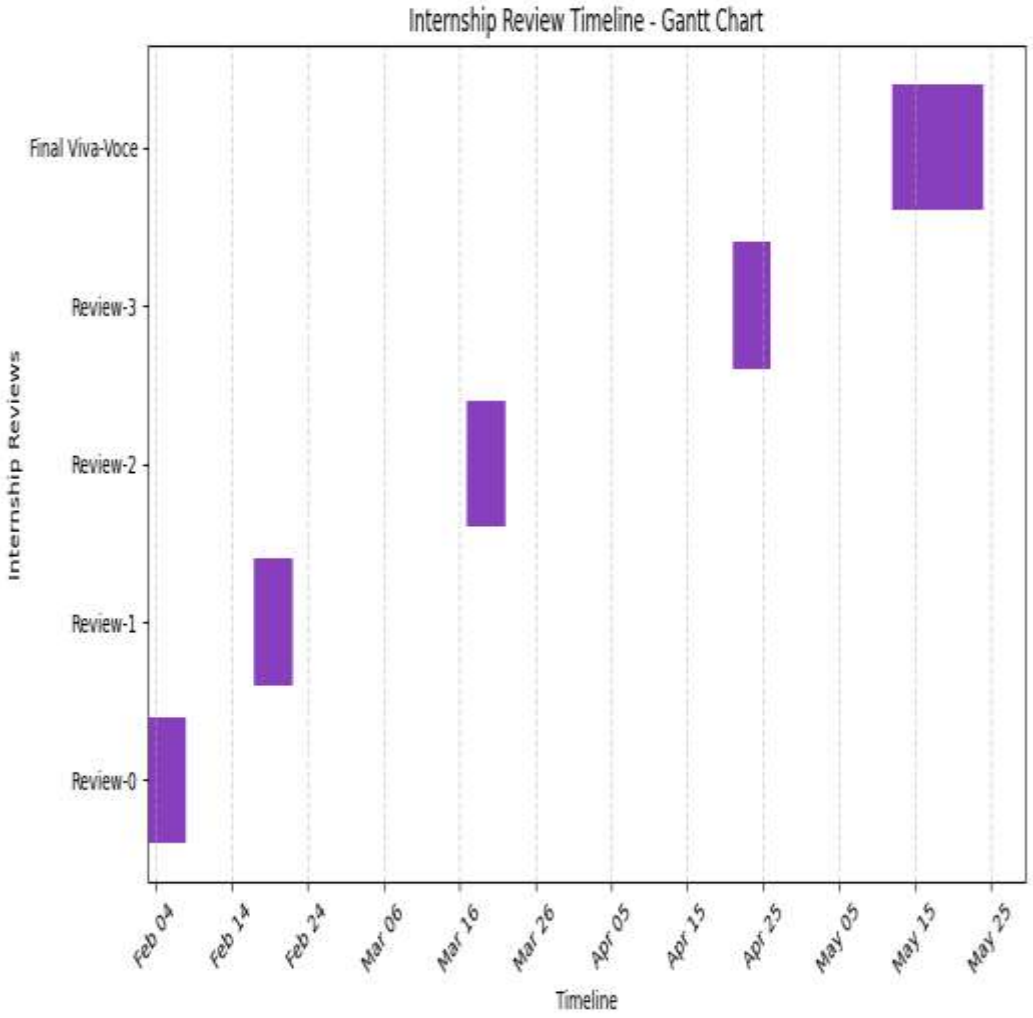
6.4 Table: Technology Stack Overview

Layer	Technology Used	Purpose
Frontend	React.js	UI and client-side logic
Backend	Node.js, Express	API handling and server-side logic
Database	MongoDB/PostgreSQL	Data storage and queries
Authentication	JWT/Firebase	User login and session handling

Chapter 7

TIMELINE FOR EXECUTION OF PROJECT

(GANTT CHART)



7.1 Figure: Gantt chart

Chapter 8

OUTCOMES

By implementing this HRMS, the organization will achieve:

8.1 A fully automated HRMS – Eliminates the need for labor-some, manual Human Resource tasks.

8.2 User-friendly interface – Easy navigation for employees and Human Resource managers alike.

8.3 Real-time attendance tracking & leave approval – Ensures accuracy and efficiency.

8.4 Private social media module – Encourages employee collaboration and networking.

8.5 Secure data handling – Ensures proper management of sensitive employee data.

8.6 Improved Decision-Making through Analytics: With the integration of reporting tools, HR managers can make well-informed decisions based on real-time data.

8.7 Higher Employee Retention: Improved on boarding and communication features are expected to boost employee satisfaction and reduce attrition.

8.8 Environmental Sustainability: By digitizing records and processes, the HRMS reduces paper usage, contributing to eco-friendly operations.

8.9 Table: Outcome Mapping with SDGs

SDG Goal	HRMS Contribution
SDG 8 – Decent Work	Improves workplace efficiency and HR automation
SDG 4 – Quality Education	On boarding + training modules
SDG 5 – Gender Equality	Unbiased recruitment + analytics on diversity
SDG 13 – Climate Action	Paperless processes reduce environmental impact

Chapter 9

RESULTS AND DISCUSSIONS

Numerous aspects of organizational operations are expected to significantly improve with the deployment of the Integrated Human Resource Management System (HRMS). The Human Resource Management System is anticipated to provide both quantitative and qualitative benefits that support overall business success by optimizing HR procedures and raising employee engagement.

9.1. Increased Operational Efficiency

One of the primary outcomes of the HRMS will be a marked increase in operational efficiency. By automating routine tasks such as recruitment, onboarding, and attendance tracking, HR professionals will be able to redirect their focus from administrative duties to strategic initiatives. This shift will not only save time but also reduce the likelihood of errors associated with manual processes. As a result, HR teams can operate more effectively, leading to quicker response times and improved service delivery to employees.

9.2. *Enhanced Employee Satisfaction and Engagement*

By improving internal communication and streamlining the onboarding process, the HRMS will greatly increase employee satisfaction. An organized onboarding process will help new hires feel appreciated right away and assimilate more quickly. Furthermore, by creating a feeling of community among staff members, the internal communication platform will promote cooperation and involvement. Employee morale and job satisfaction are expected to rise as they feel more supported and connected, which will increase retention rates.

9.3.Data-Driven Decision Making

HR professionals will be able to make data-driven decisions with the help of extensive analytics and reporting tools. Real-time insights into a range of variables, such as employee performance, attendance trends, and recruitment efficacy, will be made available via the HRMS. HR personnel will be able to use this data to spot trends, evaluate the results of HR initiatives, and make well-informed changes to procedures and regulations. As a result, companies may react to new possibilities and challenges in a proactive manner.

9.4.Improved Compliance and Risk Management

The HRMS' automated tracking and reporting capabilities will improve adherence to labour laws and regulations. Organizations can reduce the risks of non-compliance by keeping correct records and making sure that the law is followed. In addition to shielding the company from possible legal problems, this proactive strategy promotes an open and accountable culture.

9.5.Sustainable and Ethical Workplace Culture

A favourable organizational reputation will result from the HRMS' emphasis on sustainability and moral behaviour. Organizations may draw in talent that shares their values by putting green HRM policies into practice and encouraging diversity and inclusion. This dedication to moral behaviour will be appreciated by stakeholders and staff alike, strengthening the company's reputation and encouraging loyalty.

Increased operational efficiency, higher employee happiness, data-driven decision-making, enhanced compliance, and a sustainable workplace culture are just a few of the significant advantages that the Integrated HRMS is expected to bring. When combined, these outcomes will position companies for long-term success in a market that is getting more and more competitive.

Challenges and Areas for Improvement

While the Integrated HRMS presents numerous advantages, several challenges and areas for improvement must be addressed to ensure its successful implementation:

- **User Adoption**: Some users might object to switching to a new, modern system from more conventional approaches. Comprehensive training programs will be necessary to enable efficient utilization and reduce unfamiliarity.
- **Data Security**: found Strong security measures and frequent audits are required to protect confidential employee data from online threats, risks and vulnerabilities.
- **Integration with Existing Systems**: Integration with current systems presents additional difficulties since there may be incompatibilities with legacy systems, necessitating meticulous preparation for a smooth data transfer.
- **Continuous Improvement**: To accommodate changing organizational needs, the system should be updated and improved on a regular basis. User feedback is also essential for system improvement**.**

Chapter 10

CONCLUSION

The proposed Human Resource Management System (HRMS) overcomes the significant inefficiencies found in conventional HR procedures. Through the automation of hiring, on-boarding, attendance monitoring, and leave administration, the HRMS drastically cuts down on manual labour and lowers the possibility of mistakes. Including a private social media platform improves teamwork and communication, which in turn increases employee engagement. With an emphasis on ease of use, the system is made to be simple for managers, employees, and HR staff to utilize. Furthermore, the safe handling of sensitive employee data is ensured by the deployment of strong security measures. All things considered, the HRMS fosters a more open and effective workplace in addition to streamlining HR procedures. Organizations that implement this cutting-edge solution should expect better operational efficiency, higher employee satisfaction, and better labour management. The incorporation of such cutting-edge HR solutions will be essential as companies continue to change in order to satisfy the demands of a dynamic workplace. The HRMS system provides a modern, digital solution for handling HR processes. By integrating recruitment, on-boarding, attendance, leave tracking, and social interactions, it enhances efficiency and transparency.

Table 10.1: Test Cases for Key Modules

Module	Test Scenario	Expected Result	Status
Login	Invalid credentials	Show error	Pass
Leave Request	Leave beyond entitlement	Show warning	Pass
Attendance Logging	Multiple entries in a day	Prevent duplicate entry	Pass
Post Creation	Post without content	Display validation error	Pass

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APPENDIX-A

PSUEDOCODE

1. User Login System

```
Function login(username, password):
    user = fetchUserFromDatabase(username)
    if user exists and user.password == hash(password):
        return generateSessionToken(user)
    else:
        return "Invalid Credentials"
```

---

2. Attendance Management

```
Function markAttendance(userID, date, timeIn, timeOut):
    if isValidUser(userID):
        attendanceRecord = createAttendanceEntry(userID, date, timeIn,
timeOut)
        saveToDatabase(attendanceRecord)
        return "Attendance Recorded"
```

---

3. Leave Application Workflow

```
Function requestLeave(userID, fromDate, toDate, reason):
    if isValidLeaveDates(fromDate, toDate):
        leaveRequest = createLeaveRequest(userID, fromDate, toDate,
reason)
        notifyManager(leaveRequest)
        return "Leave Request Submitted"
```

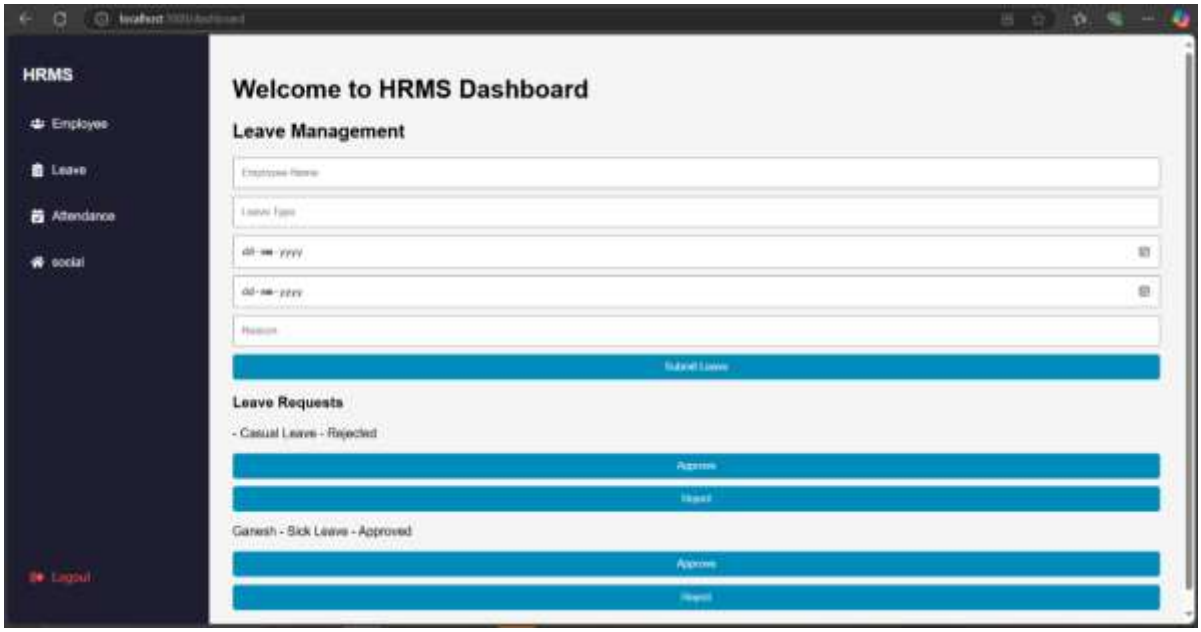
---

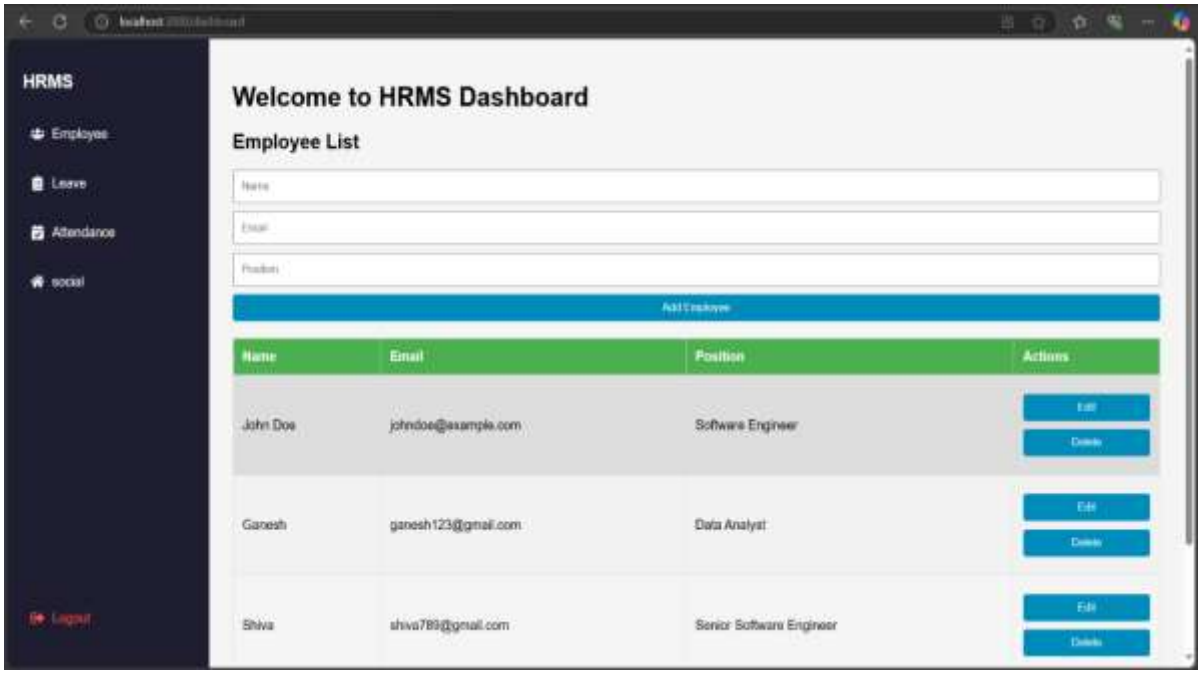
4. Recruitment & Onboarding

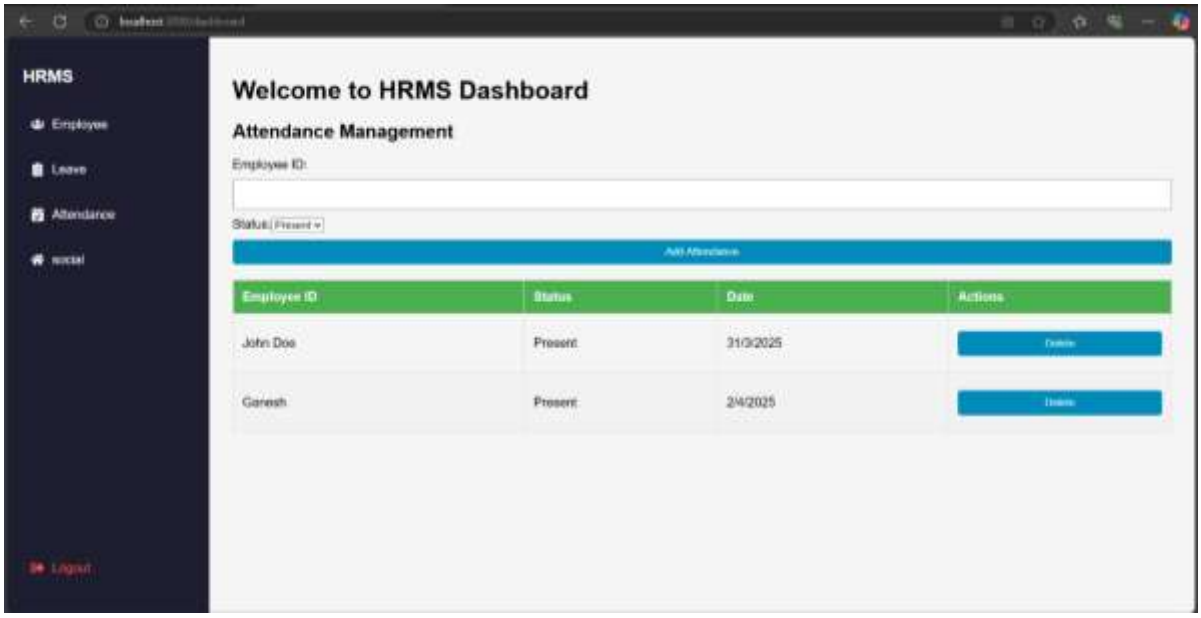
```
Function postJobOpening(jobDetails):
    if isHRManager():
        saveJobPosting(jobDetails)
        return "Job Posted Successfully"

Function onboardNewEmployee(candidateDetails):
    createEmployeeProfile(candidateDetails)
    sendWelcomeEmail(candidateDetails.email)
    return "Onboarding Completed"
```

APPENDIX-B

SCREENSHOTS






HRMS
Employee
Leave
Attendance
social
Logout
Welcome to HRMS Dashboard
Attendance Management
Employee ID:
Status:
Add Attendance
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Date
Actions
John Doe
Present
31/3/2025
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Ganesh
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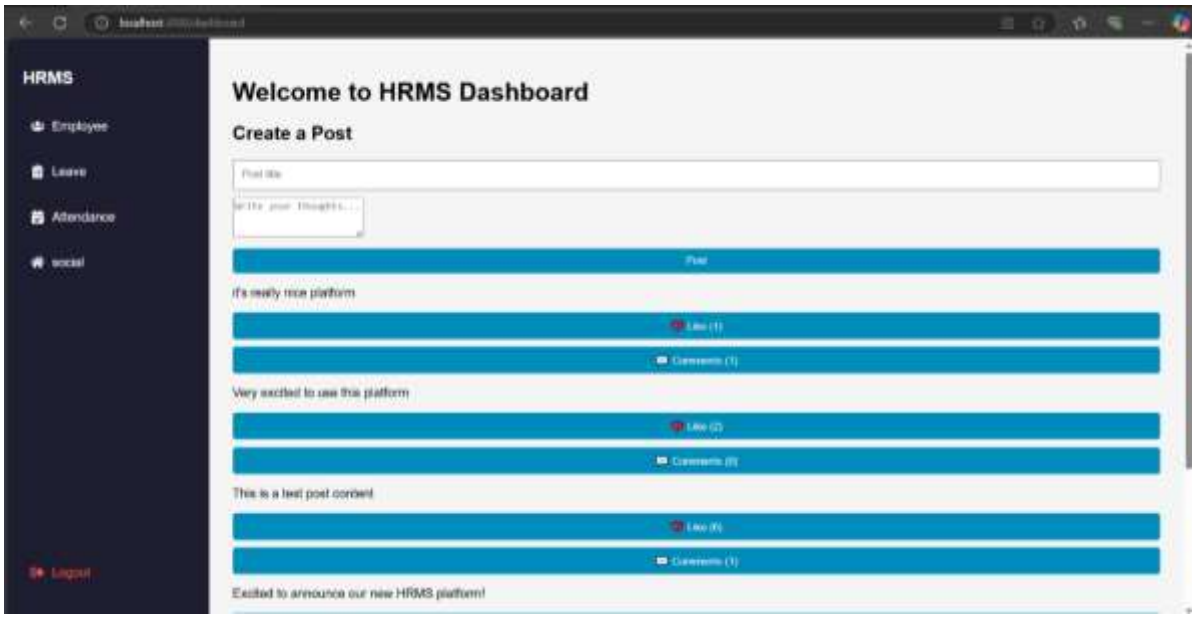
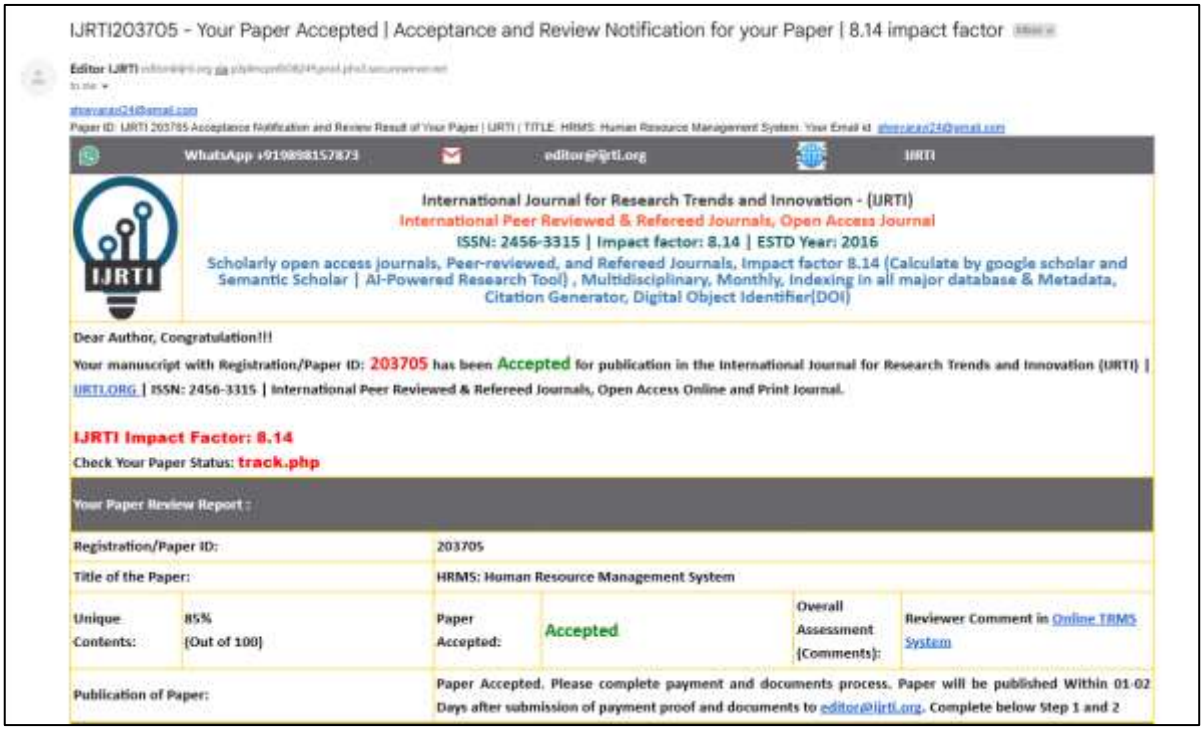

HRMS
Employee
Leave
Attendance
social
Logout
Welcome to HRMS Dashboard
Create a Post
Post
it's really nice platform
Like (1)
Comments (1)
Very excited to use this platform
Like (0)
Comments (0)
This is a test post content
Like (0)
Comments (1)
Excited to announce our new HRMS platform!

APPENDIX-C

ENCLOSURES

1. International Journal for Research Trends and Innovation (IJRTI) has accepted the paper.

Reference Number: 203705



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International Journal for Research Trends and Innovation - (IJRTI)

International Peer Reviewed & Refereed Journals, Open Access Journal

ISSN: 2456-3315 | Impact factor: 8.14 | ESTD Year: 2016

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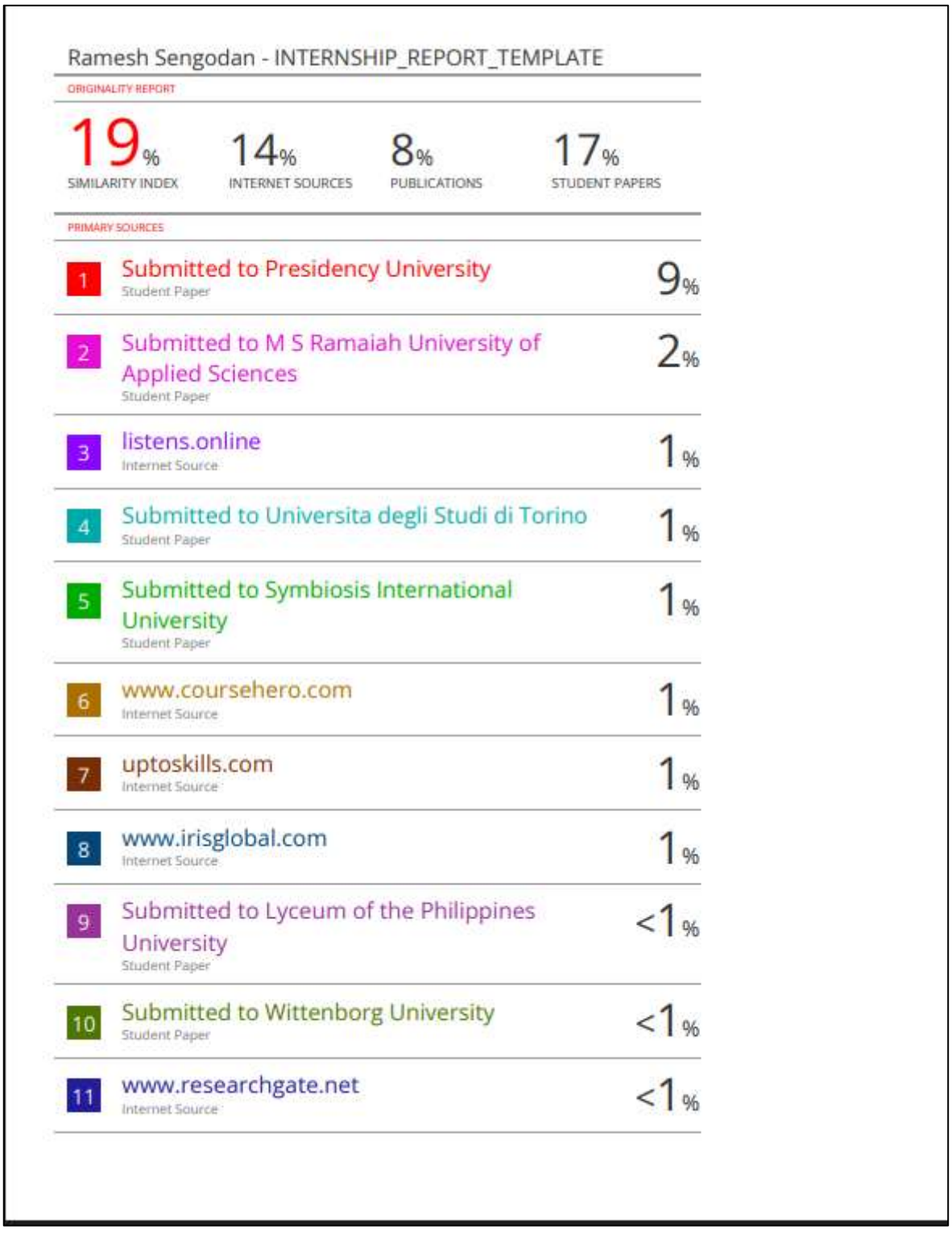

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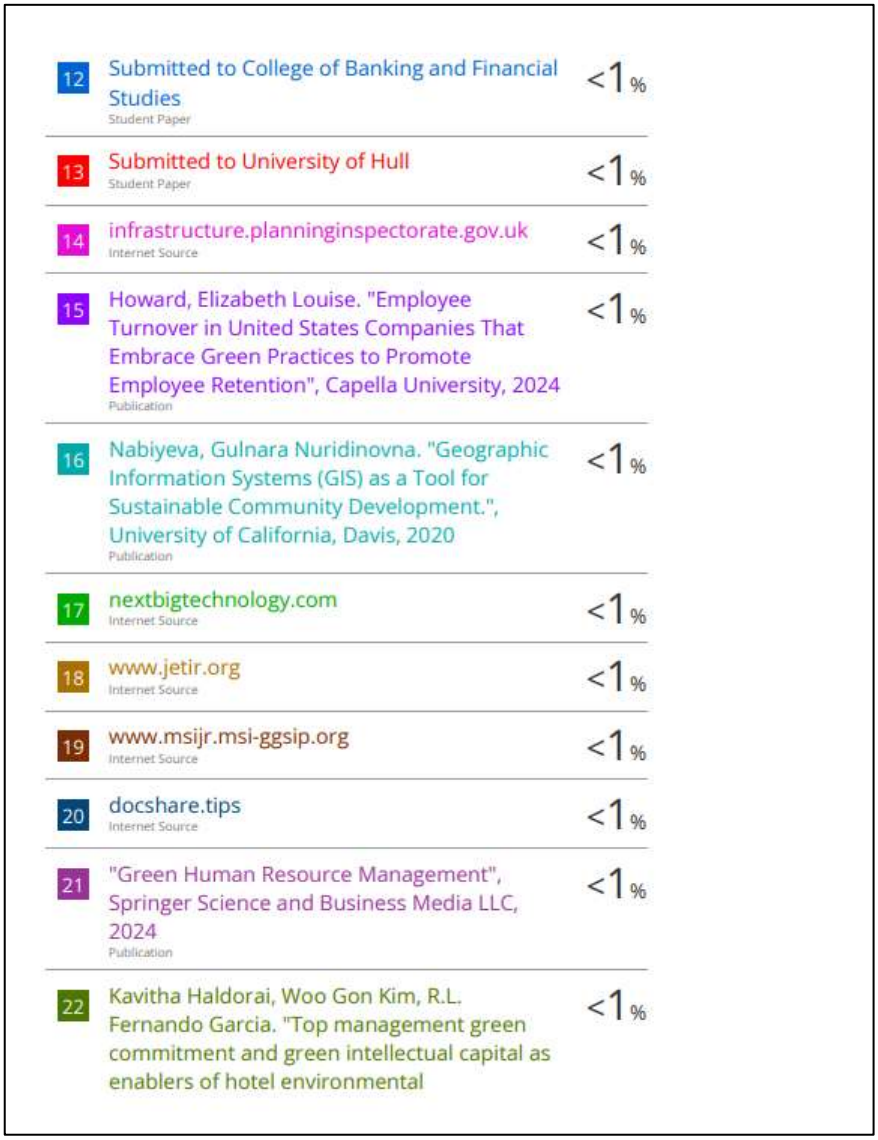

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SUSTAINABLE DEVELOPMENT GOALS

Alignment of HRMS App with Sustainable Development Goals (SDGs)

1. SDG 4: Quality Education *(if training/upskilling is included)*

If the HRMS integrates employee learning modules or skill development programs, it aids in lifelong learning and professional development, supporting quality education in the workplace.

2. SDG 5: Gender Equality

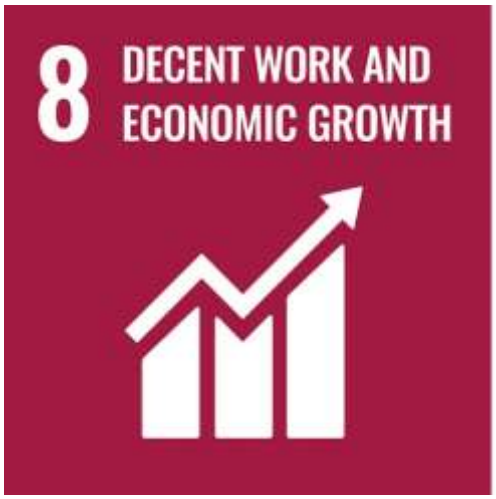
The system can be used to ensure fair hiring practices, track diversity metrics, and enforce anti-discrimination policies, thus contributing to gender equality and equal opportunity in employment.

3. SDG 8: Decent Work and Economic Growth

The HRMS app promotes efficient employee management, fair labor practices, and structured HR operations. By automating attendance, leave, recruitment, and onboarding/off boarding, it supports a productive, transparent, and inclusive workplace — contributing to decent work and sustained economic growth.

4
QUALITY
EDUCATION

5
GENDER
EQUALITY


8
DECENT WORK AND
ECONOMIC GROWTH