

Human Resources Administrative System

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Abstract- A human resources administrative system (HRMS) or human resources information system (HRIS) is a form of human resources (HR) software that combines a number of systems and processes to ensure the easy management of human resources, business processes and data. Human resources software is used by businesses to combine a number of necessary HR functions, such as storing employee data, managing payrolls, recruitment processes, benefits administration, and keeping track of attendance records. It ensures everyday human resources processes are manageable and easy to access.^[1] It merges human resources 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. A Human Resource Administrative system, refers to the systems and processes at the intersection between human resource management 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 software.

I. INTRODUCTION

The present century is a digital era, Now-a-days the development in various aspects of computer technology has reached beyond the imagination and expectations .Every new day new software is launched with attractive user interface and easy maintenance facility which increases the productivity.

This project is entitled as “HUMAN RESOURCE ADMINISTRATIVE SYSTEM” to maintain the requirement details, candidate details, Employee details etc. ASP.NET framework 3.5 has been selected as a Front tool application and SQL server 2008 as a back end Tool.

This project is used Human Resource module for the Intranet Automation of HR Software for an organization. It ensures everyday human resources processes are manageable and easy to access. It merges human resources 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 (ERP) software.

A Human Resource Administrative system, refers to the systems and processes at the intersection between human resource management and information technology The module enhances good Interaction/communication facilities between the employee and HR Administrator. The Site containing pages about an employee has to be dynamically created based on the user id and password and provide links to web pages containing information.

MODULE DESCRIPTION

A module is a part of a program that contains one or more routines. One or more developed modules make up a program. Modules make a programmer’s job easy by allowing the programmer to focus on only one area of the functionality of the software application.

- REQUIREMENT DETAILS
- CANDIDATE DETAILS
- EMPLOYEE TRAINING DETAILS
- EMPLOYEE PERFORMANCE DETAILS
- EMPLOYEE SALARY DETAILS

REQUIREMENT DETAILS

This module is to maintain the requirement information about the Requirement Details such as Requirement Id, Requirement place, Date of requirement, criteria, No of candidate attended, No of Candidate Selected.

CANDIDATE DETAILS

This module is used to maintain the Candidate information about the Candidate such as Candidate Id, Requirement Id, Candidate Name, Date of Birth, Qualification, Contact No, Address, Email Id, Skill Type, Date Of Joining.

EMPLOYEE TRAINING DETAILS

This module is used to maintain the Employee training information about the Employee training such as

Training Id, Employee Id, Trainer Name, Training Place, No of Days, Out Comes.

EMPLOYEE PERFORMANCE DETAILS

This module is used to maintain the Employee performance information about the Employee Performance such as Training Id, Employee Id, Skill Type, Department, Annual Salary Package and Designation.

EMPLOYEE SALARY DETAILS

This module is used to maintain the Employee Salary information about the Employee Salary such as Employee Id, Employee Name, Annual Package, Income Tax and Annual Income.

SYSTEM ANALYSIS

The system analysis focuses on the stages of the system development cycle. A complete understanding of the software requirement is essential to the success of a software development effort. System analysis is a general term that refers to a structured process for identifying and solving problems. Analysis implies the process of breaking something down into its parts so that the whole may be understood.

The definition of system analysis includes not only the process of putting parts together to form a new whole.

II. EXISTING SYSTEM

The system can be used at the present that is a manual system. More than 20 years after its initial version, the Web programming language known as HTML is still used today to display modern websites. As popular it is, HTML has a few significant drawbacks, such as its static nature, its inability to render content in an aesthetically pleasing way, its well-known compatibility issues and its overall complexity. Anyone who wishes to create a website using HTML code may spend weeks first just learning HTML.

- In the existing system data's are manually stored.
- The existing system is not user friendly
- Lack of efficiency.
- Selection process details maintained manually so there is a chance for error occurrence.
 - Time consuming process
 - Needs of man power
 - Manual work of assert maintainers
 - Difficult to maintain Candidate information.

- Maintaining all the information's in records so it is difficult.
- If they want any record they have to search all the records by manually

Disadvantages of Existing System

- Lack of database security.
- Same data stored in more than one location.
- Slow access speed for searching and modifying data.
- Manual calculations and storing information's may leads to error.

III. PROPOSED SYSTEM

The system can used in computerized now. Details feed in to the computer there is no need for separate work for each person. One person can done all the report in proper manner. The security can also be given as the requirement of the user. The record are receive in a new set of upgrading system. The main objective of the proposed system is to provide a user-friendly interface.

- In the proposed system is user friendly because the retrieval and storing of data is very easy and data maintained efficiently.
- Attractive GUI environment.
- Centralized and Normalized database

Advantages of Proposed System

- Security is assured, since unauthorized persons cannot login to the system.
- Storing the information and updating the details are done with ease.
- Reduces cost of operations.
- The management can easily view the process made in all department.
- This application will reduce manual work and maintain updates in database from time to time.
- Data is secured and easy to retrieve old records in a short time
- Efficient recording of details at various stages
- Data redundancy avoided
- Easy report generation

SYSTEM DESIGN AND DEVELOPMENT PROCESS

System designing in terms of software engineering has its own value and importance in the system development process as a whole. To mention it may though seem as simple

as anything or simply the design of systems, but in a broader sense it implies a systematic and rigorous approach to design such a system which fulfills all the practical aspects including flexibility, efficiency and security. Systems design is the process of defining the architecture, components, modules, interfaces, and data for a system to satisfy specified requirements. Systems design could be seen as the application of systems theory to product development.

Before there is any further discussion of system design, it is important that some points be made clear.

As it goes without saying that nothing is created that is not affected by the world in which it's made. So, the systems are not created in a vacuum. They are created in order to meet the needs of the users. They are not only intended to solve the existing problems, but they also come up with acceptable solutions to the problems that may arise in the future. The whole process of system development, from blueprint to the actual product, involves considering all the relevant factors and taking the required specifications and creating a useful system based on strong technical, analytical and development skills of the professionals.

Let's get back to our discussion about what the system design phase is and the importance of system design in the process of system development. Being another important step in the system development process, system designing phase commences after the system analysis phase is completed. It's appropriate to mention that the output or the specifications taken through the phase of system analysis become an input in the system design phase which in turn leads to workout based on the user defined estimations.

The importance of this phase may be understood by reason of the fact that it involves identifying data sources, the nature and type of data that is available. For example, in order to design a salary system, there is a need for using inputs, such as, attendance, leave details, additions or deductions etc. This facilitates understanding what kind of data is available and by whom it is supplied to the system so that the system may be designed considering all the relevant factors. In addition, system designing leads to ensure that the system is created in such a way that it fulfills the need of the users and keep them at ease being user-oriented. In terms of the flexibility, one of the main objectives of this phase is that it is intended to design such a system which can be dynamic in nature and responsive to the changes if required. Another important objective is that the phase of system designing is concerned with creating the system which can work efficiently providing the required output and being responsive to the time within a given time limit. The aspect of reliability and physical security of data

cannot be ignored. With this respect, the system designing phase ensures security measures of the system effectively and efficiently.

IV. CONCLUSION

The "Human Resource Management System" has been developed to satisfy all proposed requirement. The system is highly scalable, visible and user friendly. The system has been tested under all criteria. The implementation and testing has been done in a step-by-step process. Each module has been developed and tested individually to obtain the necessary required output in the desired form. The project has been done as user-friendly software for easy handling of transactions.

The software developed has been designed and run to satisfy the requirements and needs of the organization as well as the end user. The system reduces the manual work of maintenance of the records. It has also resulted in quick retrieval and reference of required information, which is vital to the degrees of the organization. The entire system is documented and can be easily understood by the end users. The forms are very user friendly and also easy to handle even by the beginners with very little effort and guidance.

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