

Human Resource Management System

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Abstract- The paper 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. 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 paper 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.

Keywords- Human Resource, Administrator, Employee

I. INTRODUCTION

A human resources management system (HRMS) or human resources information system (HRIS) or human capital management (HCM) 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 payroll, time and attendance, employee performance management, and tracking competency and training records. Human Resource Management (HRM) is an operation in companies designed to maximize employee performance in order to meet the employer's strategic goals and objectives. More precisely, HRM focuses on management of people within companies, emphasizing on policies and systems.

II. LITERATURE REVIEW

Vidya A. Salokhe (2002) in her study he explained the Human Resource department have several processes to improve the employee's individual growth in the organization. It also helps the organization to achieve more in the profit with their effective smart work. Employees are the asset of any organization which they make profit out of them.

Udai pareek &T.V. rao (1999) in his study he explains that the limitations of Human Resource Department where they need to improve in the personal growth of employee and the organization.

Maitin,T.P. (2003) In his study he explains the Human Resource Development shows the progress of the organizational growth with different process like recruitment and selection, payroll processing and maintains the rules and regulations of the office. By the way of best approach towards the employees which the in the high productive of the employees.

III. OBJECTIVES

- The main aim of the project was to develop a Human Resource Module for the Automation of HR Software in which all the information regarding the employees in the company will be present.
- This has to be developed with good Interaction/communication facilities between the employees and HR Administrator in such a manner that a level of hierarchy was maintained between the various employees.
- Each employee has the facility of Updating his General Details, Contact Details and can monitor his/her attendance. User Controls are provided for Navigating through the web Pages.
- HR admin page is created with HR admin tasks. HR administrator is provided with facility of adding employee in to the company and creating various components like salary, designation, shifts, allowances, reductions etc.

IV. METHODOLOGY

The application is architecture in such a way so that it should be easy to use and need minimal training to completely

understand the software. The combination of technologies that are used makes the application powerful and fast. As the software should be capable enough of processing multiple queries, managing large amount of data and to perform efficient computations. The use of mysql in a effective way can reduce the query time and makes it possible to quickly fetch the data.

V. ADVANTAGES

- Easy access to the data
- The new system is more user-friendly, reliable and flexible.
- Data alteration is easy.
- Maintenance of the project is easy.
- Facilitate paperless transactions.
- Timely Report generation.

VI. ROLES

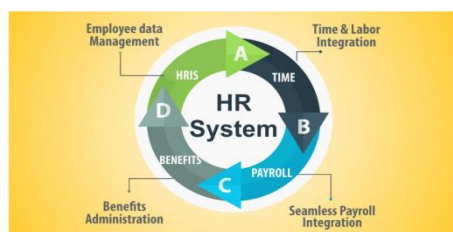
Admin

In admin login the user has complete access of the application, user can create various components and can view report for all employees.

Employee

In employee login the user has only access to his salary report and can mark his/her attendance. All other routes expect these two are protected from the employee.

VII. REPRESENTATION OF HRMS



VIII. MODULE DESCRIPTION

a) Employee Management

Employee module is used to maintain the employees' details such as personal details experience, Education, bank details, document details and salary details. And we can modify and delete the employee details. This keep all your employee information linked to the main record, for easy of

tracking and reporting. And we can import and export the records whenever needed.

b) Attendance Management

Attendance Management is used to keeps track of your employee present, absent. An attendance management system is linked to payroll and it calculate the payroll depends on your attedence and leave. Creating and maintaining employee attedence records is a key HR responsibility.

c) Leave Management

A Leave Management System(LMS) automates the leave request process, making it hassle-free for both the management and the employees. An HR can approve or reject leave from the employee request and the response will send back to the employee. Employees can view their leave balance while applying for leave. Attendance management system track the leave history of all employees and display it to both employees and their managers.

d) Loan

This module of HR Manger enables the user to create and manage employee loan and advance policies. Employees can request loans which are then reviewed, approved, and converted to loan agreement which include terms of payment, interest rate, and the life of the loan. During the payroll process the payroll module will take any outstanding loan or advance payments and consider those when calculating the individuals payout for the month.

e) Payroll

Payroll is defined as the process of paying salary to a company's employees. It starts with preparing a list of employees to be paid and ends with recording those expenses. The Payroll module automates the pay process by gathering data on employee time and attendance, calculating various deductions and taxes, and generating periodic pay bills and reports.

IX. CONCLUSION

In conclusion, an HRMS can contribute significantly toward effective resource management in companies, but it is up to the employees and the organization to ensure that the HRMS is utilized effectively. It is to be viewed as a software tool to improve the resource management systems and employee productivity, not as a one-stop solution to solve every organization's HR problems. Human Resource Management is the foundation for forming a healthy and

thoughtful work environment in a company. It takes care of numerous requirements of the company by managing, monitoring and assessing employees to come up with ways of utilising their potential in the progress and improvements of the company.

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