WEB BASED PAYROLL MANAGEMENT SYSTEM

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Abstract: The main aim of the paper is to develop a Human Resource Management system for the Intranet Automation of HR Software.HR system provides the information regarding the employees in the company. The system has been to facilitate good Interaction/ communication facilities between the employees and HR Administration. The web pages about an employee are created dynamically based on the user id and password and links are provided to web pages containing information about employee General details, Contact details, skill details etc. A list of all employees is provided along with employee's Designation and Department.

Index Terms – **Human Resource Management, Internet.**

I. INTRODUCTION

The main aim of the project is to develop a Human Resource Management system for the Intranet Automation of HR Software .HR system provides the information regarding the employees in the company. The system has been to facilitate good Interaction/communication facilities between the employees and HR Administration. The web pages about an employee are created dynamically based on the user id and password and links are provided to web pages containing information about employee General details, Contact details, skill details etc. A list of all employees is provided along with employee's Designation and Department.

The HR Administration falls short of controlling the employee's activities in analyzing his/her strengths and weakness. The decision for assigning next project to the employee or to train him/her to enhance the skills – where lies with proper projection. He is not provided with the detailed project information done or to be assigned based on Application / Verticals.

DRAWBACKS OF EXISTING SYSTEM:

- Need of extra manual effort.
- It used to take much time to find any employee
- Not very much accurate.
- Danger of losing the files in some cases.

II. PROPOSED SYSTEM:

Decision in assigning proper skillful hands for the project is an important issue in HR Module. The HR Administrator should report with the personal holding the necessary skills required for the project assignment. The decision in making analysis about the employee's skills is a prime important before booting in. The proposed system of HR Module is the right software to be incorporated into the Automation of HR Software 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 HR Management in adding, viewing and updating employees' details and generates various reports regarding employee's skill and experience

ADVANTAGES OF PROPOSED SYSTEM:

- Very fast and accurate.
- No need of any extra manual effort.
- Just need a little knowledge to operate the system.
- Doesn't require any extra hardware device.

III. FEASIBILITY STUDY

Once the problem is clearly understood, the next step is to conduct feasibility study, which is high-level capsule version of the entered systems and design process. The objective is to determine whether or not the proposed system is feasible. The tHRee tests of feasibility have been carried out.

- Technical Feasibility
- Economical Feasibility
- Operational Feasibility

❖ **TECHNICAL FEASIBILITY**

In Technical Feasibility study, one has to test Whether the proposed system can be developed using existing technology or not. It is planned to implement the proposed system using java technology. It is evident that the necessary hardware and software are available for development and implementation of the proposed system. Hence, the solution is technically feasible.

❖ **ECONOMICAL FEASIBILITY**

As part of this, the costs and benefits associated With the proposed system compared and the project is economically feasible only if tangible or intangible benefits outweigh costs. The system development costs will be significant. So the proposed system is economically feasible.

❖ **OPERATIONAL FEASIBILITY**

It is a standard that ensures interoperability without stifling competition and innovation among users, to the benefit of the public both in terms of cost and service quality. The proposed system is acceptable to users. So the proposed system is operationally feasible.
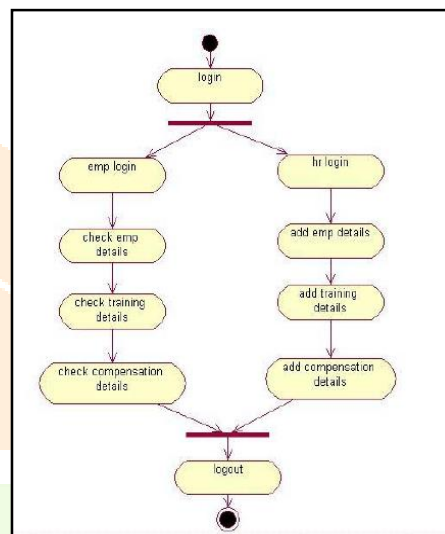

Figure No.:1 Activity Diagram for Payroll Management System.

In this activity diagram, HR logins to the system then he/she adds the emp details such as training details, compensation details etc., and then HR logouts from the system. Employee logins to the system then check the details of him/her like employee details, training details and compensation details etc., updated by HR and then emp logouts from system.
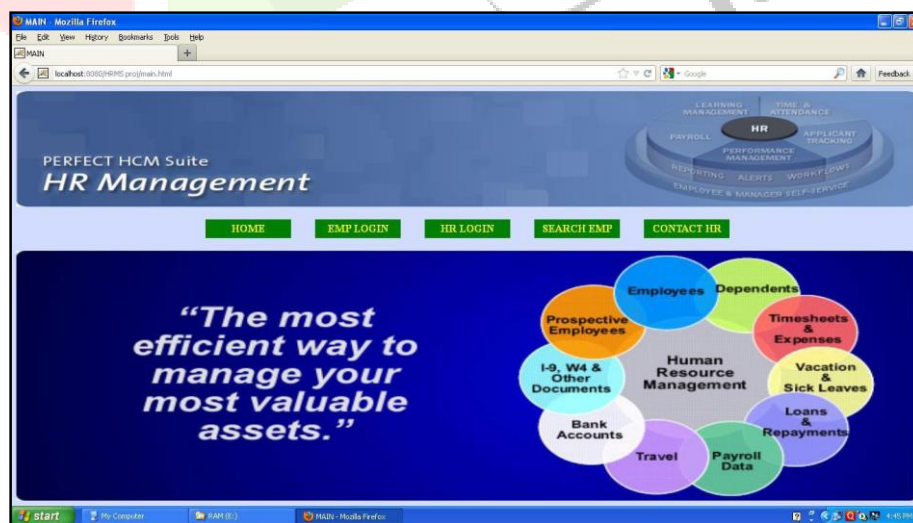
IV. RESULTS

Figure No.: 2 Main Page of HRMS
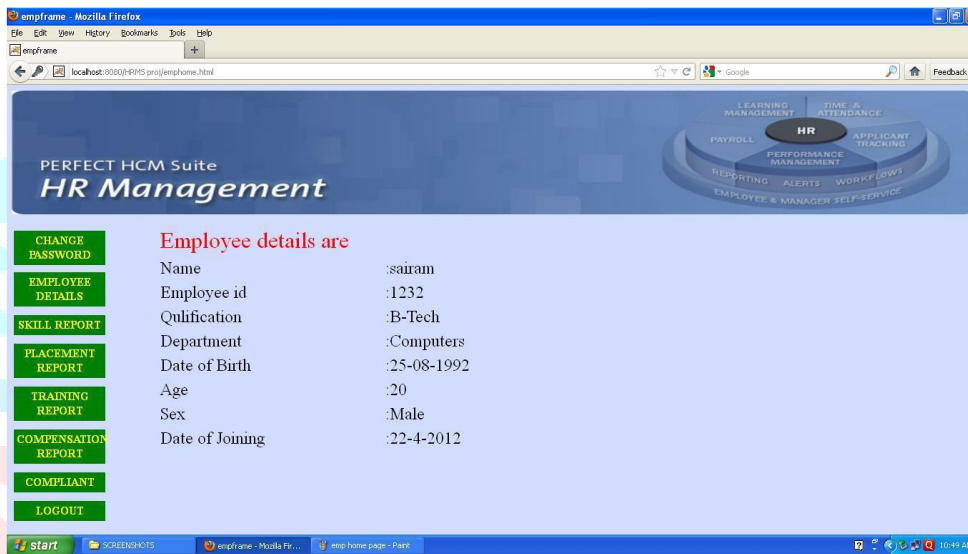
Figure No.: 3 Employee login page

Figure No.: 4 Employee checks his details

Figure No.: 5 Employee checks his placement details

. Figure No.: 6 Employee checks his training details

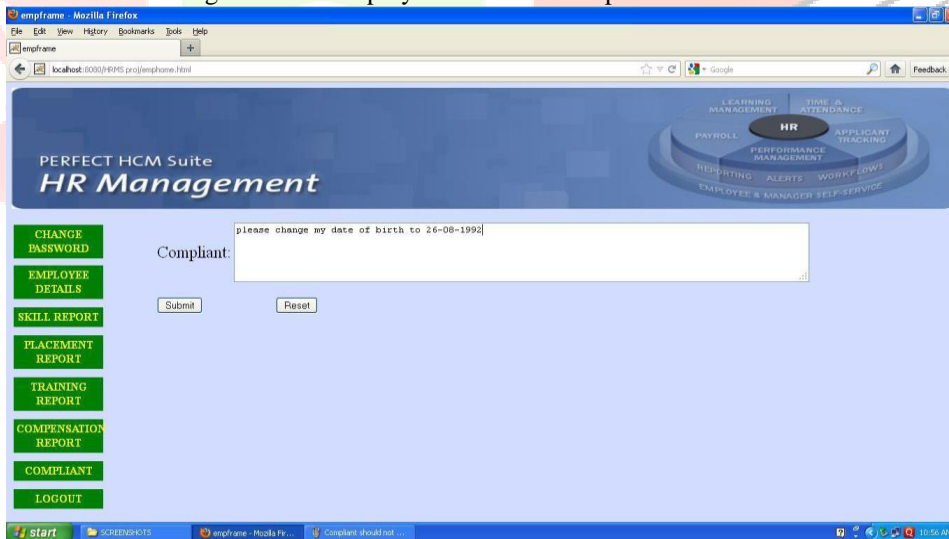Figure No.: 7 Employee checks his compensation details

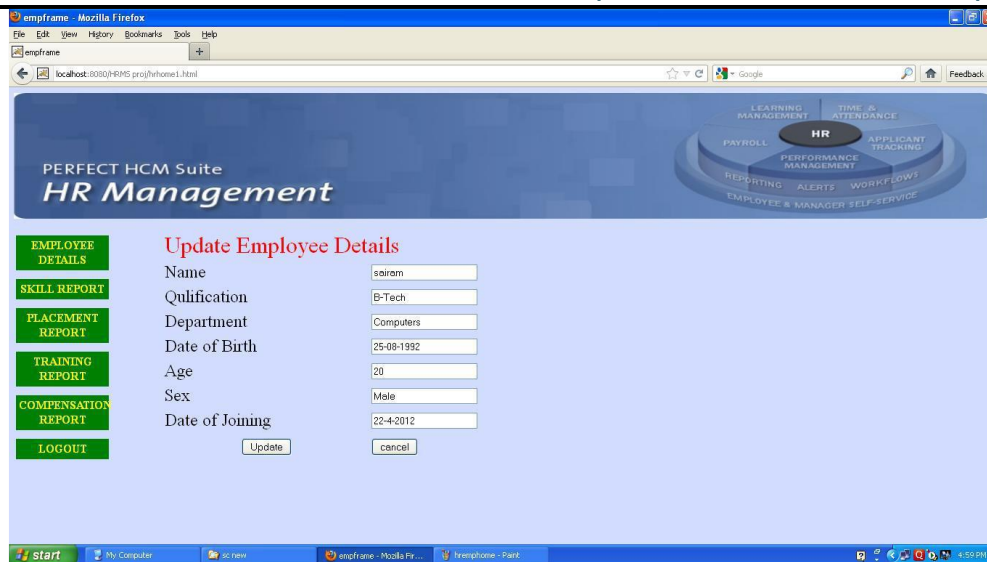Figure No.: 8 Employee sends a complaint to HR

Figure No.: 9 HR Checks And Updates Employee Details

CONCLUSION

In this paper, we presented Human resource management system by this computerized system organization can automate their activities. In which the different aspect of HR management become easy to handle and they can provides few services to employees on web. HR management system mainly includes managing the details of the employees more efficiently. And it also provides the complaints option for employees to send his complaint to HR and also to search an employee by name or id. For this the details employees of various departments are maintained basing on which various activities are performed by administrator. If you give me chance for further implementation, I provide better than this interaction between employee and HR. Finally, We conclude that HR system provides the information regarding the employees. The system has been to facilitate good Interaction/ communication facilities between the employees and HR Administration. The web pages about an employee are created dynamically based on the user id and Password and links are provided to web pages containing information about employee General details, skill details, placement details, training details and compensation details etc. The details of the employee's are updated by HR.

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