

Human Resource Management System

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ABSTRACT

The main focus of the essay, "Human Resources Management System," is on controlling the administrator of a company's human resources department. The systems and procedures at the intersection of human resources and management are referred to as a human resource management system (HRMS).technology (IT) with human resources management (HRM). It combines HRM as a discipline, especially its fundamental HR actions and procedures related to information technology, as opposed to data processing programming.

Systems developed into enterprise resource planning (ERP) software packages and established procedures.

This paper's major goal is to make it easier for the administrator to keep track of everyday activities including attendance, projects, work, appointments, etc. This essay discusses the steps involved in identifying the personnel, tracking their hourly attendance, and figuring out their actual payable hours or days. This document should keep track of every employee's time spent working for the firm so that it may be used to evaluate performance. Based on that, transfers, dismissals, and promotions are possible.

Keywords-- Human Resource, Administrator, Employee

The paper is used to properly keep the HR department's schedule for any kind of business. Employees are many employees in larger organizations. This material will be helpful and beneficial then. Not only does the organization require an HR management system, but it also increasingly desires one. Using the admin name and password, the administrator logs into the system. Using the admin name and password, the administrator logs into the system.

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.

This paper's major goal is to lessen the administrative burden of maintaining everyday events like payroll, employee performance, and employee information. There are six modules in it.

They are:

1. Employee Details
2. Payroll
3. Training
4. Performance
5. Resignation
6. Attendance tracking

I. INTRODUCTION

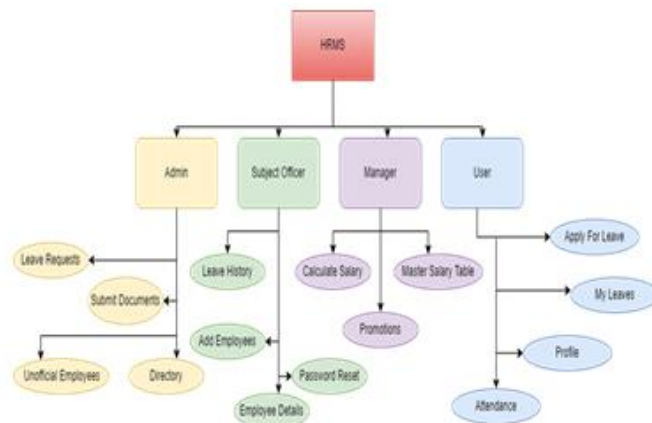
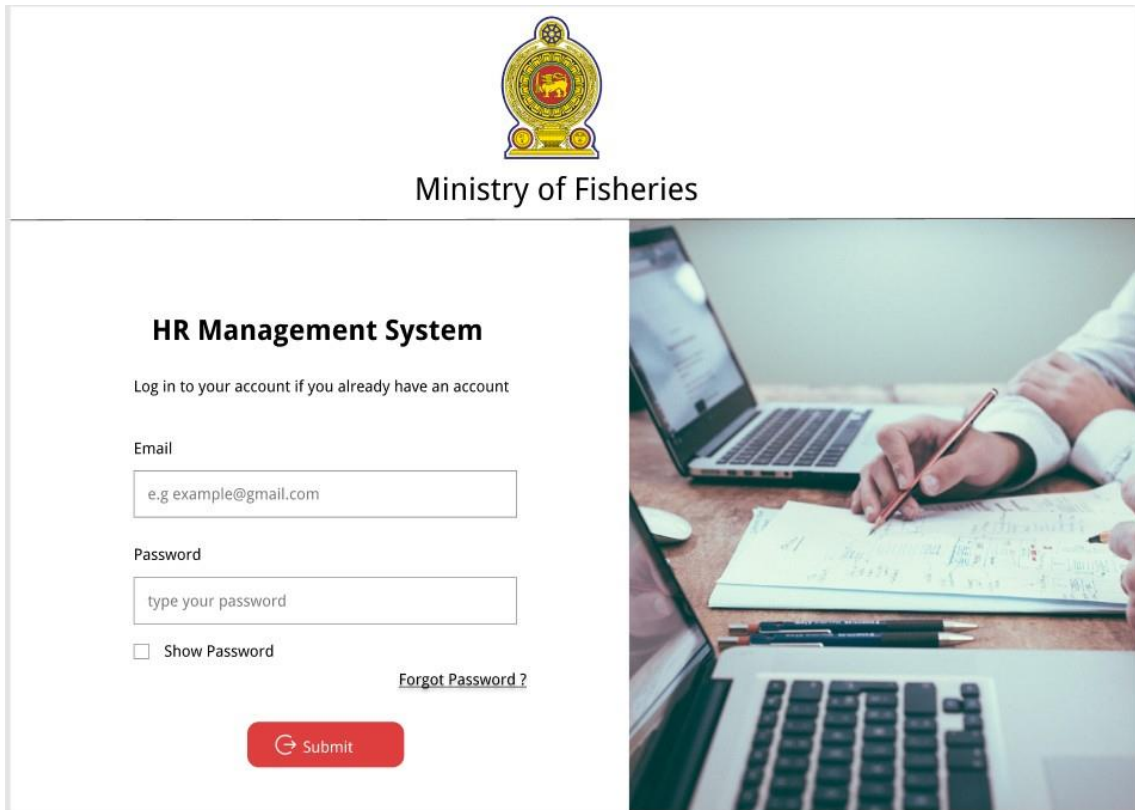
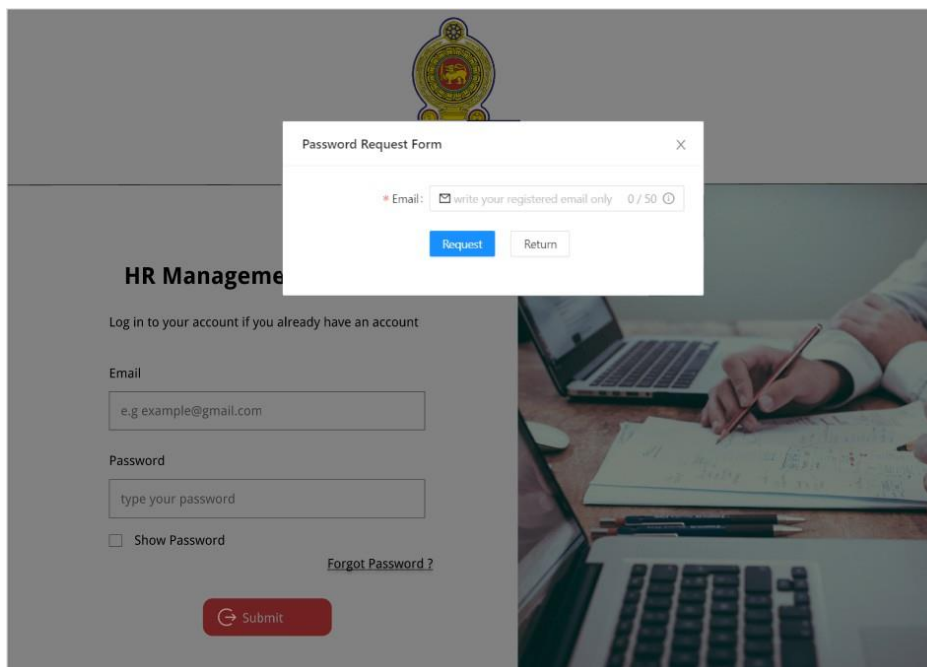


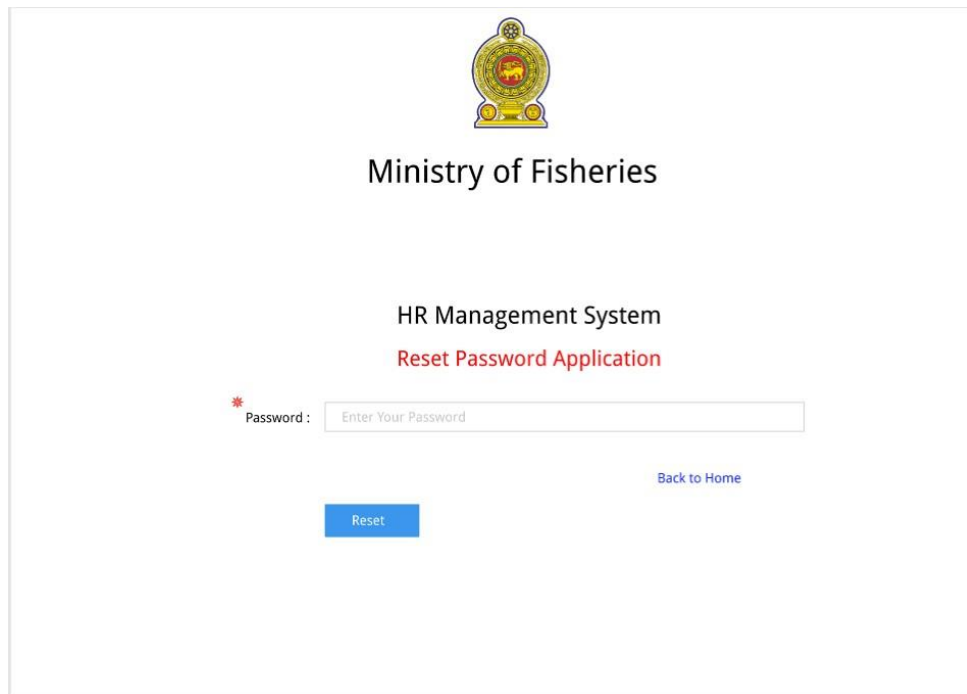
Figure 1: Overview of HRMS

1.2 Login



1.3 Reset Password





II. APPLY FOR LEAVES

2.1 Apply for Leaves

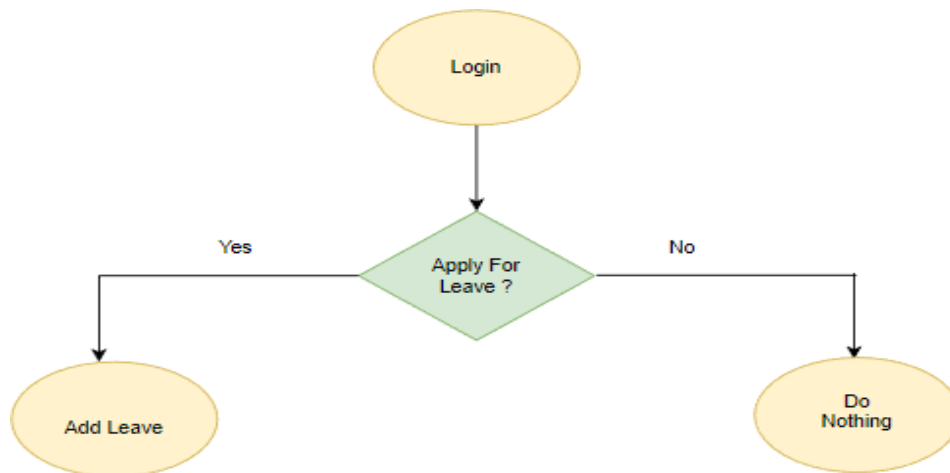
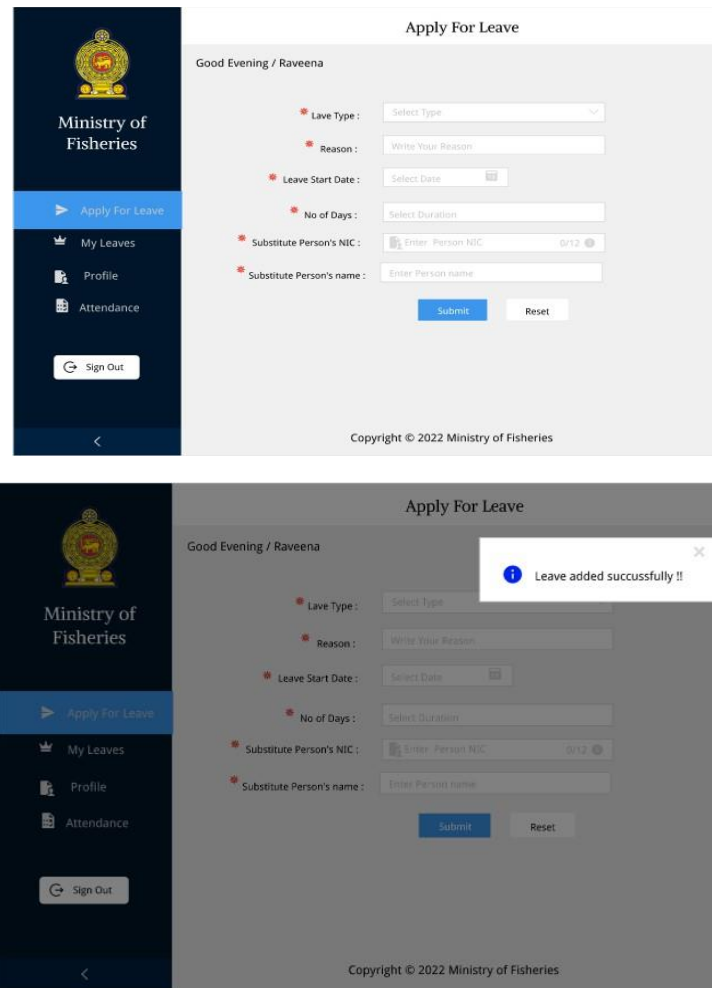


Figure 2: Process of Apply for Leaves



Purpose: These interfaces will be used to make a leave requirement for the user who needs to get a leave for any reason.

Flow: When User Login to the System user can get the leave option from here. User can fill out the fields correctly and create a leave for any reason.

2.2 My Leaves

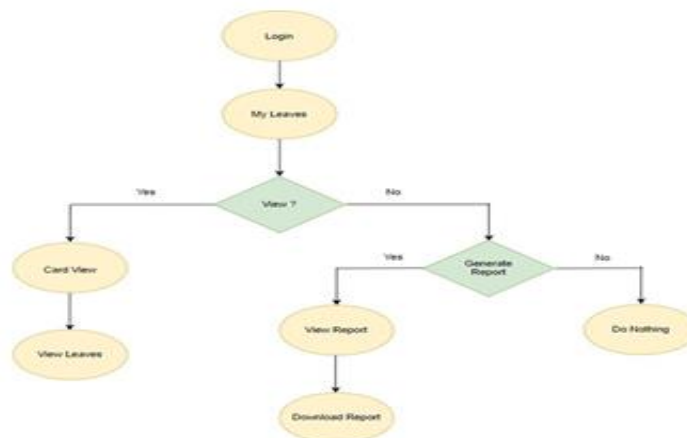
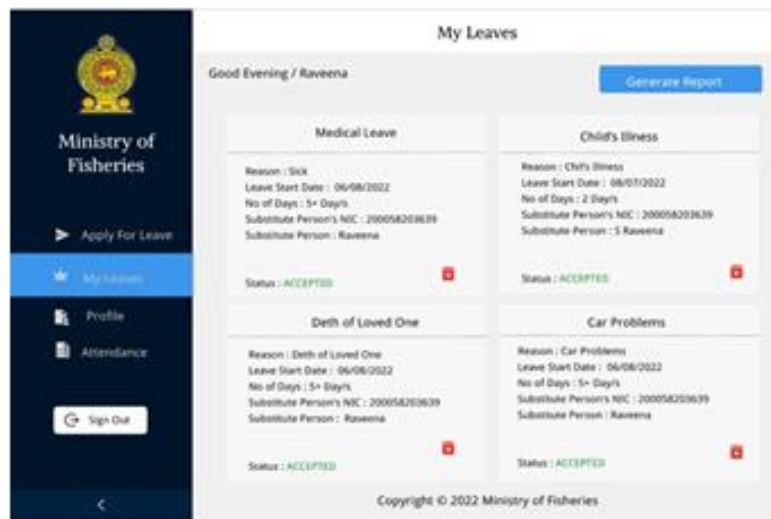


Figure 3: Process of My Leaves



Purpose: The User can View All the Leaves that he applied for and get an idea about how much leave he can get for a month and the detailed information about the past leaves

Flow: After User applies the Leaving then he can directly see the Leaves that he already applied by clicking "My Leaves" button. From here he can get an idea about how many leaves he can get for a month and the in-detail information about the past leavings.



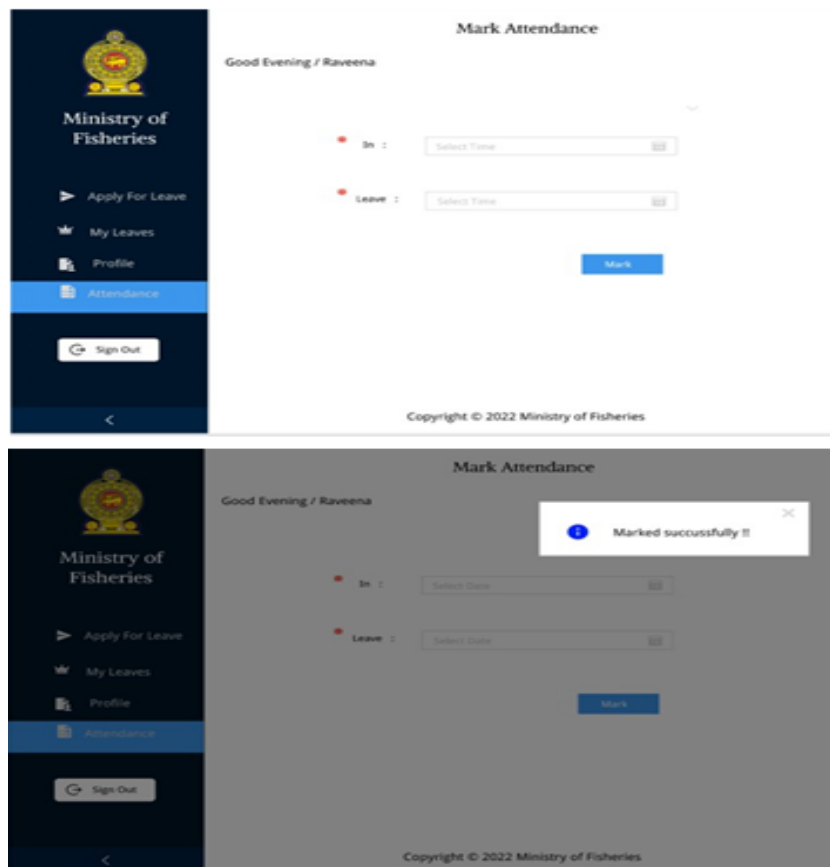
Purpose: User Can View The Accept and Rejected Leavings and Leave details as well. From here, users can get the report as a pdf file.

Flow: When the user needs to view the feedback or the accepted or rejected leaves, they can get it from this view report interface.

2.3 Attendance



Figure 4: Process of Attendance



Purpose: This interface is mainly designed for the user to mark their attendance for a day by inserting the arrived time and the Leave time.

Flow: When the user wants to mark the attendance, he can mark the in time and off time as well. Users can direct this interface using the "Mark Attendance" button.

2.4 Profile

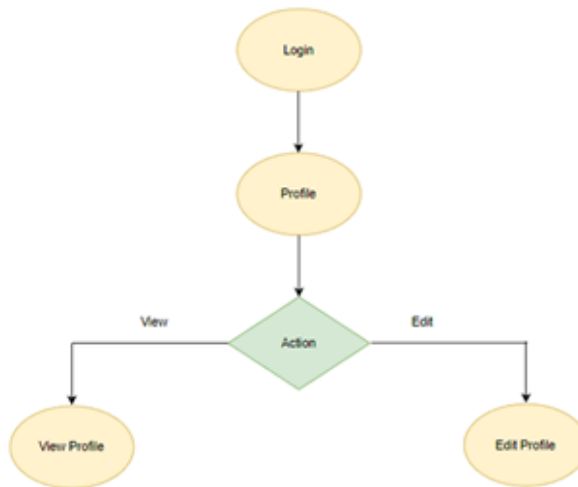
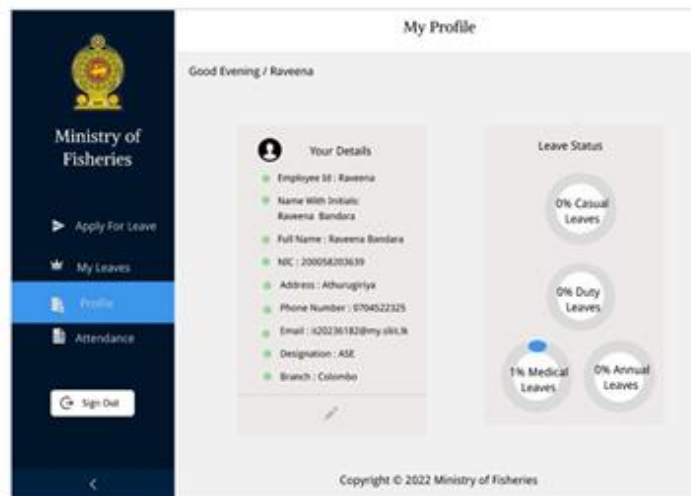
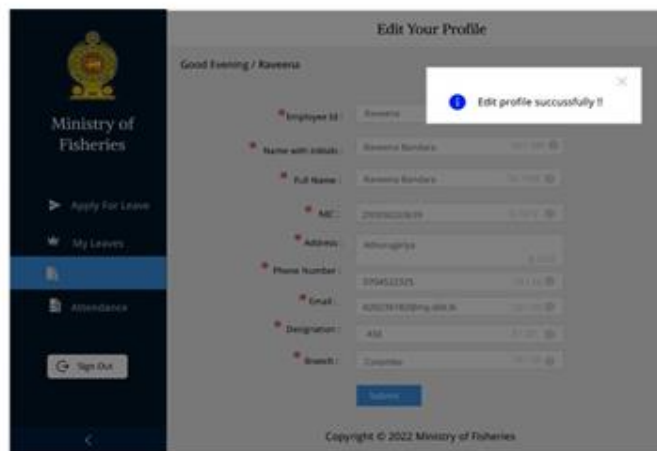
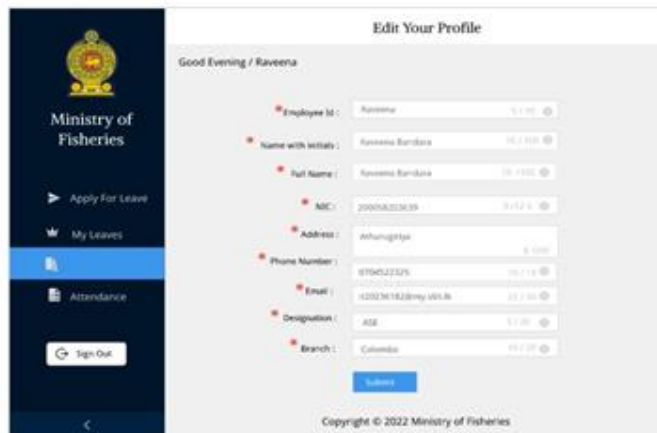


Figure 5: Process of Profile



Purpose: My Profile Interface used to View all the Details of the logged user.

Flow: After user login to the system user profile is created. From this interface user can view all details about them and get the idea about the leavings as well.



Purpose: User Can Edit their profiles from this interface.

Flow: When the user needs to make some changes to the profile, he can click the edit button in My profile page and direct it to the Edit profile page.

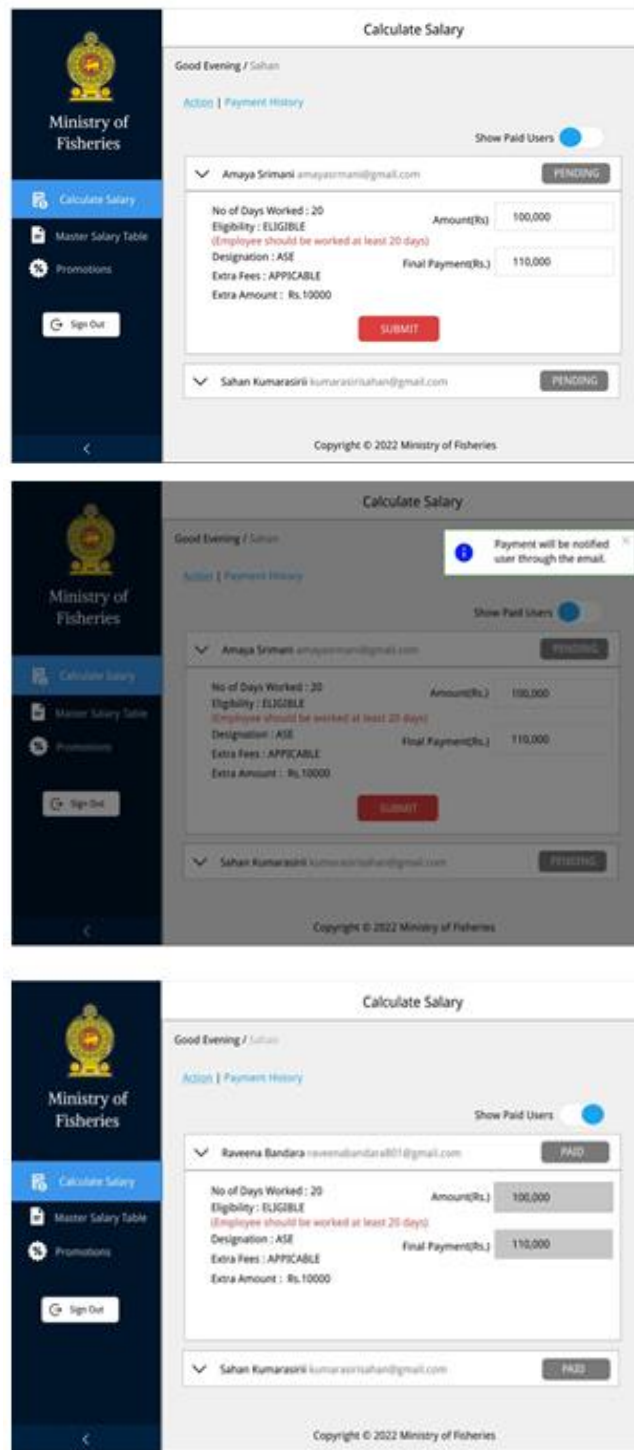
III. CALCULATE SALARY

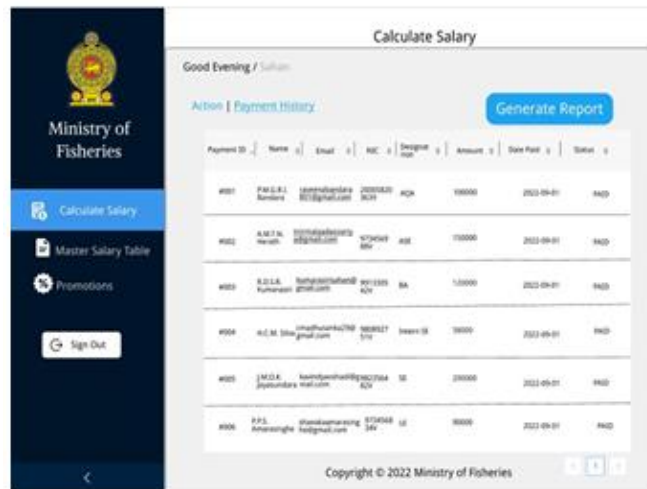


Figure 6: Process of Calculate Salary

Purpose: These interfaces will be used to pay the salary for the existing users.

Flow: When the manager logs in and then he moves to the Calculate Salary and Action Tab, he can view the details. According to the attendance he can calculate salary for users.





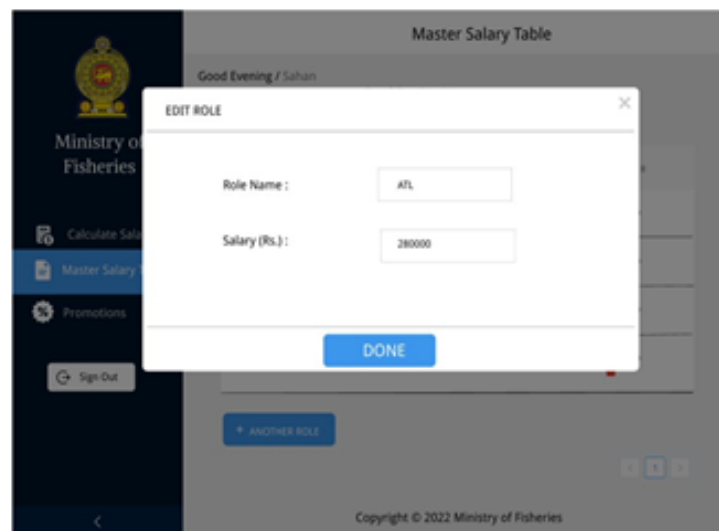
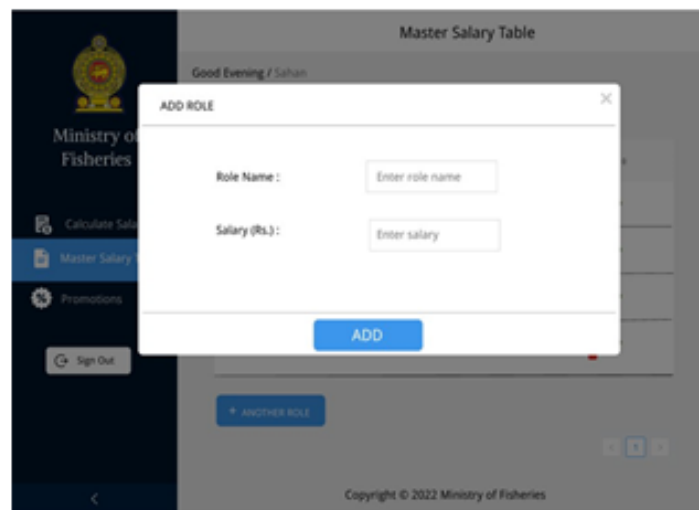
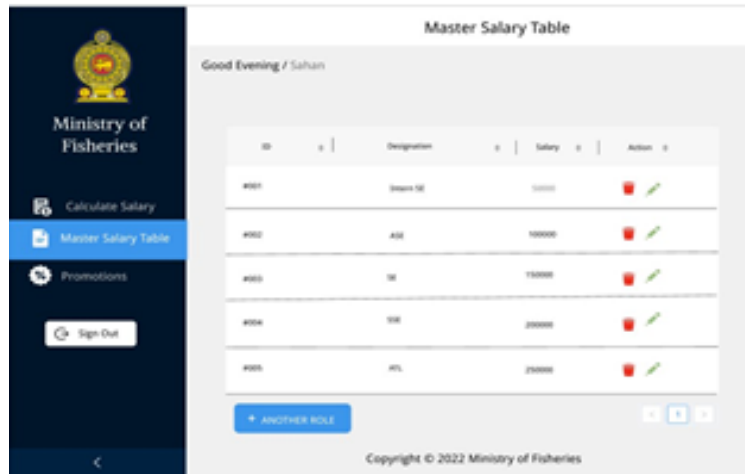
3.1 Master Salary Table

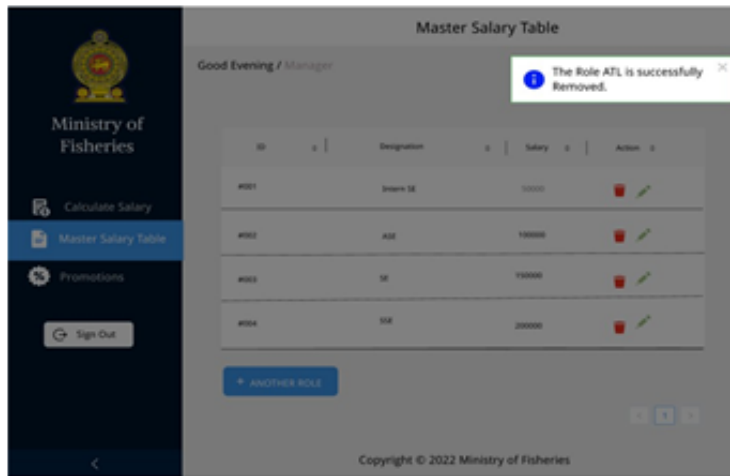


Figure 7: Process of Master Salary Table

Purpose: These interfaces will be used to show the master salary details and add roles to the table for the manager.

Flow: When the manager logs in and then he moves to the Master Salary Table and, he can view the payment salary allocations for the user. And, he can add a new role to the salary table as well.





3.2 Promotions



Figure 8: Process of Promotions

Purpose: This interface will be used to assign the Promotions for the manager.

Flow: When the manager logs in and then he moves to the Promotions Table, he can promote the users.

The screenshot shows the 'Promotions' app interface. On the left is a dark blue sidebar with the Ministry of Fisheries logo and navigation options: 'Calculate Salary', 'Master Salary Table', 'Promotions' (highlighted), and 'Sign Out'. The main area is titled 'Promotions' and displays a list of employees with the following data:

Employee Id	Name with Initials	Full Name	NIC	Address	Phone	Email	Designation	Branch
1001	P.M.G.R.I. Bandara	Raveena Indeevari	200058203639	Samanala Mawatha, Athurugiriya	0704522325	raveenabandara801@gmail.com	Associate SE	Colombo
1002	A.M.T.N. Herath	Thamali Nirmala	973456988V	Bamunakotuwa, Wariyapola	0770113437	tnirmaladesooriya@gmail.com	Associate SE	Colombo
1003	R.D.S.R. Kumarasiri	Sahan Ranjana	991330542V	Galewela, Dambulla	0776135690	kumarasirisahan@gmail.com	Associate SE	Colombo
1004	H.C.M. Silva	Chathura Madhusanka	980892751V	Ranavirugama, Pangolla, Ibbagamuwa	0764930865	cmadhusanka29@gmail.com	Associate SE	Colombo
1005	J.M.O.K. Jayasundara	Oshadi Kavindya	982356482V	Pallandeniya, Kurunegala	0719204577	kavindyaoshadi@gmail.com	Associate SE	Colombo
1006	P.P.S. Amarasinghe	Shanaka Amarasinghe	973456834V	Dambokka, Rambukkana	0764657299	shanakaamarasinghe@gmail.com	Associate SE	Colombo

At the bottom, there is a 'Copyright © 2022 Ministry of Fisheries' notice and a page indicator showing '1'.

This screenshot shows the 'PROMOTE' dialog box for the employee Raveena Indeevari. The dialog has a title bar 'PROMOTE: Raveena Indeevari' and a 'Select Category' dropdown menu. The dropdown is open, showing the following options: 'ASB', 'ASL', 'SE', 'NCL', and 'LL'. A blue 'DONE' button is located at the bottom of the dialog. The background shows the same employee list as the previous screenshot, but it is dimmed.

IV. ADD EMPLOYEE

4.1 Add Employee

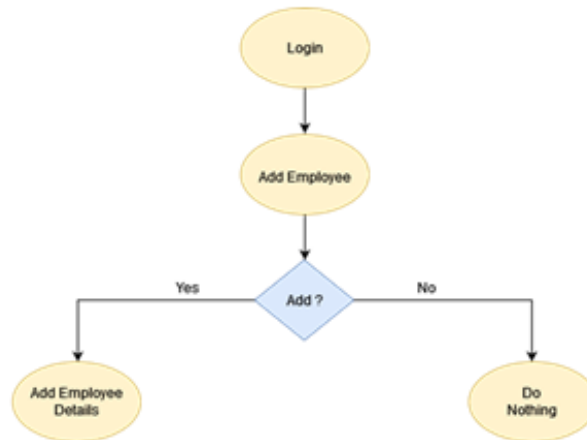


Figure 9: Process of Add Employees

Purpose: These interfaces will be used to add employee details and create user credentials to Employees

Flow: When the Sub-Officer logs in to the system and moves to the Add Employee menu item and add employee details and create login credentials to the user.

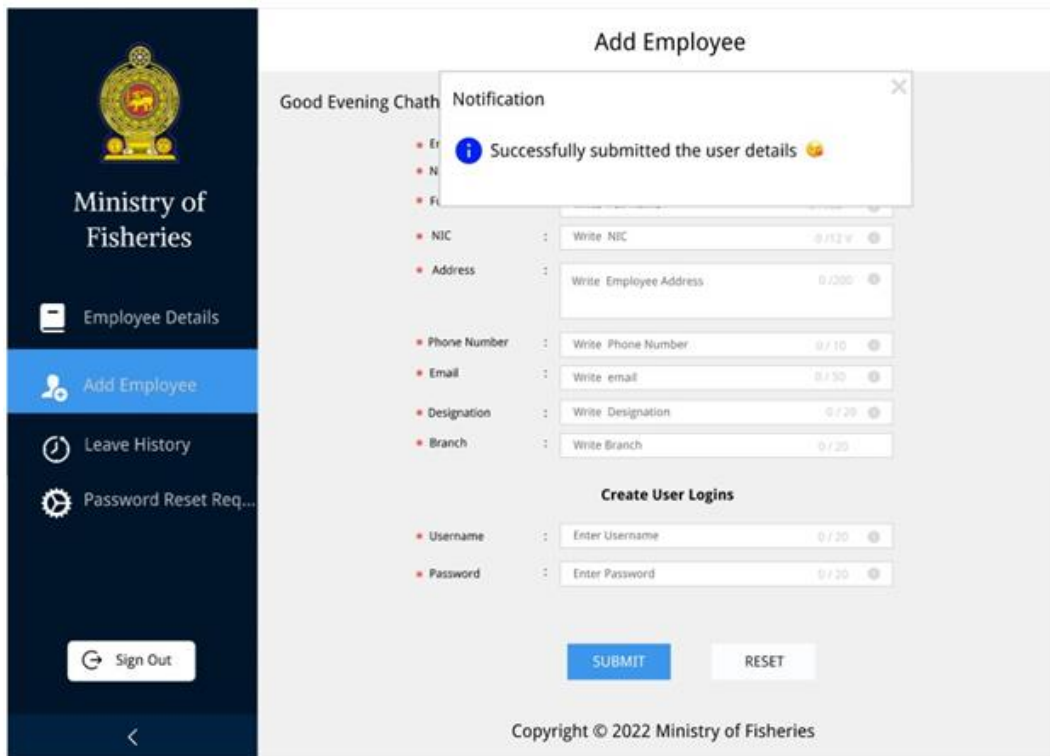
The screenshot displays the 'Add Employee' web application interface. On the left is a dark blue sidebar for the 'Ministry of Fisheries' with menu items: 'Employee Details', 'Add Employee' (highlighted), 'Leave History', and 'Password Reset Req...'. At the bottom of the sidebar is a 'Sign Out' button. The main content area is light gray and titled 'Add Employee'. It features a greeting 'Good Evening Chathura' and a form with the following fields:

- Employee ID: Write Employee ID (0 / 10)
- Name with initials: Write Name With Initials (0 / 100)
- Full Name: Write Full Name (0 / 100)
- NIC: Write NIC (0 / 12 V)
- Address: Write Employee Address (0 / 200)
- Phone Number: Write Phone Number (0 / 10)
- Email: Write email (0 / 50)
- Designation: Write Designation (0 / 20)
- Branch: Write Branch (0 / 20)

Below these fields is a section titled 'Create User Logins' with:

- Username: Enter Username (0 / 20)
- Password: Enter Password (0 / 20)

At the bottom of the form are 'SUBMIT' and 'RESET' buttons. The footer of the page reads 'Copyright © 2022 Ministry of Fisheries'.



4.2 Employee Details

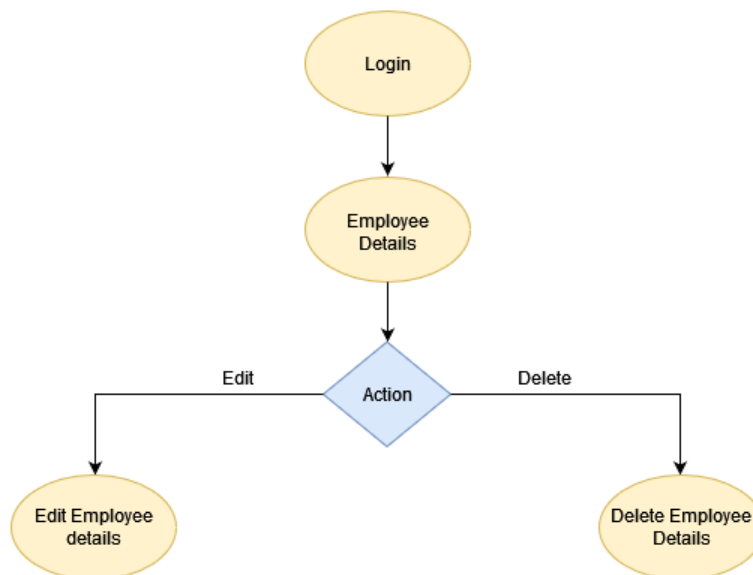
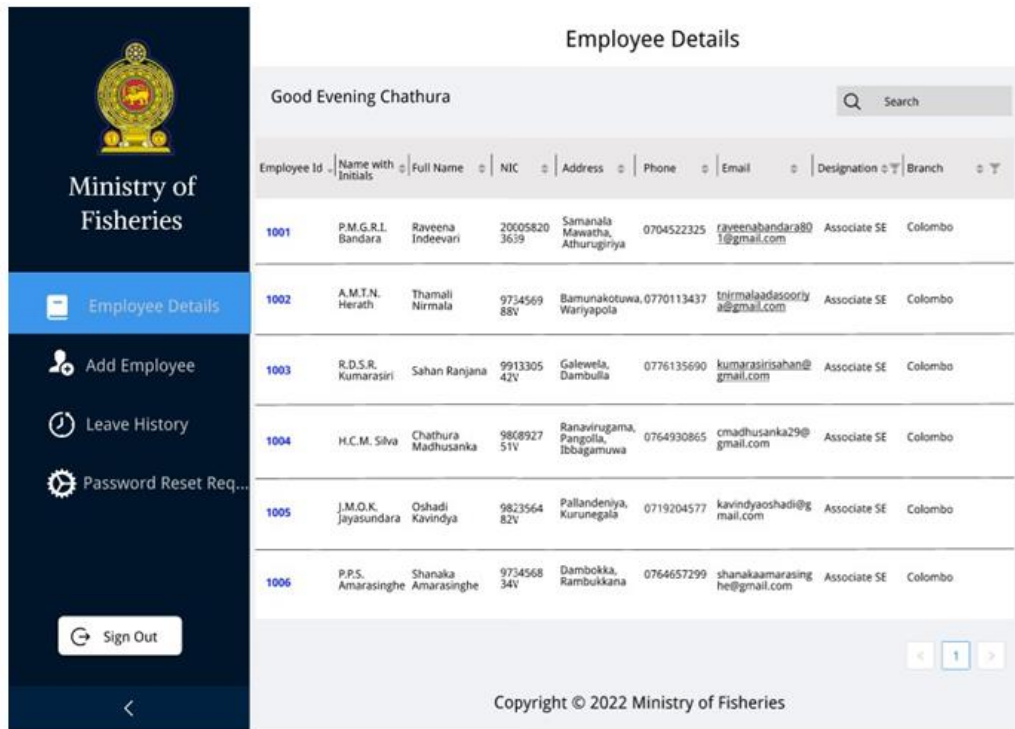
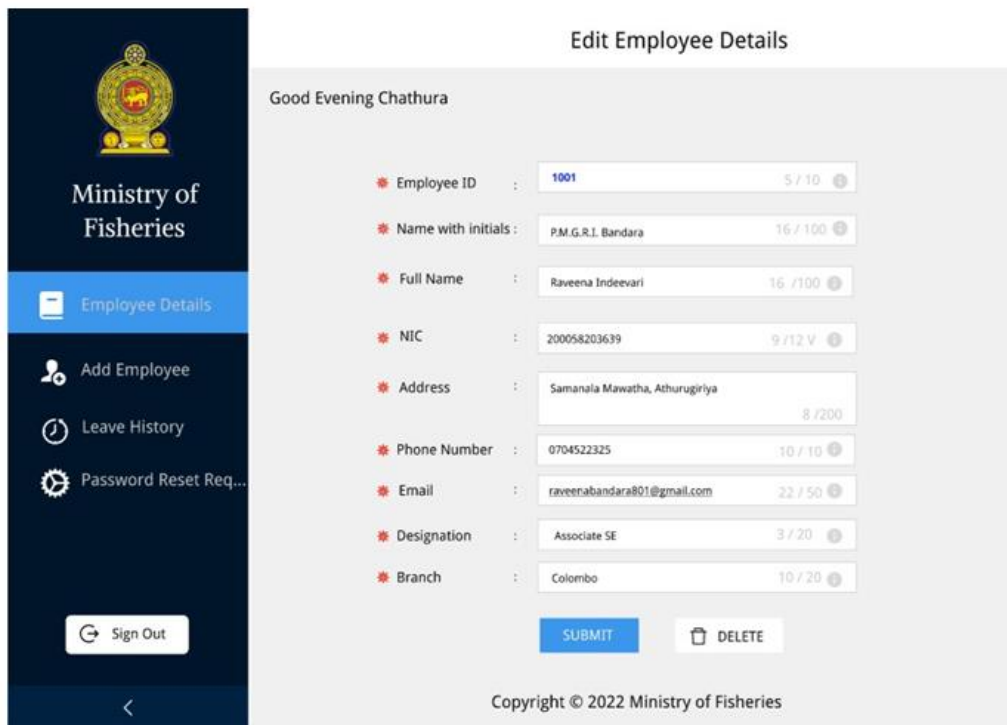


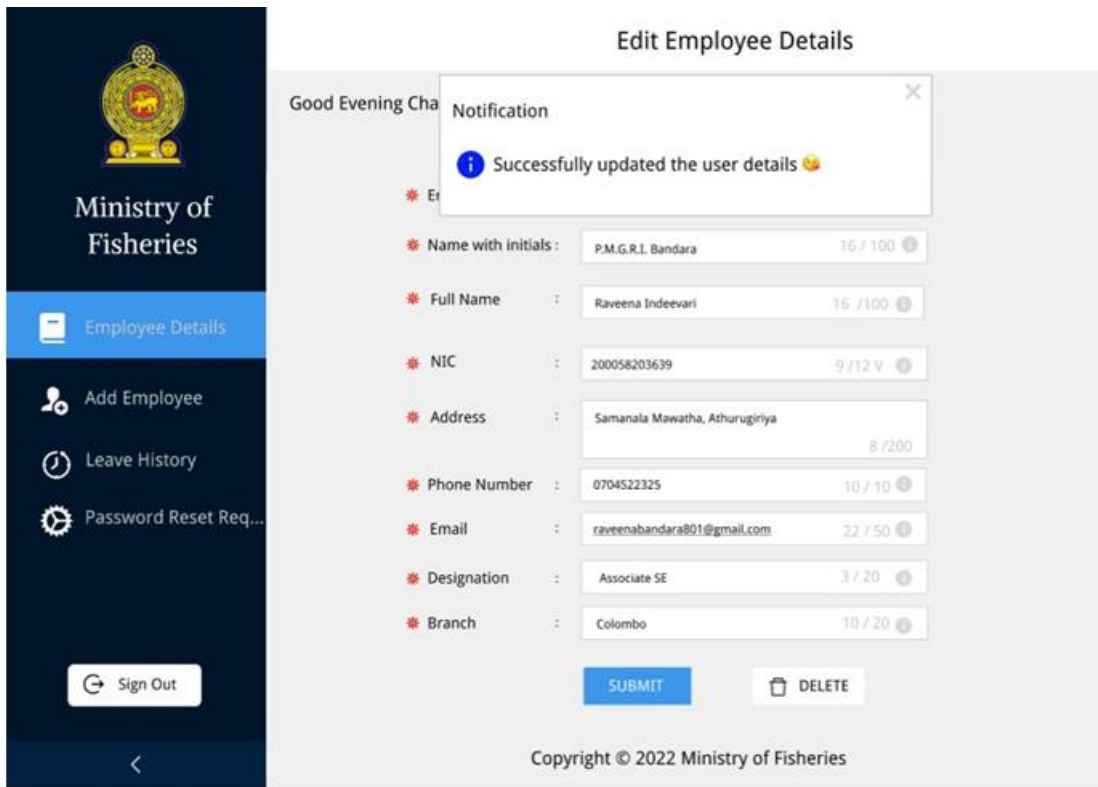
Figure 10: Process of Employee Details



Purpose: These interfaces will be used to show the employee details for the sub-officer.

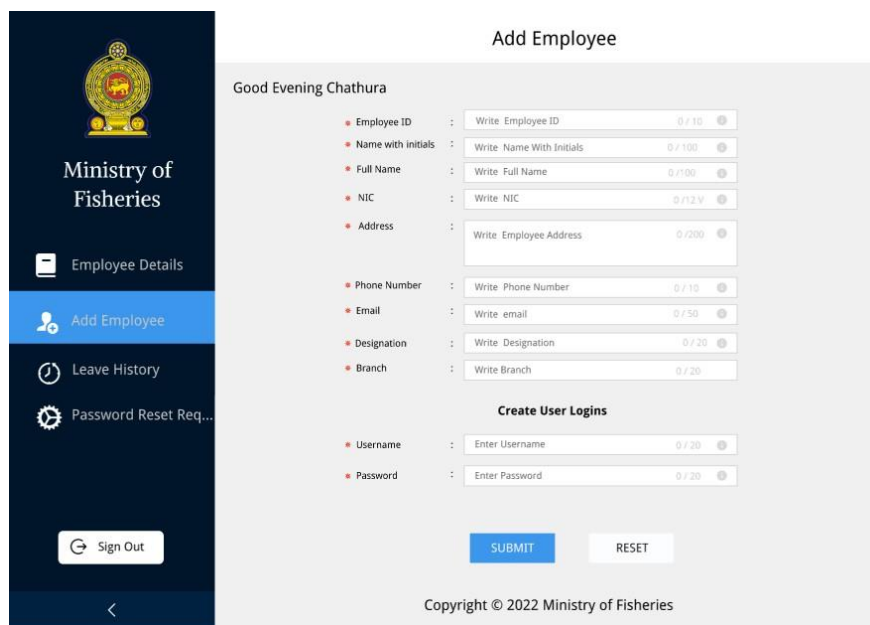
Flow: When the Sub-Officer logs in to the system and moves to the Employee details menu item and then he can see all the details of employees.

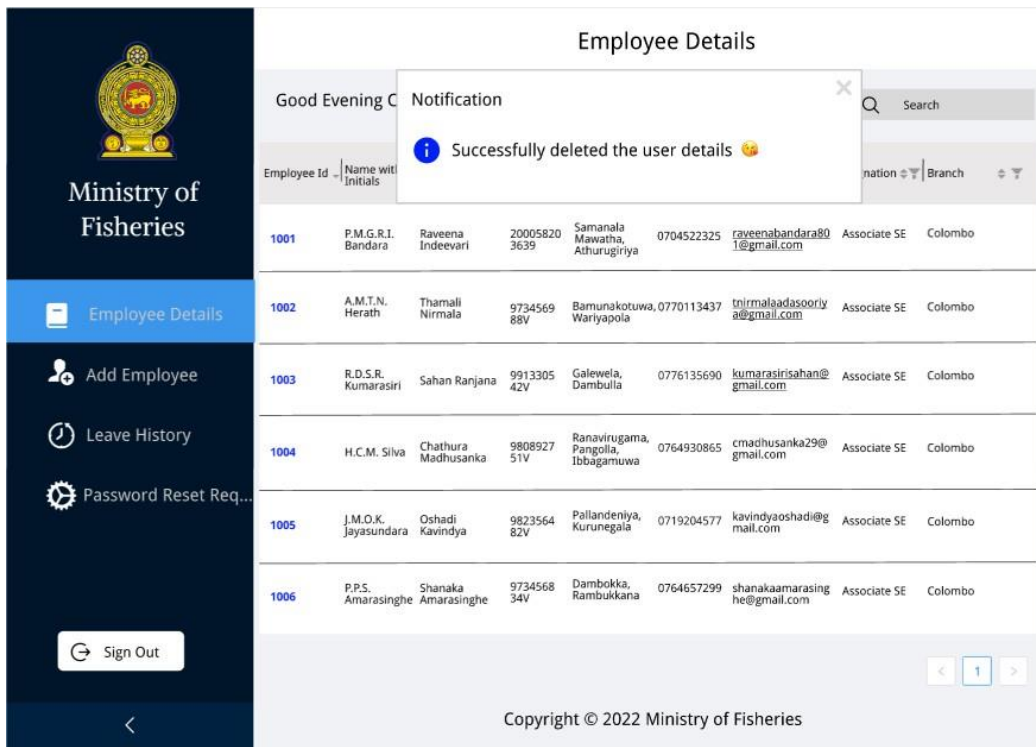




Purpose: This interface will be used to update the specific employee details in the system

Flow: When the Sub-Officer logs in to the system and moves to the Employee details menu and by clicking employee id, he will be able to view the employee detail one by one separately and he can update it.





Purpose: This interface will be used to delete the specific employee details in the system

Flow: When the Sub-Officer logs in to the system and moves to the Employee details menu and by clicking employee id, he will able to view the employee details one by one separately and he can delete it.

4.3 Leave History

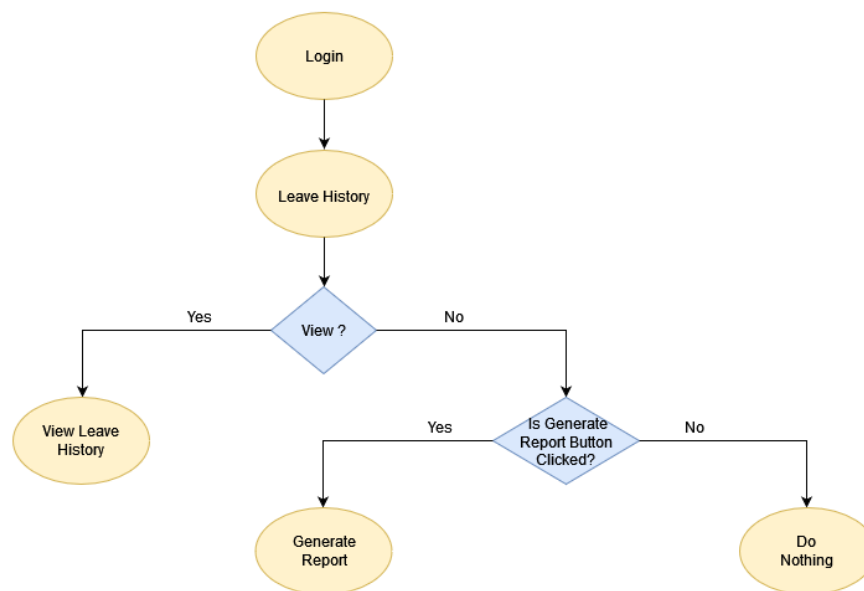
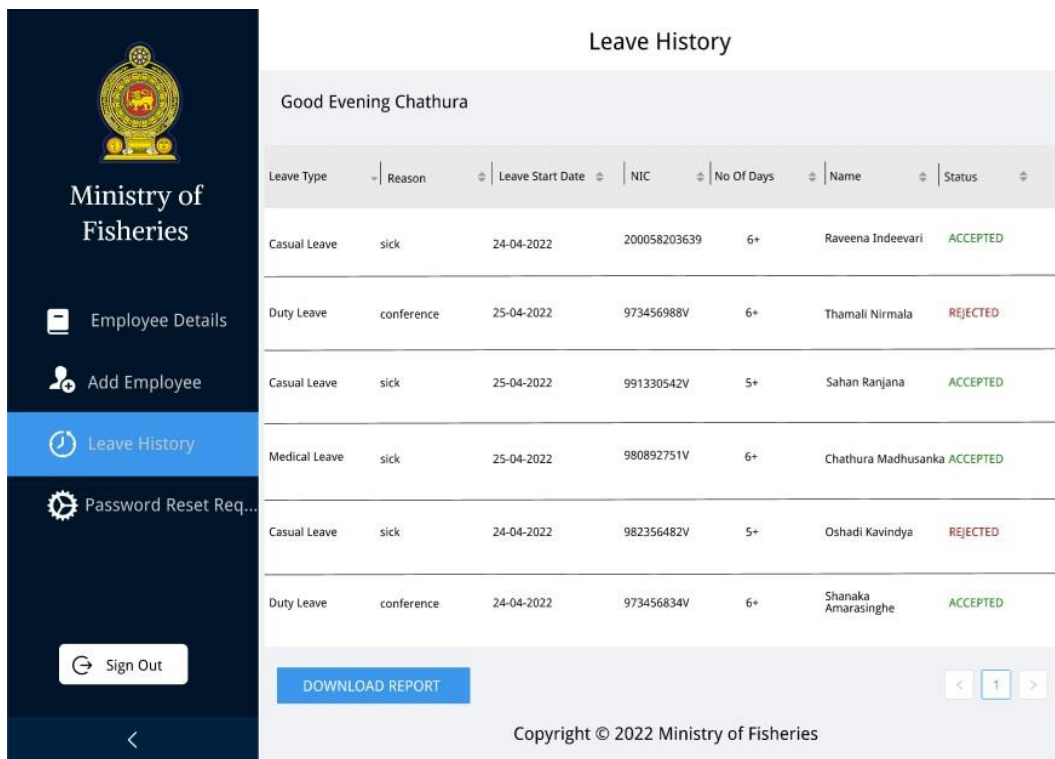
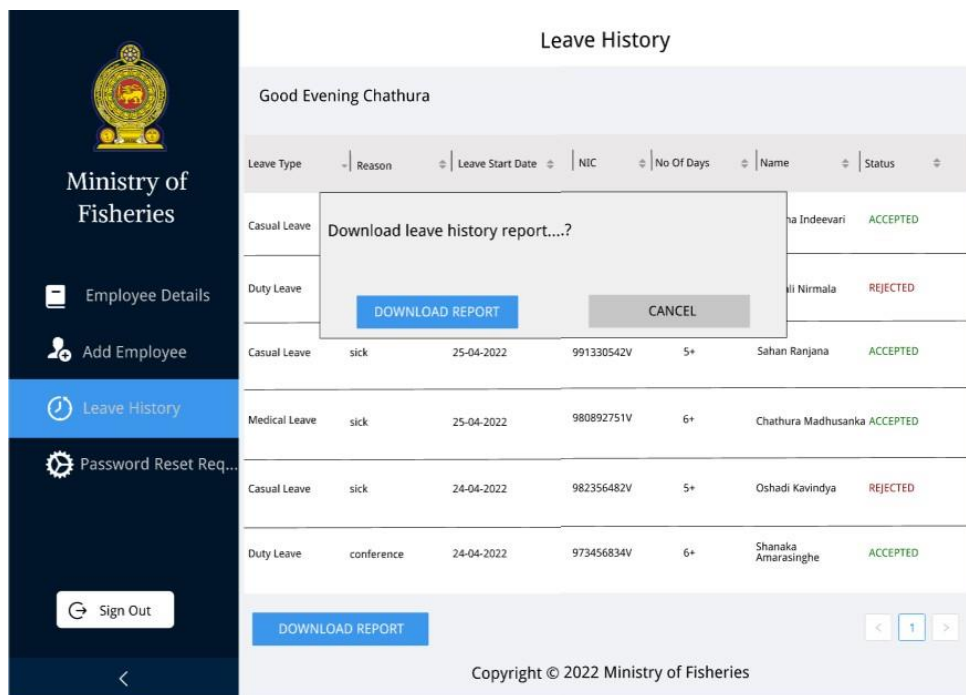


Figure 11: Process of Add Employees



Purpose: This interface will be used to view employees leaving history.

Flow: When the Sub-Officer logs in to the system and moves to the leave history menu item, then he will be able to view all leaving history of each and every member.



Purpose: This interface will be used to download reports of Leave History.

Flow: When the subject officer visits the page and then he moves to the Leave History menu item, he can download the details of the users.

4.4 Password Reset

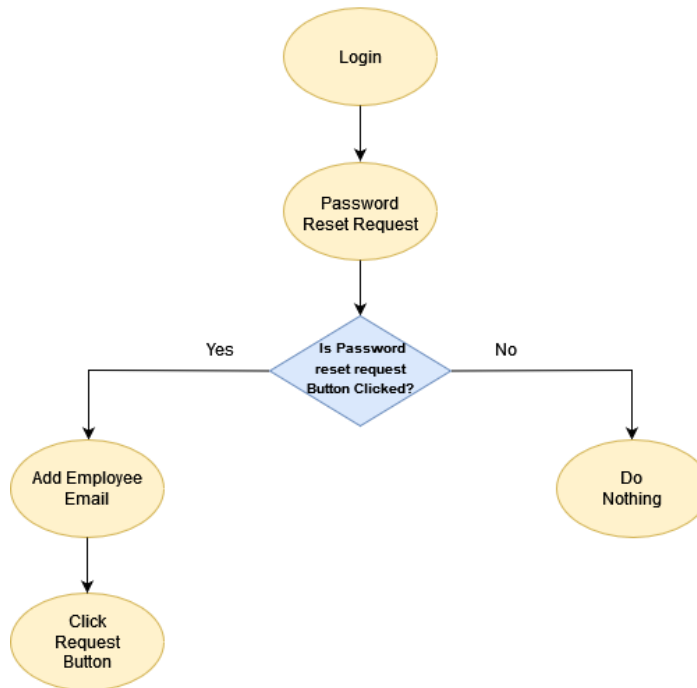
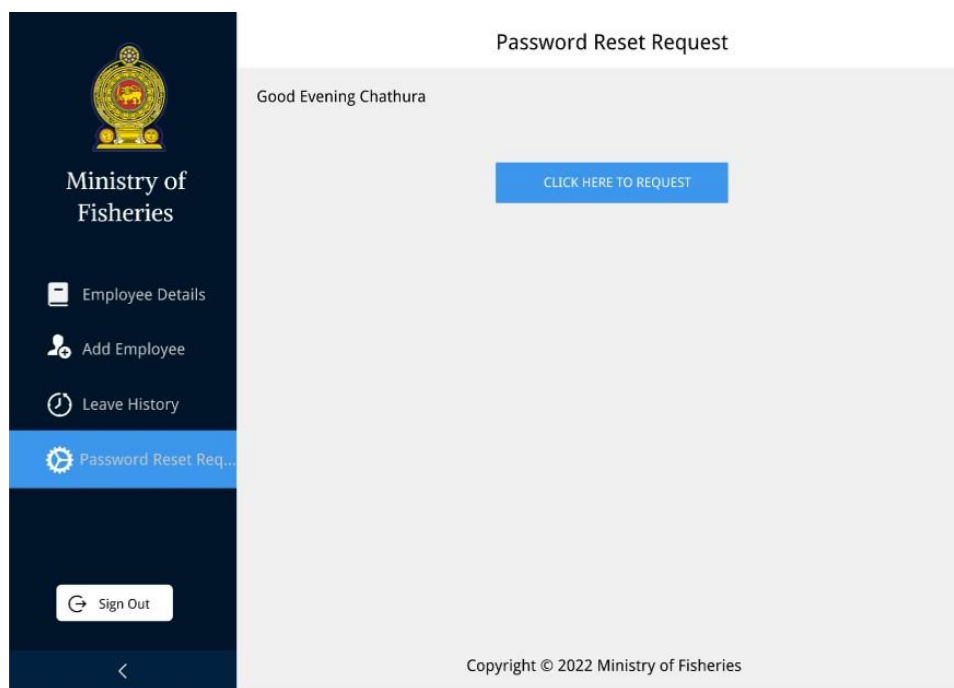
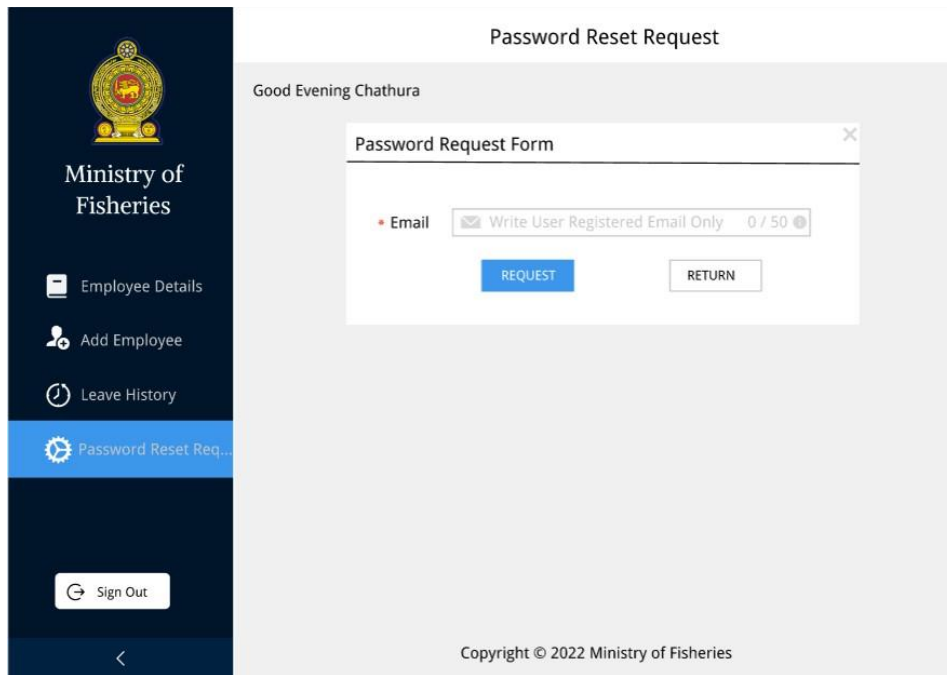


Figure 12: Process of Password Reset



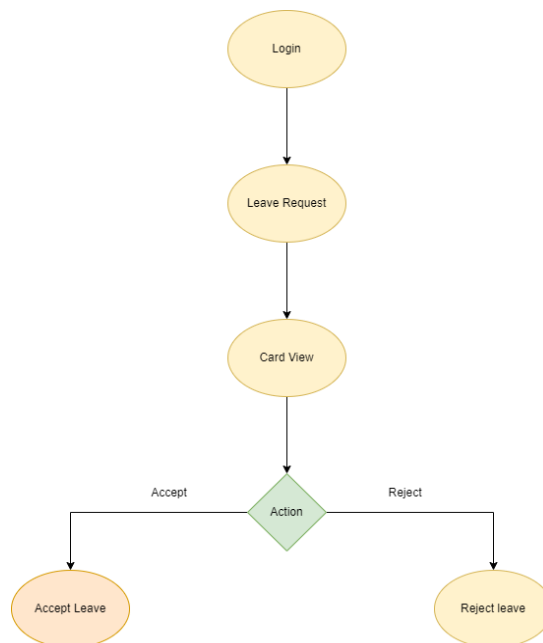


Purpose: This interface will be used to send password reset URL to users

Flow: When the subject officer visits the page and then he moves to the password reset request Menu item, if the user wants to reset the password subject officer click “Click Here to Request” button and enter that user email and click “Request” button to send password reset link to that user.

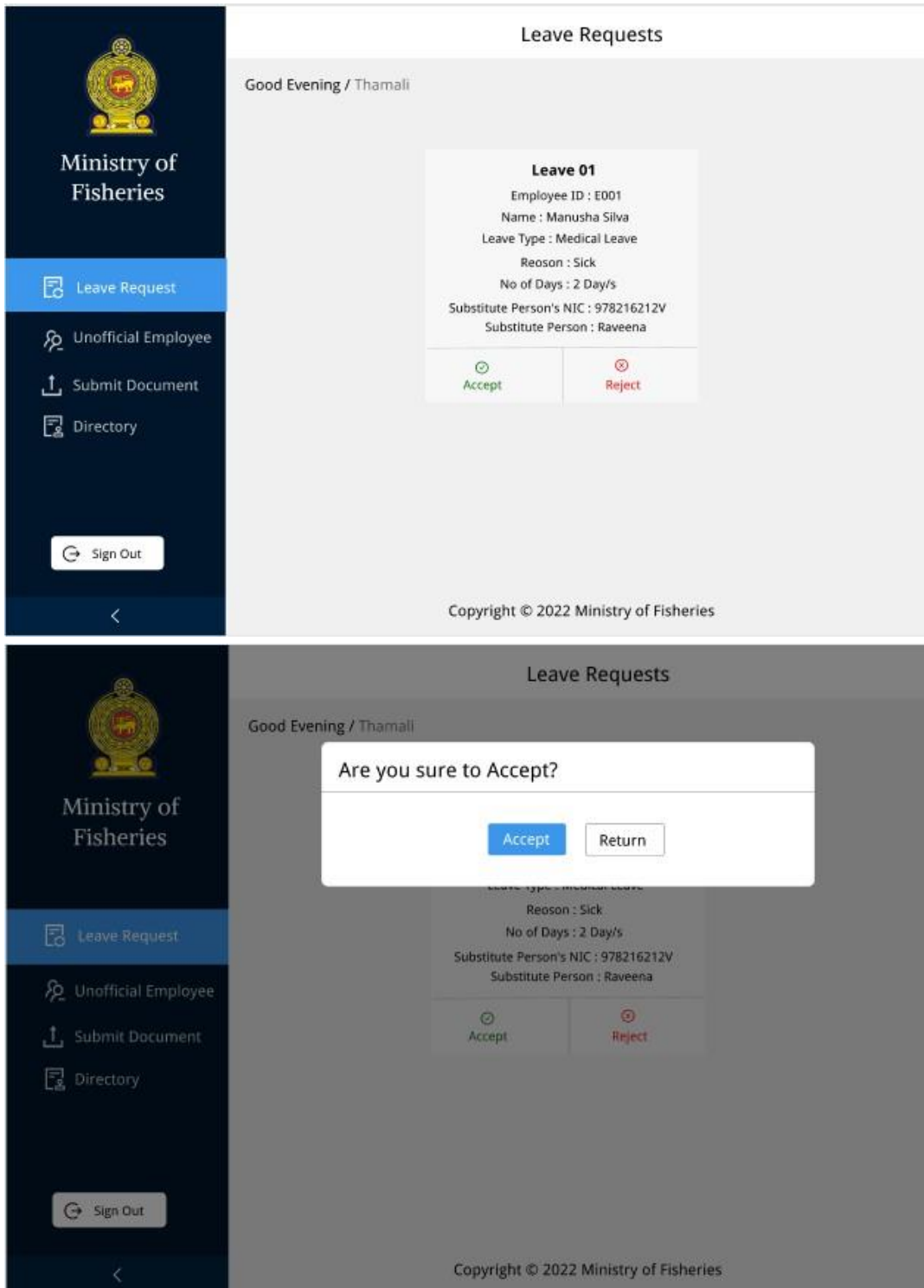
V. LEAVE REQUEST

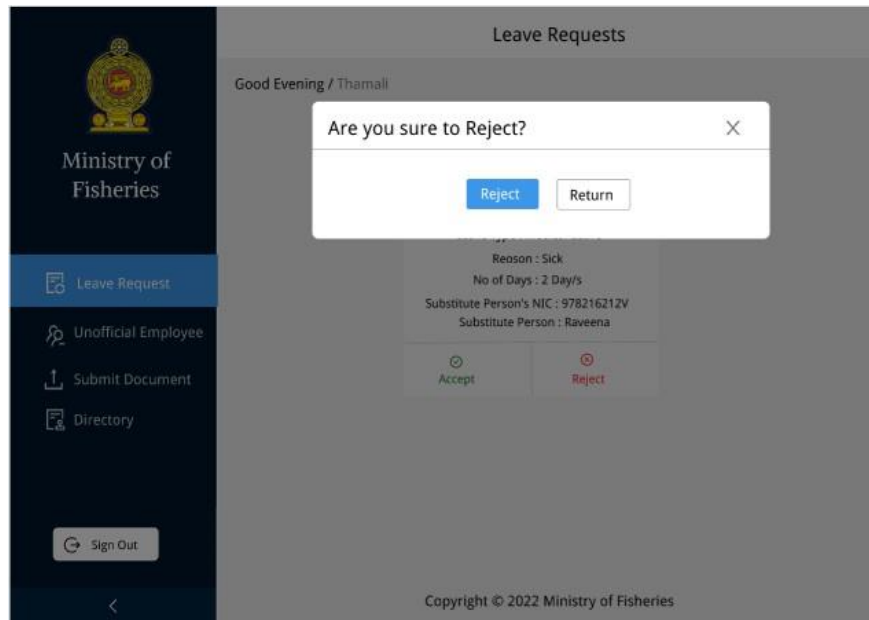
5.1 Leave Request



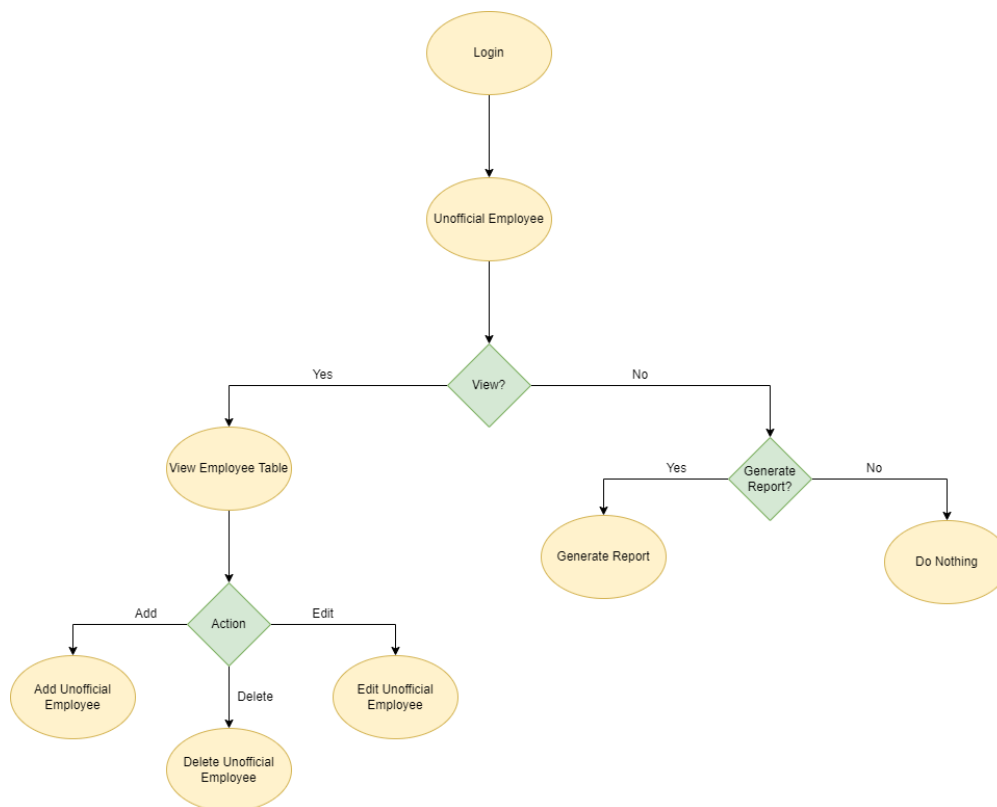
Purpose: These interfaces will be used to accept or reject leave requested by users.

Flow: When the admin logs in and then he moves to the Leave Request Tab, he can accept or reject leave requested by the user.





5.2 Unofficial Employee



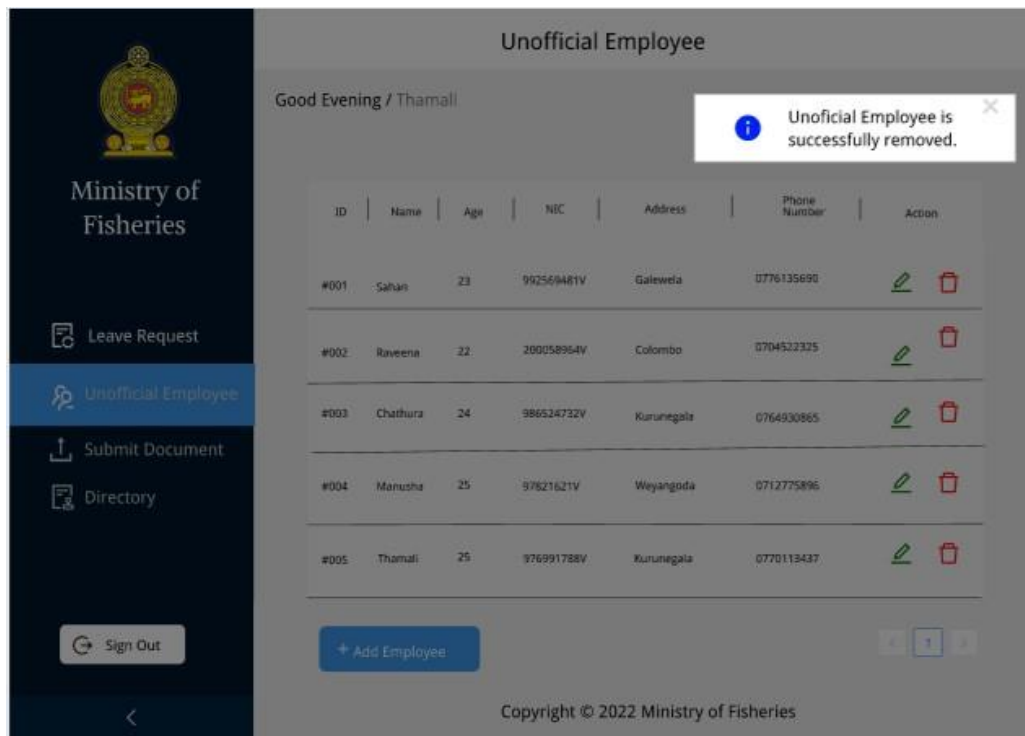
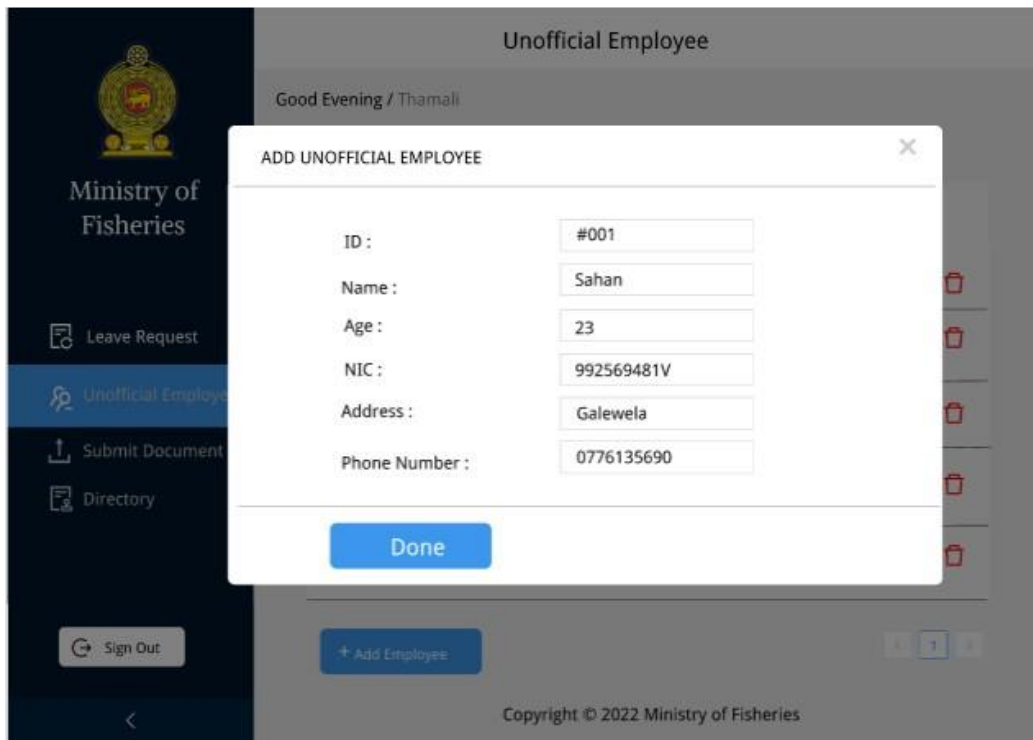
Purpose: This interface will be used to add Unofficial Employees to the system.

Flow: When the Admin logs in and then he moves to the Unofficial Employee Tab and, he clicks the Add Employee button it will pop up the Modal. Using this modal component Admin can add new Unofficial Employees to the System.

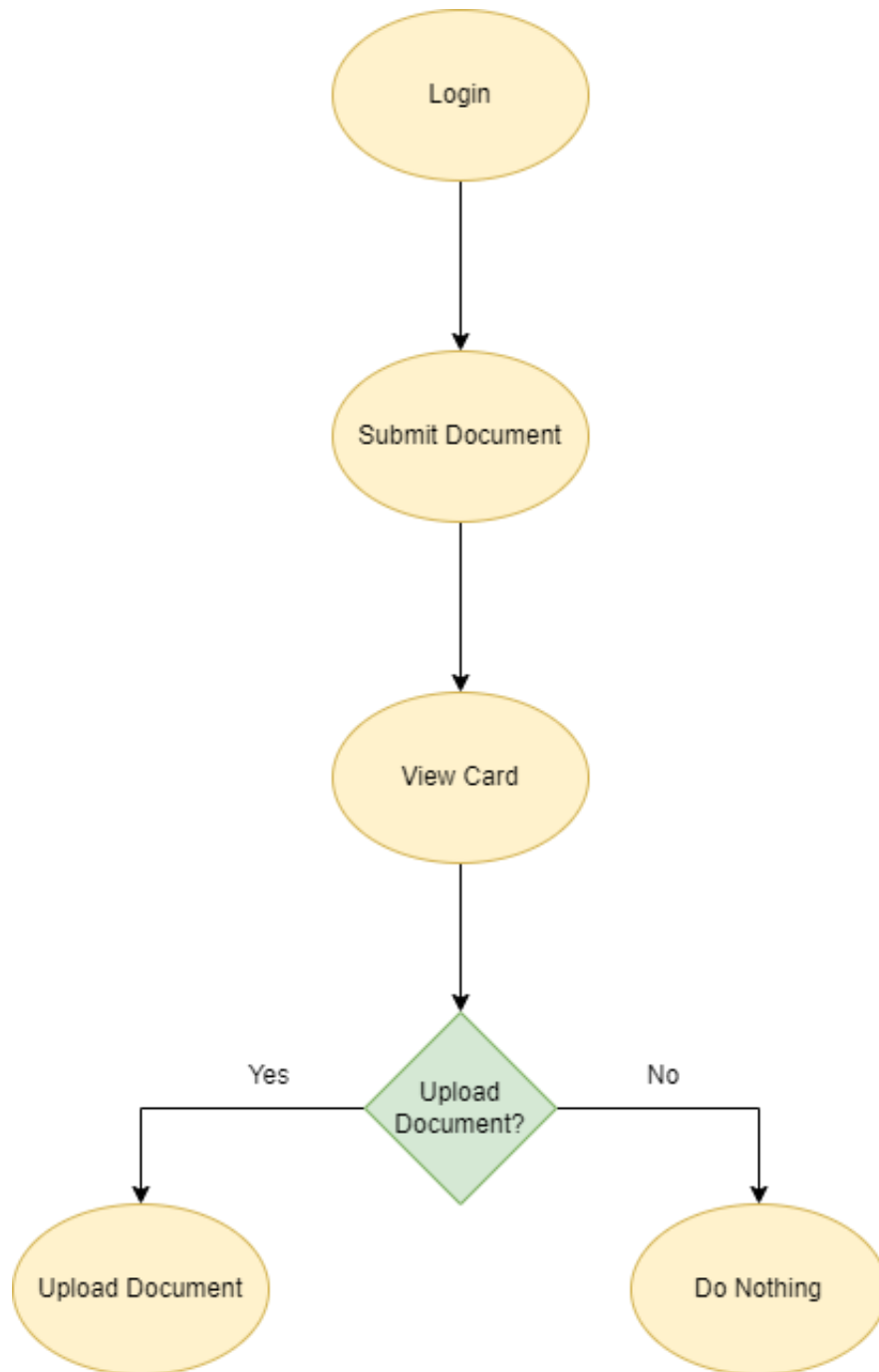
The screenshot displays the 'Unofficial Employee' management interface. On the left is a dark blue sidebar with the Ministry of Fisheries logo and navigation options: Leave Request, Unofficial Employee (highlighted), Submit Document, and Directory. At the bottom of the sidebar is a 'Sign Out' button. The main content area is titled 'Unofficial Employee' and includes a greeting 'Good Evening / Thamali' and a 'Generate Report' button. Below this is a table listing five employees with columns for ID, Name, Age, NIC, Address, Phone Number, and Action. At the bottom of the main area is an '+ Add Employee' button and a pagination control showing '1' of 5 items. The footer contains the copyright notice 'Copyright © 2022 Ministry of Fisheries'.

ID	Name	Age	NIC	Address	Phone Number	Action
#001	Sahan	23	992569481V	Galewela	0776135690	
#002	Raveena	22	200058964V	Colombo	0704522325	
#003	Chathura	24	986524732V	Kurunegala	0764930865	
#004	Manusha	25	97821621V	Weyangoda	0712775896	
#005	Thamali	25	976991788V	Kurunegala	0770113437	

This screenshot shows the same 'Unofficial Employee' interface as above, but with a modal window open for adding a new employee. The modal is titled 'ADD UNOFFICIAL EMPLOYEE' and contains input fields for ID, Name, Age, NIC, Address, and Phone Number. Each field has a placeholder text 'Enter [field name]'. Below the input fields is a blue 'ADD' button. The background interface is dimmed, and the '+ Add Employee' button from the main screen is visible at the bottom.

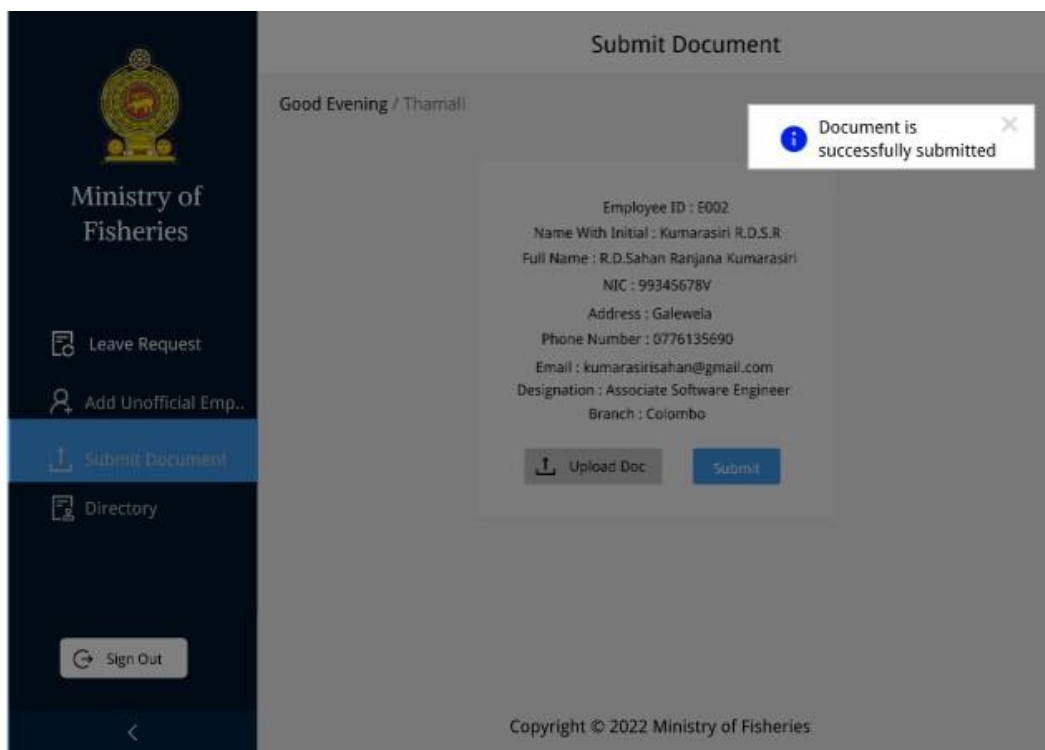
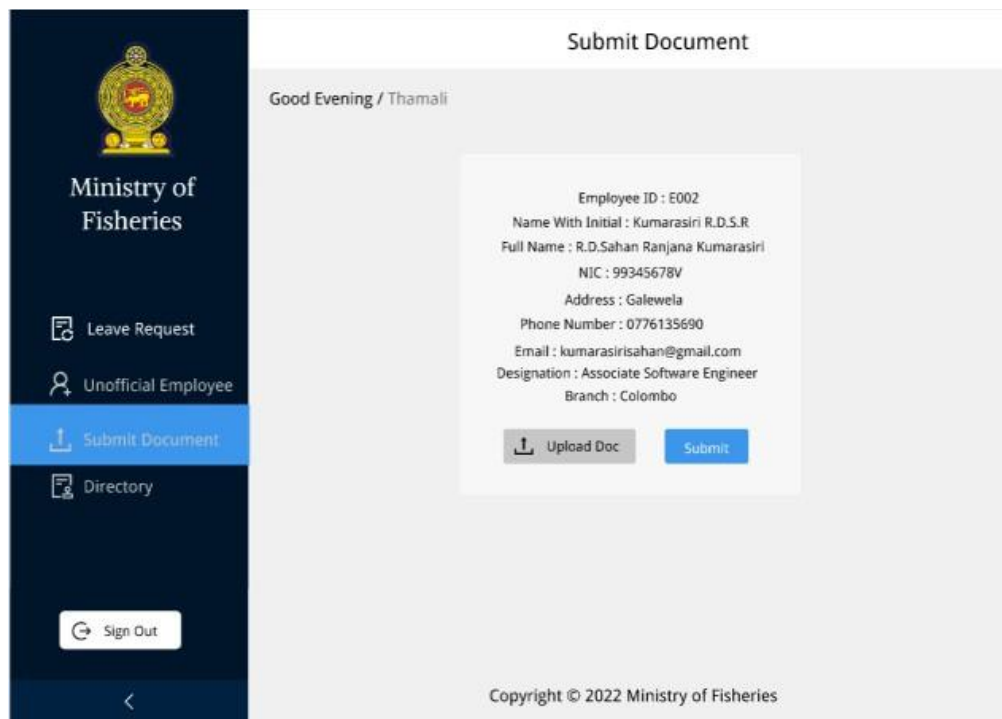


5.3 Submit Document

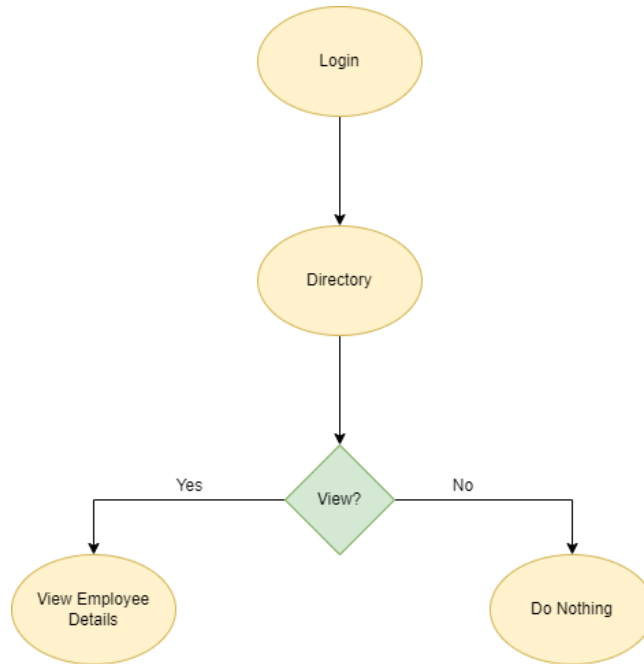


Purpose: This interface will be used to upload the service letter to the employee in the system with their details.

Flow: When the Admin logs in and then he moves to the Submit Document Tab, he can upload the service letter or any other proof of documents to ensure the user.

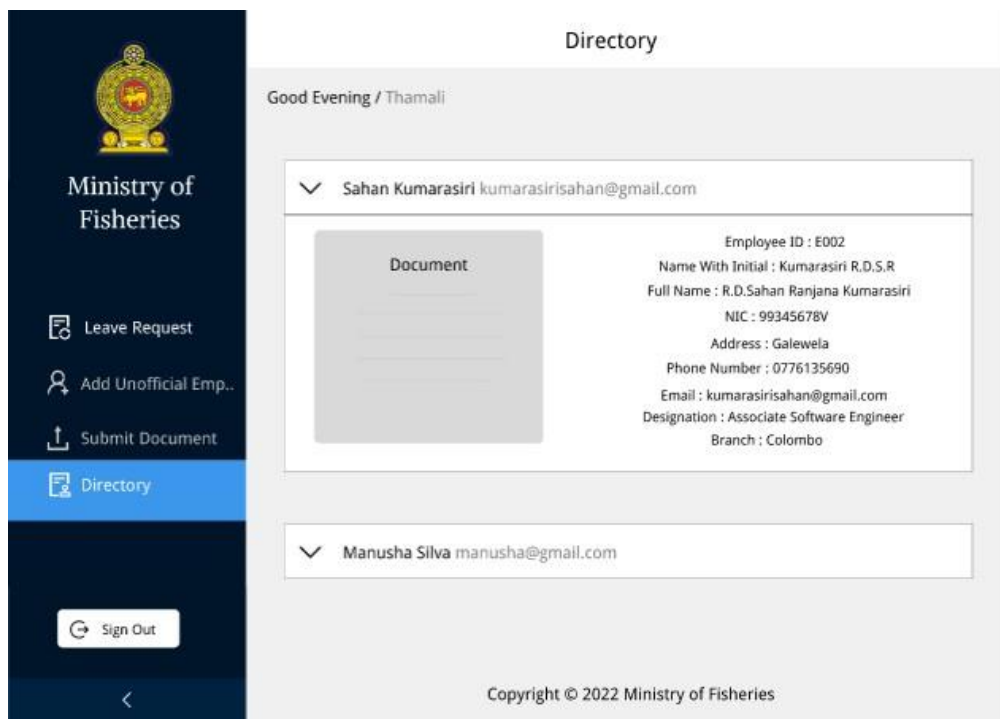


5.4 Directory



Purpose: This interface will be used to view the Employee Directory.

Flow: When the Admin logs in and then he moves to the Directory Tab, he can view Employee Details in the collapse component.



VI. CONCLUSION

I would like to say as a conclusion that this human resource management system has succeeded in its goal. This project has been extremely labor-intensive to complete. It has significantly increased the company's operations. Everything that was formerly done manually has been switched over to computerized processes, and this has made it possible for the business to operate more quickly. Additionally, the users now have access to a wider range of communication options.

Since all previous manual work has been replaced by electronic work. Data processing is now more effective as a result.

The new technology has provided the business with numerous numerical benefits. We've included a few of them below. The level of minimal

paperwork has practically decreased. Data can be accessed and obtained with just one click. The complexity and expense of data manipulation have both decreased. It processes data more quickly and effectively. It requires less time. There is more transparency in operations. The users can communicate more effectively.

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- [4] http://www.ijarse.com/images/fullpdf/1521196206_Vedant634ijarse.pdf.