

HRMS

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Abstract: “The main purpose of this HRMS Management System is to develop a web based interface to manage the Human Resource of software companies. The system helps the administrator to manage the HR of the company. The HR team can stay updated with the progress of the tasks assigned to a team. The company can create vacancies and also schedule them. The employees can update their progress in an assigned task for the administrator to view and the employees can also view their payrolls. The job seekers can learn about the vacancies and also apply for the posts.

The Human Resource Management System can be used to manage the Human Resource of a company. The system helps management to create vacancies and accept applications from the applicants, online. It also keeps the administrator updated with the progress of a team in the task assigned. It can also generate payroll automatically. The website may utilize various technologies and frameworks, such as React, HTML, CSS, JavaScript, and server-side languages, to create a seamless and engaging user experience.

Keywords: HTML, CSS, JavaScript

I. INTRODUCTION

This report presents a Human Resource Management System (HRMS) designed to streamline and automate HR processes in software companies. The current context of the problem is the time-consuming and inefficient traditional HR management processes that often lead to errors in data entry and management. The HRMS aims to automate and streamline these processes, reduce the workload of the HR staff, and improve the accuracy and efficiency of HR operations. The system provides a web-based interface to manage employee information, track attendance, schedule appointments, monitor progress on assigned tasks, generate payrolls automatically, and allow job seekers to apply for vacancies. The unique approach of the HRMS includes a centralized platform, standardized routines and packages of enterprise resource planning software, an applicant tracking system, and a database to store and manage employee information. The HRMS is significant as it enables the HR staff to focus on strategic HR activities, such as employee engagement and development, rather than manual and repetitive administrative tasks.

There are mainly five modules:

- Admin
- HR
- Employee
- Project manager
- Applicant

In this paper, we have 5 logins such as for Admin, HR, Employee, Project manager, Applicant. Admin is capable of Adding HR team employees, View all the employee records, View project details, Create new designations, Full authority for everything. The HR is capable of Filtering profiles, Reporting vacancies, Searching profiles, View and update payroll, Scheduling interview. Employee is capable of Checking the details of assigned project, Update project status, Register a complaint, View payroll Apply leave. Applicant is capable of Viewing the vacancies in the company, Submit an application for the vacancy. Project Manager is capable of Adding project, Assign team members, View updates of project, Update project data

II. METHODOLOGY

Project Planning and Requirements Gathering: Define the objectives, features, and target audience of the website. Gather all the functional and non-functional requirements. Database Design: Design the database schema using MongoDB to store data, such as customer, orders, cart etc. Backend Development with Node.js and Express.js: Implement the server-side logic to handle user requests, authentication, and interactions with the MongoDB database. API Development: Create RESTful APIs to handle CRUD operations (Create, Read, Update, Delete) for recipes and user-related actions. User Authentication and Authorization: Implement user authentication and authorization using tools like JSON Web Tokens (JWT) to secure the API endpoints and manage user sessions. Frontend Development with React.js: Build the user interface for the website, allowing customers to search products, products added to cart and buy. User Interface Design: Design an intuitive and visually appealing user interface with responsive layouts, making it accessible across different devices. User Interaction and Social Features: Allow customers to add products to cart. Implement features to create user profiles and save the products in the cart. Testing: Perform unit testing, integration testing, and user testing to ensure the website functions correctly and meets the requirements. Security Considerations: Ensure data security by validating user inputs, sanitizing data, and protecting against common web vulnerabilities. Community and Feedback: Encourage user engagement, feedback, and community building to enhance the website's growth and content quality.

III. EXISTING AND PROPOSED SYSTEMS

The existing system of a HRMS app project refers to the currently implemented features, functionalities, and infrastructure of the app. It encompasses the technology stack, user interface, and the core components that make up the app.

The proposed system for HRMS app project aims to create a user-friendly and innovative platform that encourages meaningful social interactions and caters to the evolving needs of users

Limitations of the Existing System

- Lack of variety
- Limited user feedback
- Limited accessibility

To overcome the drawbacks on the existing system a new system has to be implemented. In the proposed system,

Advantages and Features of the Proposed System

- Improved customer relationship and understanding.
- Enhanced sales efficiency.
- Revenue growth.

IV. BACKGROUND

Technologies used in this Project:

The MERN stack is a popular combination of technologies used to build web applications. MERN stands for MongoDB, Express.js, React.js, and Node.js. Each component of the stack has a specific role to play in the web application development process. MongoDB is a NoSQL database that is used to store and manage the application data. Express.js is a server-side framework for Node.js that helps in building RESTful APIs and handling HTTP requests. React.js is a front-end framework used for building user interfaces. Node.js is a server-side JavaScript runtime used to build scalable and high-performance applications

V. RESULTS AND DISCUSSIONS

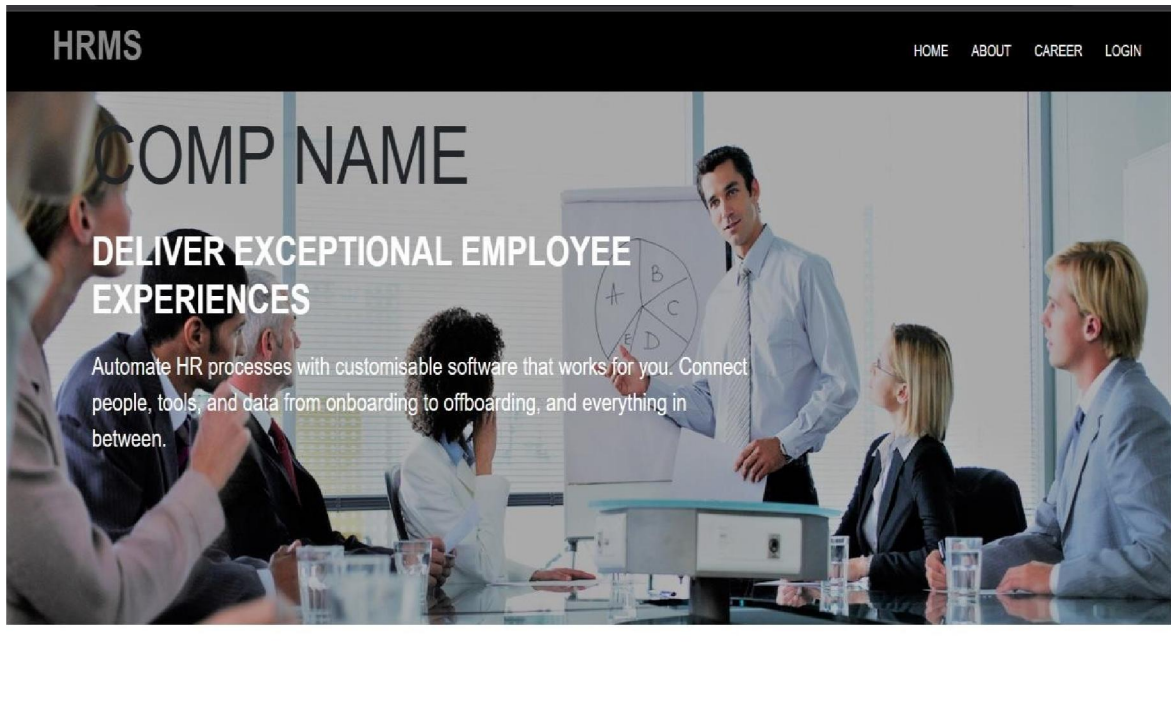


Figure 1: Home Page

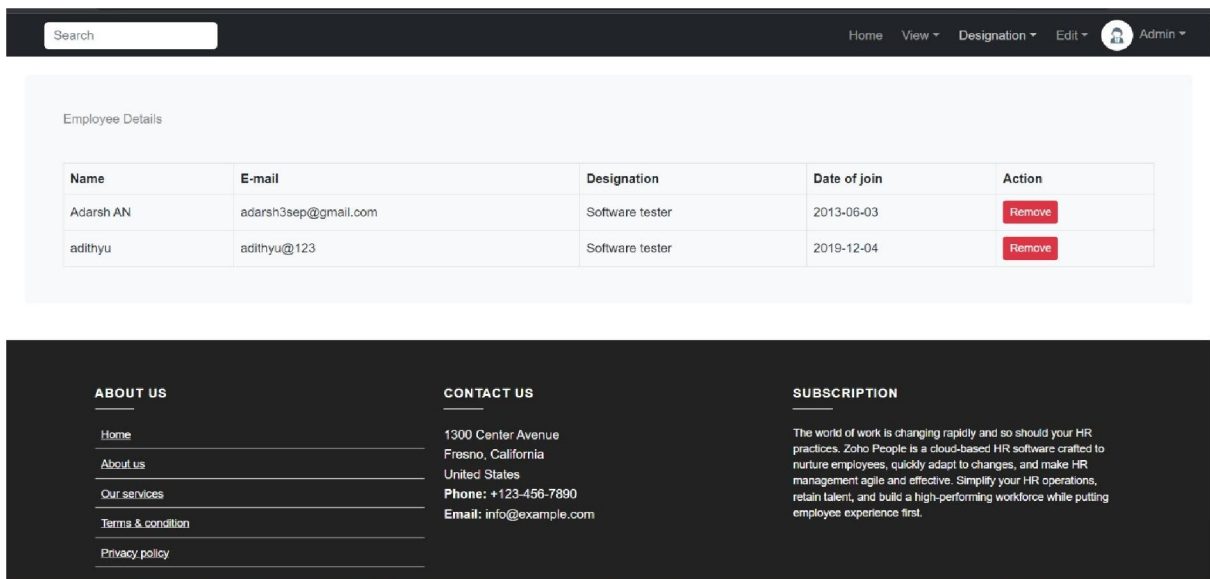


Figure 2: Admin Login Page

HRMS

[HOME](#) [ABOUT](#) [CAREER](#) [LOGIN](#)

EMPLOYEE SIGNUP

Your Name	Your Email
Gender	Phonenumber
Age	Designation
Date Of Join :	dd-mm-yyyy <input type="text"/>
Password	City
District	Pincode

Sign Up

Figure 3: Registration Page

HRMS

[HOME](#) [SEARCH](#) [MY INTERVIEWS](#) [PROFILE](#)

DELIVER EXCEPTIONAL EMPLOYEE EXPERIENCES

Automate HR processes with customisable software that works for you. Connect people, tools, and data from onboarding to offboarding, and everything in between.

ABOUT US

Deliver exceptional employee experiences

Figure 4: Applicant home Page

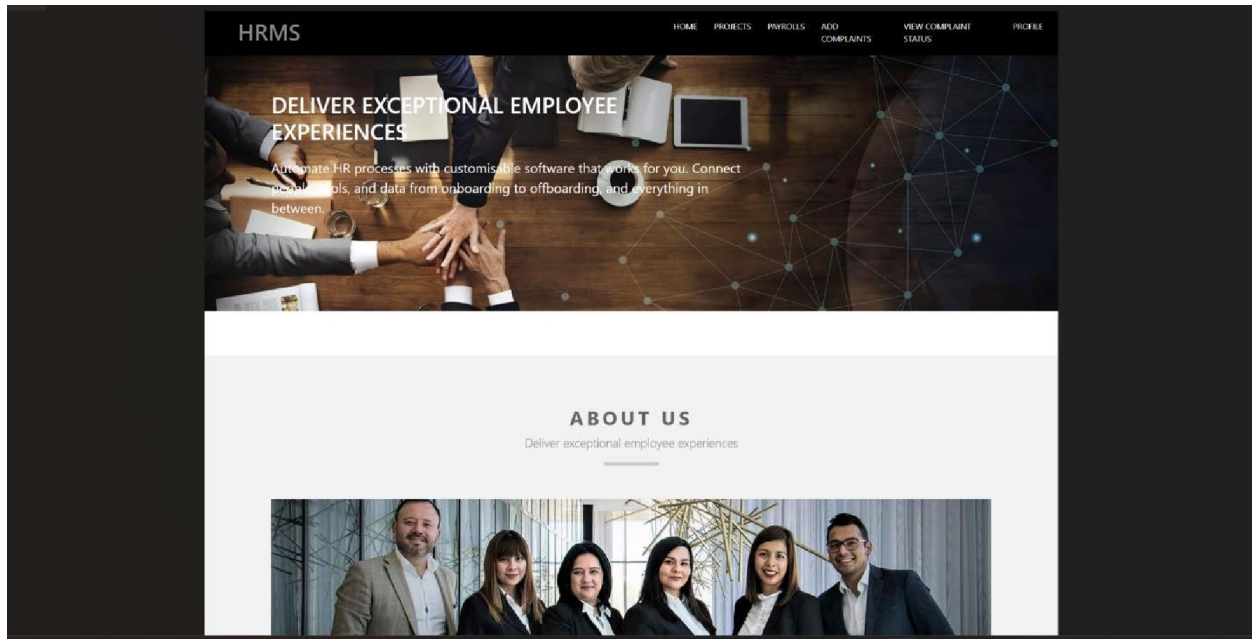


Figure 5: Employee home Page

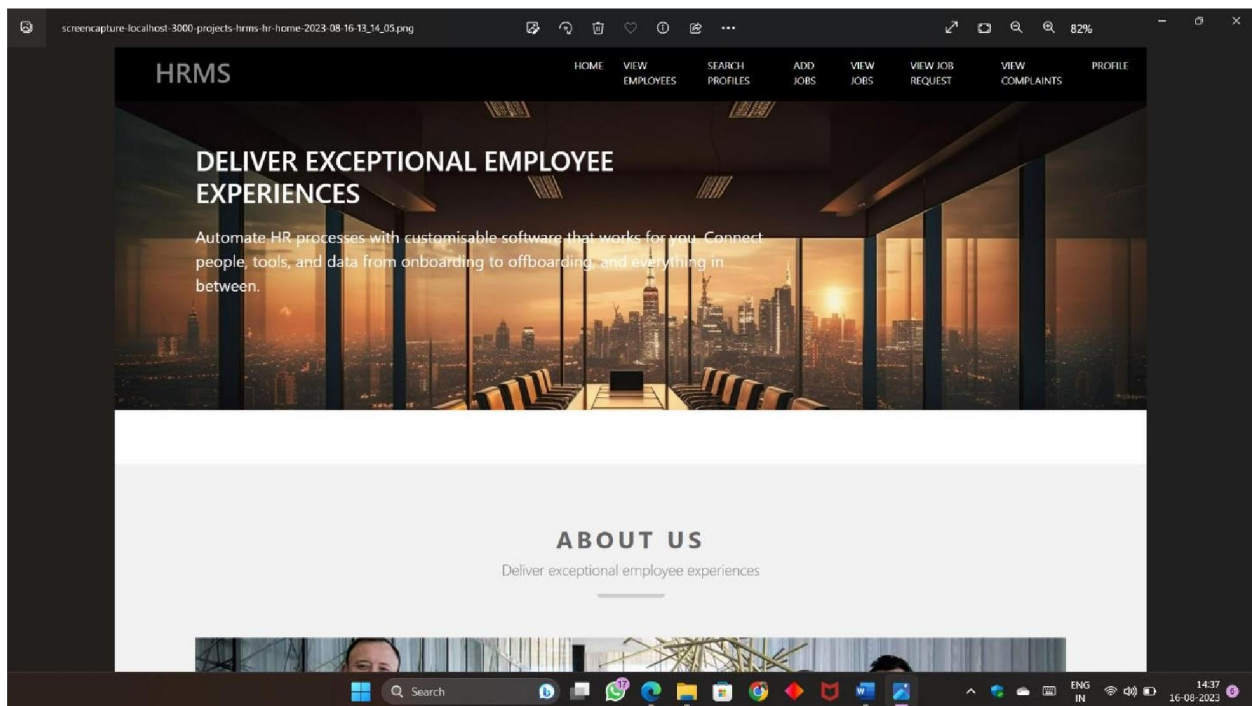


Figure 6: HR home Page

VI. CONCLUSION

In conclusion, the HRMS is an essential tool for software companies to improve their HR processes and increase efficiency. The system enables the HR staff to manage employee information, track attendance, schedule appointments, monitor progress on assigned tasks, generate payrolls automatically, and allow job seekers to apply for vacancies, all on a centralized platform. By automating and streamlining these processes, the HR staff can focus on strategic HR

activities that contribute to employee engagement and development. The HRMS is a significant investment for companies looking to improve their HR operations, reduce workload, and increase productivity. It is a tool that enables companies to enhance employee satisfaction, leading to better business outcomes.

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