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Employee Pay Slip Generator for Small/Medium Scale Organization

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Abstract: *The main purpose of this project is to overcome the problems faced by a small/medium scale organization in generating a payslip using HTML and JavaScript. The human errors are overcome by using a simple HTML webpage. The organization's predefined method of salary calculation has been determined. This simple web page uses the organization's core rule, creates logic, and generates the payslip. By using a webpage, the computation is done in a faster and error-free method, and in a time-efficient way.*

Keywords: *Payslip, payslip generator, web app*

I. INTRODUCTION

A payslip or salary slip is given to every salaried employee as payment for their work. Mostly it is given by the employer/organization to the employee at the end of every month. A payslip contains information regarding salary amount, and tax and insurance deductions. It is the legal right of every employee to ask for and receive regular payslips from the employer. Since a payslip is such an important document, it has a few essential components. The two main components of a payslip are Income and Deductions. Every salaried employee gets a payslip. Thus, the employer is responsible for creating a payslip every month. However, some organizations(small/medium) may not provide regular salary slips.The already existing payslip generators sometimes Fail to give a clear view of the employee's net pay and some are being done in a spreadsheet software which is a tedious process. This makes printing the payslip a bit difficult.Thus, the proposed system which contains a simple webpage that is more user-friendly and makes the entire calculation in a quicker and error-free method. The human errors are handled using a simple HTML webpage. The organization's predefined method of salary calculation has been determined. By using a webpage, the computation is done in a faster, error-free method and in a time-efficient way. And printing for the generated payslip has been made easy, it can be easily printed using the print button provided in the system.

II. RELATED WORKS

There are many methods are used to develop an employee payslip. Abdul-Kadar Masum et al. discuss the use of two systems which is HRIS (Human Resource information system) and IDSS (Intelligent Decision Support System) these systems are used to integrate the whole payroll management. This method contains three parts which are the input part, the decision-making part, and the output part supports all details relating to HR and gives solutions to all kinds of problems. This system helps in various organizations like talent management, payroll system, better performance evaluation, etc. Masnish Singh et at., introduced the system which contains the feature of automatically integrating with the attendance system. This system saves time and makes the process in a faster manner and easy to calculate payroll. [1]. Zhang Ho proposed a system that stores all the information such as new employees, deleting old employees, salary revision, and printing operations. And it also contains automated calculations of deduction, etc., and eventually printing of the payslips.[2]. Poonamdeep Kaur et at., describe in their paper talk about providing online access to every employee present in the organization which is developed in web application and easy to access at any time. [2]. Manuel Luis et al, in their paper, talks about the system which is RFID based employee attendance monitoring system. This RFID TECHNOLOGY helps to monitor attendance from any point in time whenever required and can download easily. Md. Sajjad Hosain et al, in their paper, explain the E-HIRM (Electronic Human Resource Management) in the payroll management system for the excellent performance in the organization. This E-HRM contains various applications like

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staffing data, candidate performance tracking, training and development, and salary management. Sáiz L, in the paper, explains the neural projection which is implemented by using Artificial Intelligence in the current payroll management system. It can able to detect HR practices. [2]. Fedrick W Webb, explain about the employee personal data, designation, and schedule records are maintained. All types are maintained on a personal computer. [2]. BidishaLahkar Das et al, explain the importance of employee working success in any organization. [3]. The system uses the traditional method and contains all basic information about an employee who works in the organization. Here more AI technology is also used by the HR to improve the faster strategy formulation activity.

III. Existing System

The already existing payslip generators sometimes fail to give a clear view of the employee's net pay and some are being done in a spreadsheet software which is a tedious process. This makes printing the payslip a bit difficult. The already existing systems require some professional to work on them , which increases cost to the company also some existing softwares tends to over provide resources to its consumers. Thus such over provisioning of resources leads to wastage of services and also the consumer tends to over pay for the resources that they do not utilize.

IV. Proposed System

The proposed system is used to overcome human errors a simple HTML webpage is used. The organization's predefined method of salary calculation has been determined. By using a webpage the computation is done in a faster, in error-free method and in a time-efficient way. And printing for the generator is been made easy, it can be easily printed using the print button provided in the system. The proposed system is built in such a way that it only provides the resources that is needed by the consumer **i.e.** no under-provisioning or over provisioning of resources takes place.

V. Implementation

The system consists of three modules that work together to generate the payslip of the employee. They interact with each other to generate the desired payslip using the information taken from the user. The three modules are namely Get Employee DetailsModule, Earnings Module and Deductions Module.

5.1 Get Employee Details Module

In this module the inputs from the admin is been taken Using a form and the details are passed onto the function for the calculation of salary And deduction part. A HTML FROM is been used to get the data from the admin. A table is used to display the form elements and for better interpretation.

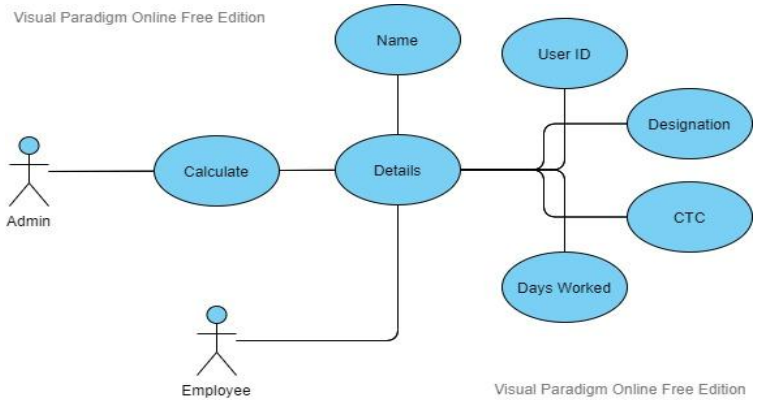

Figure 1: Get Employee Details Module

A. Earnings Module

With the values got from the form the salary of the employee has been Calculated and the net pay has been derived. Generally the admin enters the employee details and the **CTC**(Cost To Company) from which the net pay of the employee is been calculated. Usually a firm has its own way of calculating the salary and deductions of the employee.

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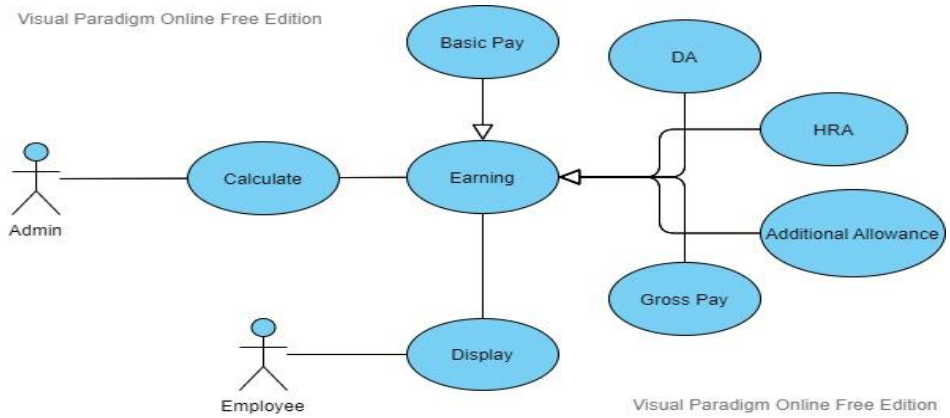

Figure 2: Earnings Module

B. Deductions Module

The deductions of the employee is calculated by Considering the loss of pay(L.O.P), pf, and other expenses. The calculation of Deduction helps to generate the net pay of the employee. The total deductions of the employee is been calculated by summing up the l.o.p, pf ,and other deductions which is later subtracted from the gross pay which produces the ney pay i.e. the take-home salary for the employee.

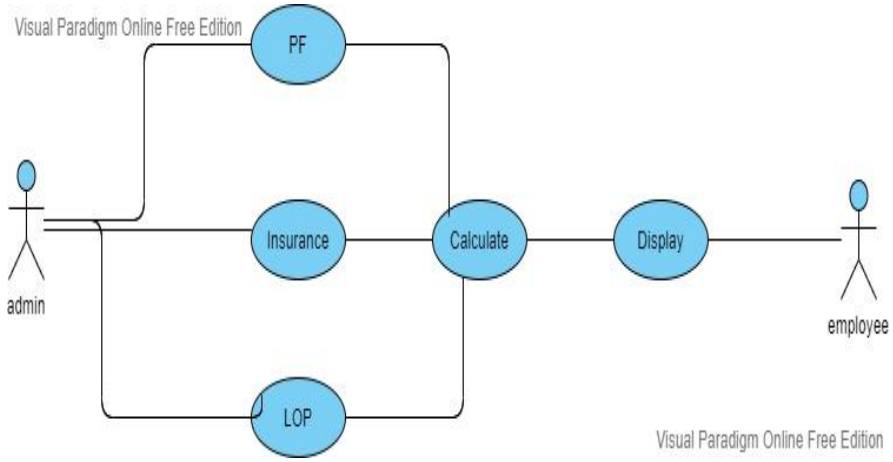

Fig. 3 Deductions Module

VI. Conclusion

Thus, the proposed system fulfills its main objective to provide a simple web application for a small/medium scale organization. The system also provides a clear view of his salary split up. And the system has a very clear and friendly UI which can even be used by a non-professional. Also, this system bypasses some already existing system problems such as some previous existing products/systems need a trained professional for operating the system which forced the organization to hire trained professionals which costs higher to the organization this issue can be resolved by using the proposed system which can be used by every individual and also the generated payslip can even be printed by simply using the print button provided in the system. The proposed system is built in such a way that it only provides the resources that are needed by the consumer i.e., no under-provisioning or over-provisioning of resources takes place.

VII. Future Work

The system can be improved in the future by adding a database to the system which can be used by everyone. The used database can contain databases built using **NoSQL and MongoDB** which can be used by non-professionals. But the future developments should consider the sole objective of the system **i.e.**to keep the cost of the system less compared to

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the already existing systems. Also, the future system must bebuilt in such a way that it only provides the resources that are needed by the consumer **i.e.** no under-provisioning or over-provisioning of resources takes place.

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