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EMPLOYEE PERFORMANCE ANALYSIS TOOL

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ABSTRACT

Employee Performance Analysis Tool is an exclusive web application developed for managing Employee details, managing Project details and Conducting Online Tests for Employees to know about their Performance. Employee Performance Analysis Tool is required to successfully apply knowledge, skills, tools and techniques to a broad range of activities in order to meet the requirements of a particular project. This enforces a lot of discipline by defining and achieving targets while optimizing the use of resources such as time, money, and people. Basically, this system keeps track of status of Employees who are working in the Organization and status of the projects undertaken and helps in developing a systematic and effective work environment.

KEYWORD:

Managing employee details, Tracks of status, conducting online test

1.INTRODUCTION

The aim of the project is to allot the task to displays all task details and client can see task details and they can participate in task and also to make administrator to allot the task in I.T field. It gives you the power to closely monitor project tasks and eliminate the people related issues that cause project failure. From Managers to Team Members, Project Desk is the medium through which projects, tasks and people can be efficiently managed. The main objective is to allot the task for organization called **"EMPLOYEE PERFORMANCE ANALYSIS TOOL".** This organization need to allot the job to conduct the project in which they may become familiar. Employee Performance Analysis Tool which provides a virtual workspace to facilitate effective communication between team members. It helps you to share information and work jointly on projects and efficiently use all available resources as a project manager, you need to manage your team members and their activities to complete your project on time. Now you can easily assign tasks to your team members with priorities and due dates. Project Desk will automatically notify your team members of new tasks, inform you of completed tasks and even send out reminders of past-due tasks. A complete reporting function allows you to monitor all phases of your project and get a competitive edge over your competition.

2.BACKGROUND STUDY

The system if maintained manually needs a lot of time to be spared on. For instance, if u considers a project leader in an organization, he needs to maintain the project details manually and also need to distribute work among his team members efficiently. Maintaining Employee details may create manual mistakes and assigning a task to particular employee takes lot of time The Existing system is traditional one and the features provided by it are complex the existing system is desktop application and so cannot be viewed by the concern authority whenever he prefer to view the application. In a manual system data is stored in a cabinet. Files are thus often misplaced or lost. And at times is difficult to find relevant files. Records for stocks are also not always filed correctly and thus information is not centralised and not easily accessible. And this overall process is time consuming.

3.PROPOSED SYSTEM

The management of the two systems (**EMPLOYEE PERFORMANCE ANALYSIS TOOL**) is often very different and requires varying technical skills and philosophy, hence requiring the development of project management. To complete a project successfully by the employees they should be aware of all technologies, some may upgrade and some may not. So, to upgrade all employees, Organization will conduct some sort of tests to the employees. Managing these two systems is effectively

carried by our present system. Unlike other Project Management Systems, this does not fall short on the core capabilities Project Managers rely upon. By avoiding complex features found in traditional Project Management Systems which only a handful of users understand or actually require, we have developed this intuitive, dynamic workspace environment coupled with relevant and extensive features for the creative industry. Unlike desktop systems, with this 100% web-based approach you get real-time visibility into what is actually happening with your projects. You'll strengthen your team interaction while improving individual skills & accountability. Comparing the existing system, it reduces the maintenances cost and investment. It prevents error due to manual process. The system organizes and manages resources (eg:people) in such a way that the project is completed within defined scope, quality and time.

3.1METHODOLOGY

The following modules were adapted for the project are:Admin module, Employee module, Project Manager module. In admin module, Admin can create users, such as New employee, project manager. Admin can allocate project to the employee with due dates. In project manager module the Projectmanager can assign that project to the particular member. In employee module, Employee can view their task details and attend the online test conducted by the organization. Once the employee completed him/her task they can upload their work. After that project manager view the uploaded work, he/she give approval. This can be viewed by the admin also. The final report will send to the admin.

ADMIN MODULE:

The administrator Role a key role in the context of this "**EMPLOYEE PERFORMANCE ANALYSIS TOOL**". The administrator performs the following function like Add new employee, new projects details, Assign projects to the project manager, View projects and employee reports, View employee details. Admin can track all employee code development details for day by day.

EMPLOYEE MODULE:

This module contains the login form to be filled with login name and password of the employee. This form helps in mentioning the time period for the assigned tasks to be completed by the employee. The details of the employees such as the following are maintained in the Employee Performance Analysis Tool.

PROJECT MANAGER MODULE:

This module maintains the project manager work allot to employees. Project manager to lead to particular employees for our team. The project manager lead persons who are responsible for the development of the projects. He performs the following task. View existing and new projects, Assign projects to the employees, View report details

4.SOFTWARE DESCRIPTION

4.1 FRONT-END: ASP.NET

In this day of business-to-business and business-to-consumer e-commerce, slow Web applications can waste resources and drive customers away from your company. Web site performance is an extremely important issue for the developer writing code and for the system administrator maintaining applications. Fortunately, ASP.NET incorporates a variety of features and tools that allow you to design and implement high-performance Web applications. These features include the following:

- An improved process models
- Compilation of requested pages and automatic storage on the server
- ASP.NET-specific performance counters
- Web application testing tools

ASP.NET gives you the ability to create Web applications that meet the demands that arise when they must process large numbers of requests simultaneously. Describes how to use the performance counters that are delivered with the .NET Framework, as well as how to create your own Performance Counter objects to customize the way in which you monitor your applications, services, and drivers.

Creating ASP.NET Web Applications:

ASP.NET is a unified Web development platform that provides the services necessary for you to build enterprise-class Web applications. While ASP.NET is largely syntax compatible with Active Server Pages (ASP), it provides a new programming model and infrastructure that allow you to create a powerful new class of applications. ASP.NET is part of the .NET Framework and allows you to take full advantage of the features of the common language runtime, such as type safety, inheritance, language interoperability, and versioning. This section provides you with conceptual information about how ASP.NET works and procedural topics that show you how to write code that takes full advantage of the power of this new platform.

Introduction to ADO.NET:

ADO.NET is the latest in a long line of database access technologies that began with the open database connectivity (ODBC) application-programming interface

(API). With .NET Microsoft offers a general-purpose framework—the Framework class library that covers all the existing windows API and more. In particular, it includes a number of frequently used libraries now available through separate COM objects. Among these, we find that XML and ADO object models have been integrated in a sub tree of classes called ADO.NET. ADO.NET turns out to be the substrate that will form the foundation of data-aware .net applications. ADO.NET gathers all the classes that allow data handling. Such classes represent data container objects that feature typical database capabilities –indexing, sorting, and views.

The success of web applications changed the face of the typical distributed system. Now most distribution systems are n-tier. Systems characterized by a high, and still growing, demand for scalability and interoperability. As a result, data disconnection and XML became best practices and gained a wide acceptance from the industry. ADO.NET tries to unify some of today's best practices under the umbrella of .NET. The overall programming model for data access is comprehensive and incredibly powerful.

Data Access Options:

The various data access options are available from Microsoft are given below:

Data Access Object (DAO): It communicates with the data sources through the JET database engine.

Remote Data Objects (RDO): It provides a framework for using code to create and manipulate components of a remote ODBC database system.

ActiveX Data Objects (ADO): This is a programming model that eliminates the need to choose from among 3

databases, file systems and e-mail servers.

ADO Command object: The ADO Command object is used to execute commands against a data source. This object can apply changes through manipulation command such as insert, update and delete; it is presently limited to read-only, forward-only access to the Result set through the ADO Data Reader.

ADO Data Reader: If the user wants to perform a sequential, read-only pass through a query result, the dataset command can be used to establish a reader object. The properties and methods included in the ADO Data Reader helps the user to scan through the query result.

4.2 Back-End: MS SQL SERVER (Structured Query Language)

SQL Server is a relational database management system that's capable of handling large amounts of data and many concurrent users while preserving data integrity and providing many advanced administration and data distribution capabilities. The SQL Server component acts as a gateway between the clients and the physical data. No client applications have direct access to the data.

The features of the SQL Server

- It is a client-server architecture and not shared-file application as Access.
- Symmetric Multiprocessing (SMP) supports up to 32 simultaneous processors.
- It can have database up to 1 terabyte (1024 GB) in size.
- It can handle up to 32,767 simultaneous user connections.

A language used to insert, retrieve, modify, and delete data in a relational database. SQL also contains statements for defining and administering the objects in a database. SQL is the language supported by most relational databases, and is the subject of standards published by the International Standards Organization (ISO) and the American National Standards Institute (ANSI). SQL Server 2000 uses the SQL language called Transact-SQL.

SQL server Query Analyzer is a graphical toll that allows you to:

- Edit and SQL scripts queries.
- View a graphical representation of a query's (estimated) execution plan.
- Return query results to grid or text.
- Perform index analysis.
- Retrieve Transact-SQL syntax help
- View statistic information about an executed query

5.CONCLUSION

The world of computers is not static. It is always subject to change. The technology today will become outdated the very next day. To keep abstract of the technological improvements the system needs refinements, so it is concluded, it will be improved for further enhancements, whenever the user needs an additional feature into it.This system **"Employee Performance Analysis Tool"** satisfies all the requirements of the company and the application is developed by advanced software ASP.Net which is widely

used in all applications. The system was tested with all possible samples of data and the performance of the system proves much effective and the data maintenance and manipulation is achieved practically.

6.FUTURE ENHANCEMENT

In future it is a possible one to add new web pages without any problem with enhanced. As the technology used is a good one it is flexible for future enhancement and it is also possible to alter the front-end and back-end without any problem. This web-based one is created effectively in a user-friendly manner and any new system that is developed in future must be incorporated or updated without any problem. So this will support enhancements in future. This project done with detailed analysis of existing system and a careful design. So that future modifications can be done in efficient manner with minimum disturbance to the system. The world of computers is highly evolving. It is always subject to change. The technologies become quickly outdated. Whenever the user needs an additional feature, the existing system is enhanced to include it, by improving the system technically.

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