EMPLOYEE WORK MANAGEMENT SYSTEM

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Abstract: Employee Management System is a distributed application, developed to maintain the details of employees working in any organization. It maintains the information about the personal details of their employees. The system, which was developed now, makes this process of scheduling much easier and computerized. The system as such as it has been developed is called Employee Management System. The aim of this master thesis is to define performance management system, employee performance and employee performance measurement, and also analyze the relationship between performance management system with employee performance.

1. Introduction

Employee Management System is designing a scheduling system for a work centre. Scheduling is such a tool with which the process of intimating activities and notifications will be easy and even online in the organization where it is installed.

However, the results show that the performance management system has a positive but insignificant relationship with employee performance.

If any problems are identified, steps are taken to communicate with the employees and to remedy them. If maintains the information about the personal details of their employees. The application is actually a suite of applications developed using PHP. It is simple to understand and can be used by anyone who is not even familiar with simple employee's system.

OBJECTIVES

To make existing system paperless and save lots of bunching logs of files on the shelf which makes the later on access of the record not at all easy task and overhead to peoples.

2. Existing System

The objective of the project is to set up employee information system about status of employee and attendance of employee and monthly salary process and delivery. To eliminate or reduce as much as possible the hardships of existing system and avoid errors while entering data. Disadvantages:

- Needs for extra manual effort.
- In existing system is standalone process normal employee cannot track their employee status.

3. Proposed approach

The system, which was developed now, makes this process of scheduling much easier and computerized.

By this system the manager or top level designated employee can fix the schedule of non employee working under him, he even can check whether the employee is free in the particular time or in other times

The proposed system is designed to eliminate all the drawbacks of the existing employee management software. The system shall be responsible for maintaining information about employees, thus their personal profile. The system shall incorporate leave management all the way from application to acceptance/rejection of leave requests as well as all employee projects with close monitoring of the projects from creation to completion and trainings to assist in monitoring active and inactive employees.

The main features to be added include:

- Leave management
- Task management
- Notifications
- Employee Self-Service (ESS)

4. Implemented System

The system works in the following manner, accessing the system various companies and organizations may have different employee structures and hierarchy. Being generic, the developed System has four main access levels which are:

- Login
- Admin
- Employee profiles
- Manager
- Salary
- Employee Leave

5. Operators

1) Login

Administrator can login to the system with unique username and password.

2) Admin

Admin has full access to control the system

- Employee profiles

3) Employee profiles

Employees will have access to their personal profiles and will be able to edit their details.

4) Manager

A manager leads an organization's functions or departments, and often employees as well. Learn about managers' education, skills, salary, and more.

5) Salary

A fixed regular payment, typically paid on a monthly basis but often expressed as an annual sum, made by an employer to an employee, especially a professional or white-collar worker

.6) Employee leave

Complete elimination of paperwork in leave management by enabling an employee apply for leave as well as check their leave status through the system.
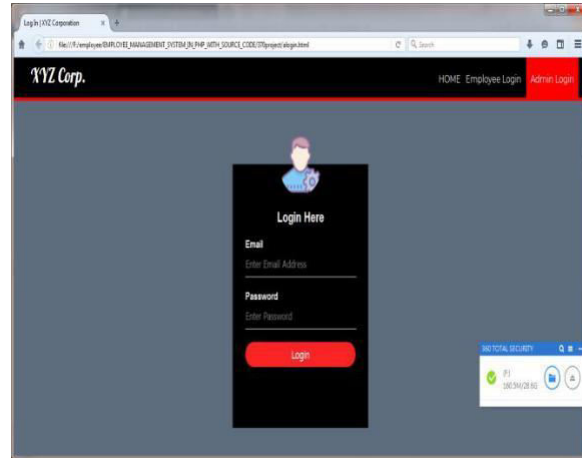
6. Screenshots

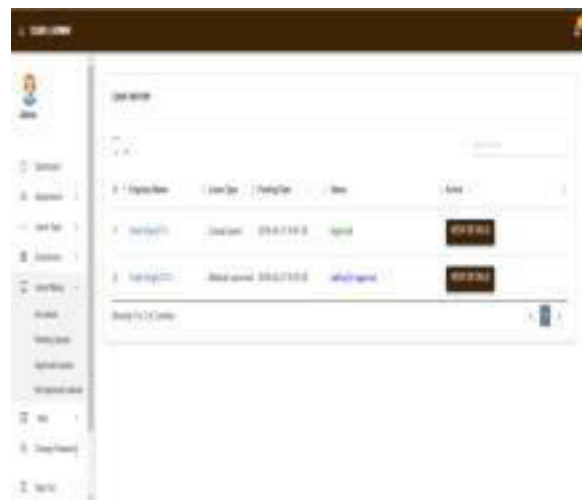**Fig 1**: Login Page

Fig 2: Leave History

Fig 3: Leave Details

7. Future Scope

By this system the manager or top level designated employee can fix the schedule of non employee working under him, he even can check whether the employee is free in the particular time or in other times

8. Conclusion

Overall, the system is useful for all the users to maintain information at various levels. It connects admin and employee and thus easy to maintain. Now admin can easily set the task or any notifications to the respective employees without having a person to send to employees and employees can apply for leave or reply with task.

"Determination of Promotion or Transfer" and "Salary Administration and Benefits". Hence a single performance appraisal system can satisfy needs of both the

Appraiser and appraise. Therefore the Performance appraisal program would be designed in such a way that the appraiser would be able to analyze the contribution of the employee to the organization periodically and all the employees who have been performing well would be rewarded suitably either by an increase in the salary or a promotion. The employee engagement strategies identified in this study merit investigation from the viewpoints of other organizational members. Further studies may be necessary to understand the correlations between other members and

employee engagement in the communication industry.

9. References

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