

# Employee Leave Management System Using PHP

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**ABSTRACT:** Worker Leave The directors Framework is a conveyed operation, created to keep up with the craft of representatives working in any association. It keeps up with the data about the individual craft of their workers, likewise the perceptivity concerning the leave status. The operation is created exercising PHP. It's easy to comprehend and can be employed by anybody who is not indeed acquainted with straightforward representatives' frame. It's easy to use and simply requests that the customer follow bit by bit tasks by giving him her couple of choices. It's quick and can perform multitudinous tasks of an association. This programming pack has been created exercising the HTML, CSS, JavaScript and bootstrap at Front End and My SQL Garçon and PHP at Back End. The product is veritably easy to understand. The pack contains colorful modules like Representative, Administrator and Director.

**Keywords:** Leave Policy, Sick Leave, Vacation Leave, Casual Leave

## 1.INTRODUCTION

The "Specialist Leave The load up System" has been made to supplant the issues winning in the practicing manual structure. This item is maintained to take out and on occasion lessen the challenges looked by this ongoing system. More over this structure is planned for the particular need of the association to finish responsibilities in a smooth and convincing manner. The application is diminished whatever amount as could be anticipated to avoid bungles while entering the data. It furthermore gives botch message while entering invalid data. No appropriate data is expected for the client to use this system. Therefore by this all it exhibits it is straightforward. Agent Leave The load up System, as depicted above, can provoke screw up free, secure, trustworthy and speedy organization structure. It can assist the client with zeroing in on their various activities rather to zero in on the record keeping.

Thusly it will help relationship in better use of resources. Every affiliation, whether gigantic or little, experiences issues to get by and managing the information of Leave, Specialist, Money, Leave Type, Pay. Every Laborer Leave The load up System has different Agent necessities, as needs be we plan prohibitive specialist the chiefs structures that are acclimated to your regulatory essentials. This is expected to help essential arrangement, and will help you with ensuring that your affiliation is equipped with the right level of information and nuances for your future targets. In like manner, for those clamoring boss who are reliably in a rush, our systems go with remote access features, which will allow you to manage your workforce at whatever point, reliably. These systems will ultimately allow you to all the more promptly supervise resources.

## **2. LITERATURE REVIEW**

### **2.1 Traditional Leave Management Systems**

Historically, leave management in organizations relied on manual record-keeping, with employees' vice submitting paper forms and HR or managers tracking leave balances manually. This process was labor-intensive, prone to errors, and lacked real-time data access. Mishra et al. (2016) highlighted the challenges of manual systems, including discrepancies in leave balances, inefficient tracking, and delays in approvals. Manual systems were less efficient for large organizations significant number of employees and various leave policies.

### **2.2 Evolution to Digital Leave Management Systems**

With the increasing need for automation in HR processes, Omonedo and Bocij (2015) emphasized the importance of automating leave management through digital platforms. Early automated systems were stand-alone desktop applications developed using technologies like Visual Basic or MS Access. However, these systems lacked scalability and accessibility, especially in the context of cloud computing and web-based environments

### **2.3 Web-based Leave Management Systems**

As web development technologies evolved, there was a shift from desktop applications to web-based systems. PHP became one of the most popular languages for building such systems due to its ease of use, open-source nature, and widespread hosting support. Chowdhury (2018) in his study on web-based systems highlighted the advantages of using PHP for web applications, including its integration capabilities with MySQL, cost-effectiveness, and ease of development.

The emergence of web-based leave management systems allowed organizations to centralize data, provide real-time access, and improve decision-making processes. Employees could now apply for leaves remotely, while HR managers had the ability to track and approve requests from any location.

### **2.4 Benefits of PHP-based Leave Management Systems**

PHP-based employee leave management systems offer several advantages over traditional systems and other programming environments

**Ease of Development:** PHP's simple syntax and structure make it an ideal choice for developing small to medium-sized applications like leave management systems. Andersson (2017) notes that PHP's learning curve is relatively low, allowing for quick development cycles and easy implementation of customizations.

**Database Integration:** PHP's ability to integrate seamlessly with MySQL databases allows for efficient storage and retrieval of employee leave data. Smith and Kan (2016) explored the integration capabilities of PHP with MySQL, highlighting the ability to create dynamic and responsive applications.

**Cross-Platform Accessibility:** A key advantage of web-based systems is that they can be accessed on multiple platforms (desktops, laptops, tablets, and smartphones) without requiring special software installations. PHP's flexibility, along with modern web standards like HTML5 and CSS3, supports responsive design for mobile and desktop users, which Verma et al. (2019) emphasized as a critical aspect in modern HR systems.

### **2.5 Challenges and Limitations**

While web-based systems provide several benefits, there are challenges that need to be addressed. Prasad (2020) mentions security vulnerabilities in web applications built with PHP. These vulnerabilities, if not properly managed, could lead to data breaches, unauthorized access, or manipulation of sensitive employee information. However, using secure coding practices such as input validation, prepared statements, and encryption can mitigate these risks.

Usman and Malik (2017) pointed out that scalability can be a concern for PHP-based systems when used in very large organizations with complex workflows. Large systems may require the integration of more advanced frameworks (e.g., Laravel or Symfony) to

manage complexity, improve security, and ensure maintainability.

### 3. SYSTEM ARCHITECTURE

Designing an Employee Leave Management System (ELMS) using PHP involves creating a clear structure that outlines the system's architecture, database design, and user interface. Below, I'll break down these components in detail.

The system follows a client-server architecture, where the client-side is developed using HTML, CSS, and JavaScript, and the server-side is handled by PHP with a MySQL database for data storage.

This architecture provides a solid foundation for building an employee leave management system using PHP. Depending on the requirements, the system can be expanded with additional features like integration with payroll systems, holiday management, or advanced reporting tools.

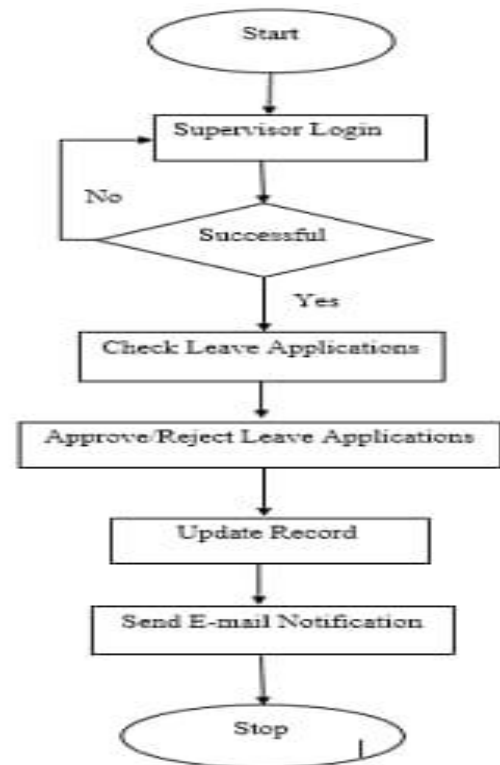
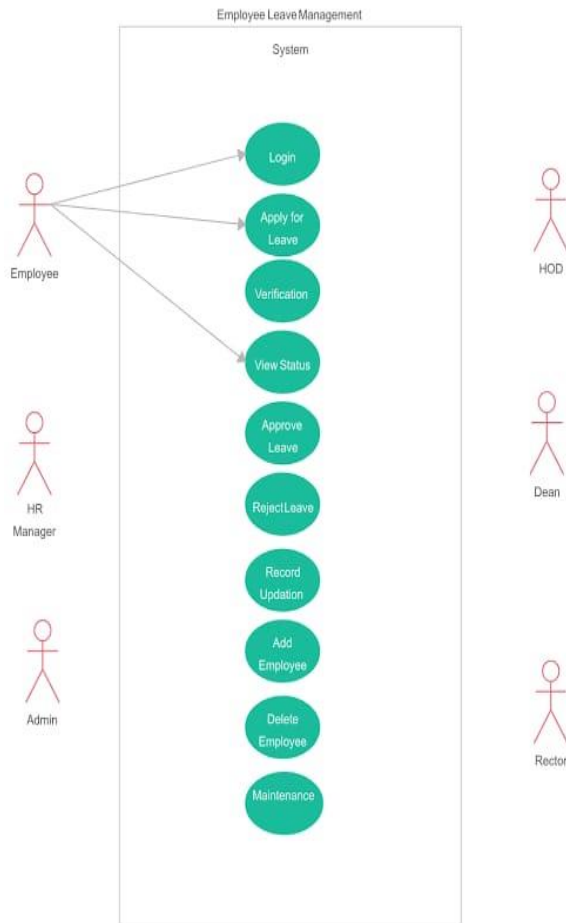


Figure 1. The architecture

#### 3.1 Use case diagram

Creating a use case diagram for an Employee Leave Management System (ELMS) will help visualize the interactions between users and the system. Here's how you can outline the use cases, along with a textual description.

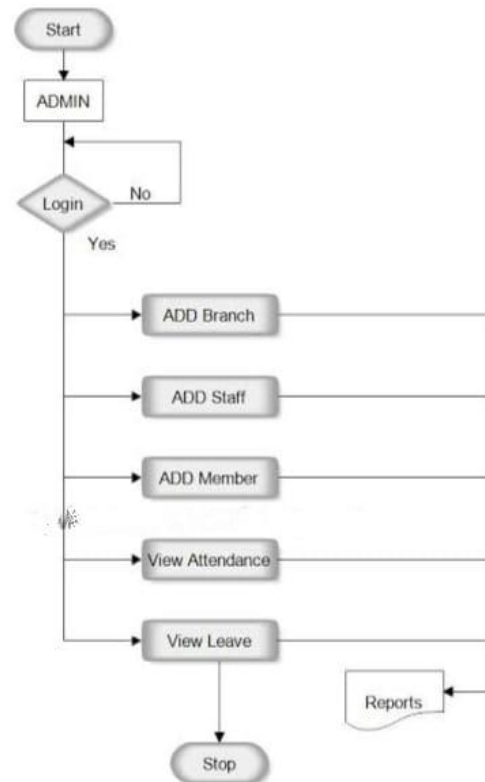


**Figure 2. use case diagram for this system.**

### 3.2 Flowchart

A flowchart for an Employee Leave Management System (ELMS) can help illustrate the workflow of the system clearly. Below is a description of the flowchart, including key processes and decision points.

This flowchart provides a clear overview of how the Employee Leave Management System operates, from user login to the final update of leave balances. If you need a visual diagram or more detailed explanations of any part, let me know!



**Figure 3. Flow chart for this system**

### 3.3 Database design

The detailed database design for an Hand Leave Management System (ELMS) using PHP and MySQL. This design will include the necessary tables, their attributes, and connections among them. This database design provides a robust structure for managing hand leave requests, types, and balances. It ensures data integrity and establishes clear connections among different entities. However, feel free to ask! If you need farther details or variations.

### 4.PROPOSED SYSTEM

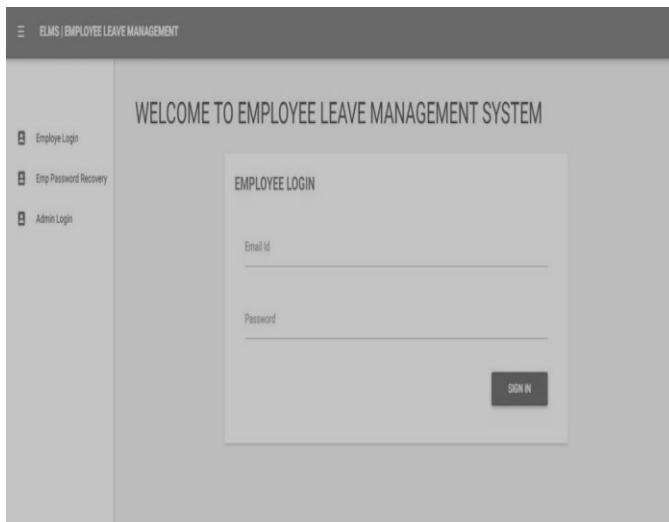
The Employee Leave Management System aims to automate and streamline the leave request process within an organization. By digitizing leave management, the system enhances efficiency, reduces paperwork, and improves transparency.

The proposed Employee Leave Management System aims to enhance the leave management process

through automation and user-friendly interfaces. By implementing this system, organizations can improve efficiency, reduce administrative burdens, and ensure better tracking of employee leave.

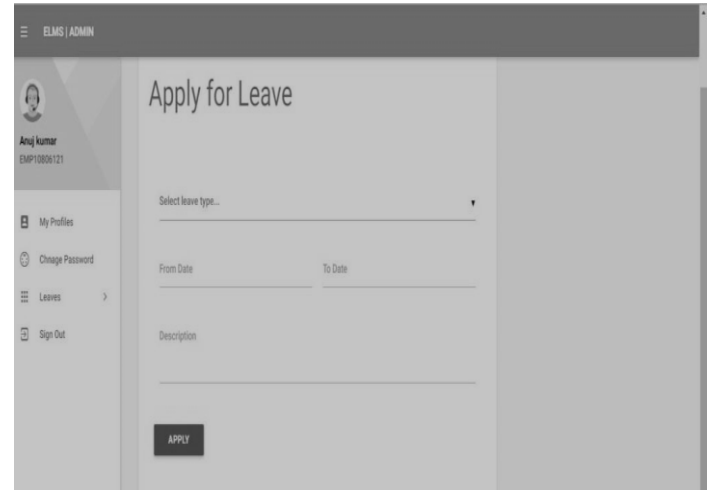
## 5. RESULTS AND DISCUSSION

The Employee Leave Management System (ELMS) was developed to streamline the leave request process within an organization, enhancing efficiency and communication between employees and management. This section discusses the results of the implementation, including system performance, user feedback, and areas for improvement.



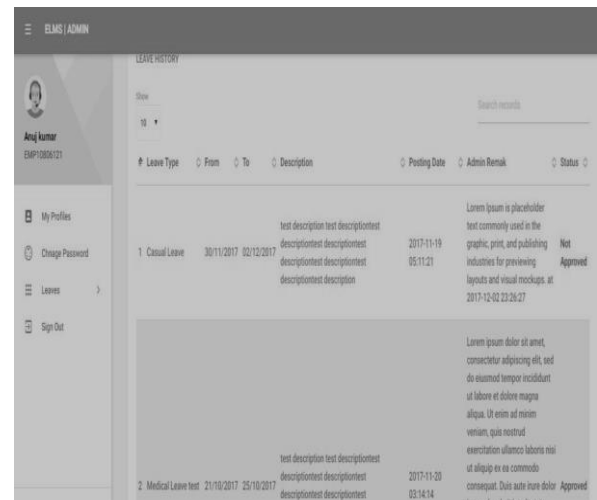
**Figure 5. Employee Login**

**Figure 5** In an Employee Leave Management System (ELMS), the employee login functionality is an important part of allowing users to securely access the system, view their leave details, and apply for leave. Below, I will walk you through the steps to create an employee login system using PHP



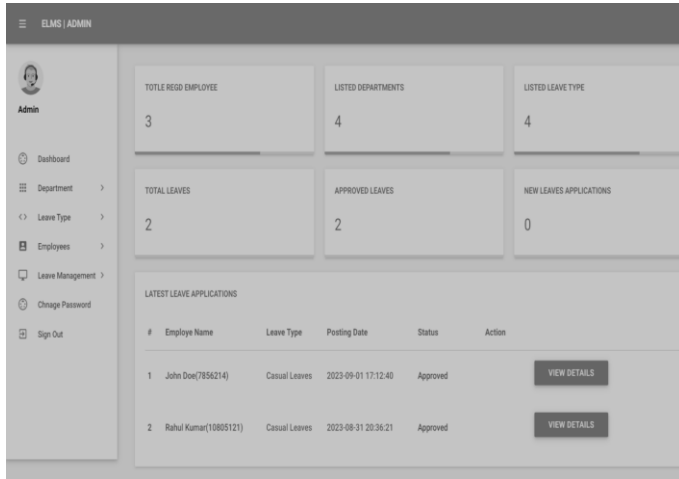
**Figure 6. Apply for leave**

**Figure 6** In an Employee Leave Management System (ELMS) built with PHP, applying for leave is one of the core functionalities for employees. Employees should be able to select the leave type, specify dates, and submit the application, which will then be reviewed by a manager or HR. Below, I'll guide you through setting up the leave application functionality.



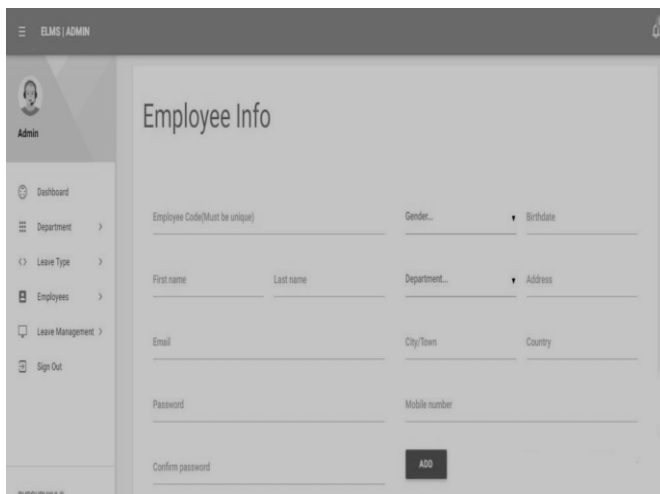
**Figure 7. Leave History**

**Figure 7** To build an Employee Leave Management System using PHP, where employees can apply for leave and check their leave history, the following is a simple implementation approach for the Leave History feature



**Figure 8 .Admin dashboard**

**Figure 8** Leave Management System using PHP, the Admin Dashboard plays a central role in managing the overall leave requests, employee details, and leave statistics. Below is a guide to creating an admin dashboard for such a system



**Figure 9.Add Employee**

**Figure 9** To build an Employee Leave Management System using PHP, where employees can apply for leave and check their leave history, the following is a simple implementation approach for the Leave History feature.

## 6. CONCLUSION:

The Employee Leave Management System is an essential tool for streamlining the leave application and approval process within an organization. By utilizing PHP and a MySQL database, we have developed a system that simplifies employee leave requests, tracks employee leave balances, and offers an efficient platform for admins to manage leave-related tasks.

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