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Employee Payroll with GPS and Image

DR. JAYANTHI KAMALASEKARAN[1], SADIPARALA NAGA BHUSHAN REDDY[2], AKSHAY TADIKONDA[3], BACHU VENKATA BALA NAGENDRA BABU[4], CHINTA MARY KIRANMAYE[5]

[1] *Assistant Professor in computer science and engineering & presidency University, Bangalore*

[2]*Student in computer science and engineering & presidency University, Bangalore*

[3] *Student in computer science and engineering & presidency University, Bangalore*

[4] *Student in computer science and engineering & presidency University, Bangalore*

[5] *Student in computer science and engineering & presidency University, Bangalore*

Abstract - In an organization, there are multiple departments, and each department has its own payroll section responsible for managing payroll activities. These sections handle various tasks such as data collection and preparation, data entry, updates, monitoring, and reporting.

With the rapid growth in mobile technology—including smartphones, tablets, and wearable devices—alongside widespread and affordable internet access and advancements in cooperative networking, people now expect to complete tasks quickly and with minimal effort. They demand fast and seamless access to services.

Traditionally, processing an employee's salary manually has been a tedious and time-consuming task. This manual approach can be inefficient and prone to delays. To address these challenges, a new system has been introduced that integrates payroll processing with GPS tracking and image verification. This approach streamlines operations, increases accuracy, and reduces the time required to process payroll.

***Key Words*:** monitoring, wearable's, GPS Tracking, image.

INTRODUCTION

To ensure accurate attendance tracking, organizations use various methods such as manual recording or electronic attendance machines. Each of these systems has its own advantages and limitations. While manual attendance systems are low-cost in terms of infrastructure and setup, they often lack accuracy and require more effort for payroll processing. On the other hand, machine-based attendance systems offer better accuracy but come with higher installation costs. Additionally, these systems can cause delays, especially when multiple employees attempt to clock in or out at the same time, leading to queues and inefficiencies.

To address these challenges, we have developed a new system designed to overcome the limitations of traditional attendance methods. Our solution introduces a mobile-based attendance system integrated directly with payroll processing. One of the key features of our system is the ability to record an employee's geographical location—something that is missing in most existing systems.

The system leverages the built-in capabilities of mobile devices, such as GPS and image capturing, to track attendance efficiently. Developed on the Android platform—due to its widespread use, user-friendliness, and open accessibility— our solution allows employees to mark their attendance from their smartphones without standing in line. This is
especially beneficial for employees who work remotely or outside the office.

Our system is particularly useful for field employees, whose work cannot be monitored within company premises. The application automatically tracks employee location, login and logout times, and other relevant details such as the name of the client or place visited. All this data is used to generate accurate payrolls.

Company HR or administrative staff can log in to the system to view and monitor employee attendance in real time. This not only streamlines the payroll process but also ensures transparency and accountability, ultimately leading to increased efficiency and reduced administrative burden.

1. RESEARCH ELABORATION

Payroll management is a vital function in every organization, as it directly influences employee satisfaction and overall operational efficiency. Traditionally, payroll systems have relied on manual entries or attendance machines to track employee work hours. However, these methods come with several drawbacks, including inaccuracies, the risk of data manipulation, high administrative workload, and reliance on physical infrastructure. With the rapid advancement of mobile technology, GPS-based location services, and built-in image capture features in smartphones, there's now a strong opportunity to transform and automate the payroll process. These technologies enable more accurate, flexible, and efficient payroll management, especially for modern workplaces with mobile or field-based employees.

How It Works:

Employee Login and Access : The system starts with employees logging into a user-friendly mobile application designed for Android devices. Each employee uses their unique credentials to securely access the app. This step ensures that only authorized users can enter or manage their attendance data.

Starting the Workday – Check-In: At the beginning of their shift, the employee taps the Check-In button in the app. When this happens, the app automatically captures the employee's current location using GPS, takes a selfie for identity verification, and records the exact time of check-in. This information is sent directly to a central server where it's stored securely.

Working Throughout the Day: Once checked in, the employee carries out their regular duties. If they're working on-site or in the field, they can optionally use the app to log the places they visit or tasks they complete. This is especially useful for companies with remote or field-based staff.

Ending the Workday – Check-Out: At the end of the day, the employee opens the app again and presses the Check-Out button. Just like during check-in, the app captures a selfie, current GPS location, and the check-out time. This finalizes the employee's attendance for the day.

Data Collection and Processing: All the information collected—check-in/out times, GPS data, and images—is stored in a secure backend system. The system uses this data to calculate the employee's total working hours and identify things like late arrivals, early departures, or absences. For field employees, it also records the names of clients or locations visited, giving more context to their work.

SYSTEM ANALYSIS

In many organizations, traditional payroll and attendance systems are either manual or rely on attendance machines like biometric scanners or RFID readers. While the manual system is simple and inexpensive, it often leads to human errors and can be easily manipulated. On the other hand, machine-based systems can provide better accuracy but require costly infrastructure and do not work well for employees who work remotely or in the field. Additionally, these systems often handle payroll separately, which can create inefficiencies and increase the administrative workload.

The proposed system aims to address these issues by providing a mobile-based solution that allows employees to mark their attendance from anywhere, using their smartphones. This mobile app leverages GPS technology to track the employee's location and uses the phone's front camera to capture a selfie, ensuring that the person checking in is actually present at the location. This data is then securely stored in a backend system and used to generate payroll. This integrated approach ensures more accurate data and reduces manual effort. It is especially beneficial for organizations with remote workers or field staff, where traditional methods might not be feasible.

The primary goal of the proposed system is to automate the payroll and attendance processes, improving efficiency and reducing errors. By combining GPS tracking and image capture, the system can verify the employee's location and identity, making it a reliable solution for companies that want to move away from outdated methods. It also reduces the need for costly physical infrastructure, making the system more flexible and scalable.

Technically, the system is simple to implement. Employees only need an Android smartphone with GPS and a front-facing camera. The mobile app connects to a backend server, where the data is stored and processed. HR and administrative staff can monitor attendance, validate check-ins and check-outs, and generate payroll using a web-based dashboard. The system communicates securely through APIs, ensuring that all data is kept safe.
There are three main user types in this system: employees, HR/admin staff, and system administrators. Employees use the mobile app to log their attendance, either by checking in at the start of the day or checking out at the end. HR or admin staff access the web portal to manage and monitor attendance records, validate any discrepancies, and generate payroll. System administrators handle the technical side, ensuring that the system is secure, running smoothly, and that users have the correct access.

1. REQUIREMENT ANALYSIS

Hardware:

- Processor - I3/Intel Processor
- RAM - 8 GB
- Hard Disk - 1TB

Software Requirements:

- Operating System - Windows 10
- Database - PHP MYSQL
- Jdk - Kotlin
- Ide - Android studio
- Database - mysql

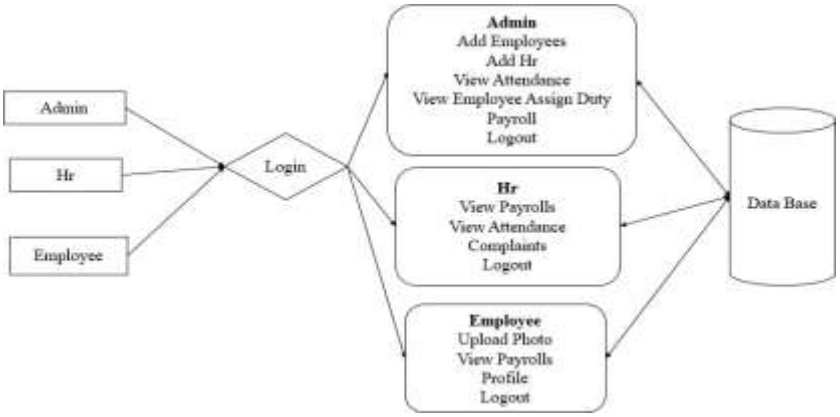
2. SYSTEM DESIGN

The Employee Payroll with GPS and Image system is designed to streamline attendance tracking and payroll processing using modern mobile and web technologies. It follows a client-server architecture, where the mobile app acts as the client and communicates with a central server for data storage and processing. This architecture enables real-time data access and ensures scalability, making it ideal for organizations with both on-site and remote employees.

On the client-side, employees use an Android mobile app to log their attendance. The app captures the employee's GPS location, takes a selfie for identity verification, and records the time of check-in or check-out. This data is sent to a backend server for processing, where it is stored securely and used for payroll calculations. The server handles the data processing and payroll generation, ensuring that all records are accurate and up-to-date. Additionally, an admin web dashboard provides HR and admin staff with a way to monitor attendance, approve or flag discrepancies, and generate payroll reports.
The system's functional flow begins with employee login, where employees enter their credentials to access the app. After logging in, employees can mark their attendance by pressing the Check-In button when they start work and the Check-Out button when their shift ends. Each check-in and check-out action is accompanied by a GPS location and a selfie, ensuring both location accuracy and identity verification. Once attendance data is collected, the backend processes the information to calculate total working hours, detect any irregularities, and prepare the payroll for approval. HR or admin staff can then review and approve attendance data through the web dashboard. Once everything is validated, the system generates salary slips and facilitates payroll disbursement, either through manual export or integration with external payroll systems.

The data flow within the system is straightforward yet robust. The system collects data on employee check-ins and check-outs, including timestamps, GPS locations, and photos. This data is stored in a backend database for further processing. Payroll calculations are based on the total hours worked, overtime, and deductions, which are then compiled

into salary records. The admin dashboard allows HR staff to view employee attendance, check GPS and photo records for validation, and generate reports for payroll processing.



3. IMPLEMENTATION AND RESULTS

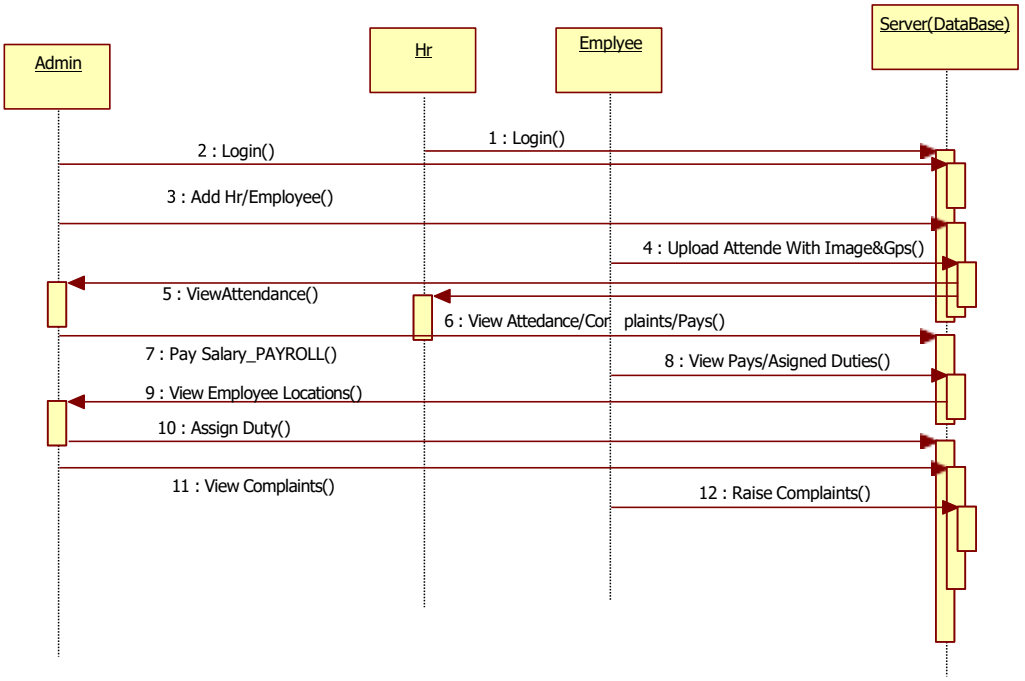
To bring the **Employee Payroll with GPS and Image** system to life, we began by developing a user-friendly mobile application for Android devices. The app was built using Java (or Kotlin) through the Android SDK and designed to let employees log their attendance easily. When employees check in or out, the app captures their current GPS location and takes a selfie using the phone's front camera. These details are then sent to a secure backend for storage and processing.

For the backend, we used Firebase as the primary database platform because of its real-time data syncing and seamless integration with Android. In other versions, we also experimented with MySQL along with server-side code written in Node.js or PHP to offer flexibility for organizations with their own hosting needs.

On the administrative side, we created a web dashboard where HR or admin staff can log in and manage employee records. The dashboard was developed using HTML, CSS, and JavaScript, with React.js to make the interface interactive and easy to navigate. Through this panel, admins can view daily attendance logs, verify check-in photos and GPS locations, and generate accurate payroll reports automatically.

Security and usability were major priorities throughout the implementation. All data is securely transmitted using RESTful APIs, and employee login requires proper authentication. The app handles location permissions and camera access efficiently, ensuring a smooth experience without compromising privacy,

After completing the development, we tested the system with a group of employees working in different scenarios — some from the office, others in the field. The results were impressive. Employees found the app simple and convenient. They no longer needed to stand in lines to use biometric machines or sign physical attendance sheets. Instead, with just a few taps on their phones, they could check in or out from wherever they were. The GPS tracking accurately recorded their location, and the selfies helped prevent any misuse like fake logins or proxy attendance.
From the HR team’s perspective, the web dashboard made their jobs much easier. They could instantly see who was present, check attendance logs, and approve payroll reports based on real data. This reduced the time spent on manual calculations and improved the overall accuracy of payroll processing.

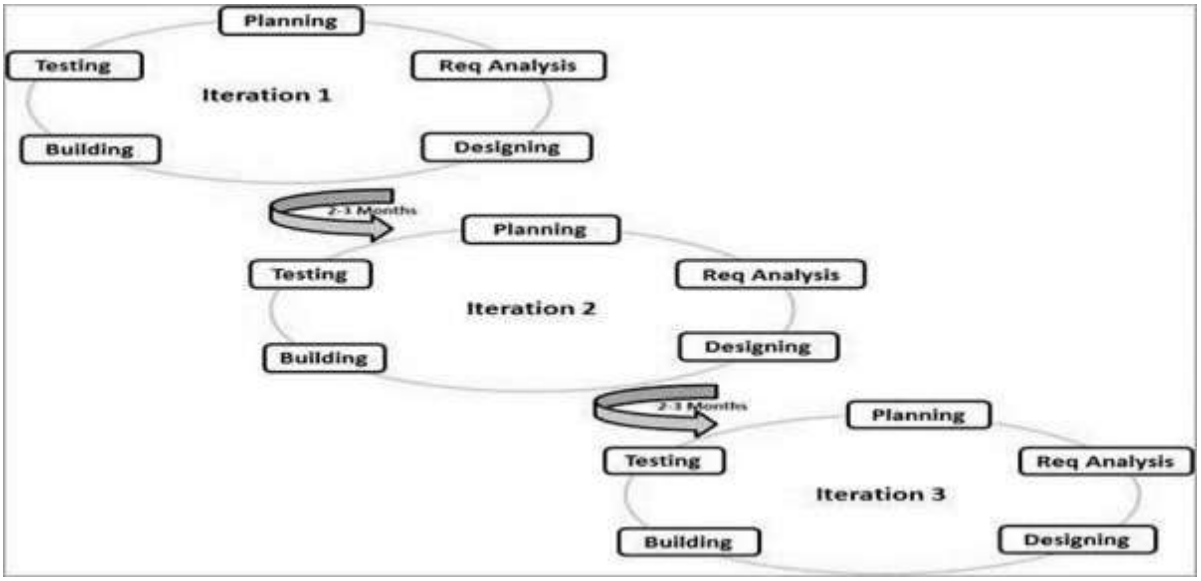


4. SYSTEM STUDY AND TESTING

The feasibility of the project is analyzed in this phase and business proposal is put forth with a very general plan for the project and some cost estimates. During system analysis the feasibility study of the proposed system is to be carried out. This is to ensure that the proposed system is not a burden to the company. For feasibility analysis, some understanding of the major requirements for the system is essential.

Three key considerations involved in the feasibility analysis are

- ECONOMICAL FEASIBILITY
- TECHNICAL FEASIBILITY
- SOCIAL FEASIBILITY



5. CONCLUSION

This system could be useful at a universal level. It can be used among any of the companies of the word for tracking the location of the employees and especially for the employees who work in the field of marketing. As the feature of clocking in and clocking out is also included, it also helps the ADMIN department run the payroll services. It also helps the ADMIN department to mark and monitor the attendance of the employees. Being enrolled in this system also makes the chances of forgery very much impossible for any of the employees.

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