

Chapter 1

1.1 Introduction

Employees are the backbone of any company therefore their management plays a major role in deciding the success of an organization. [3] Manual handling of employee information poses a number of challenges to an organization or a firm. This is evident in procedures such as leave management, where an employee is required to fill in a form which may take several weeks or months to be approved. The use of paper work in handling some of these processes could lead to human error, papers may end up in the wrong hands and this process is time consuming. A number of current systems lack employee self-service meaning employees are not able to access and manage their personal information directly without having to go through their human resource departments or the person in charge.

A human resource management system refers to the systems and processes at the intersection between human resource management (HRM) and information technology [1] Who is an employee? A person who works for another in return for financial or other compensation [2] According to *Black's Law Dictionary* an employee is a person in the service of another under any contract of hire, express or implied, oral or written, where the employer has the power or right to control and direct the employee in the material details of how the work is to be performed.

1.2 Background of Study

The heartbeat of every organisation is the employee therefore their management plays a major role in deciding the success of that company. Human Resource Management Software makes it easy for the employee records to be tracked and monitored adequately.

This software allows the administrator to manage and evaluate an employee's performance. Employee's information can be managed efficiently without having to retype back their information in the database. A flexible and easy use of Employee Management software solution for small and medium sized companies would help alleviate the problem encountered in managing of some crucial asset – people [2]. This system brings about an easy way of maintaining the details of employees working in any organization. It is simple to understand

because of its user friendly nature. It is fast and can perform many functions for a company.

1.3 Problem Statement

Manual method of handling employee information in an organisation can be so frustrating and cumbersome as a result of carrying of paper files here about.

1.4 Aim and Objectives

The aim of the project is to build a system that can handle large amount data of such a large number of Employees. This project should simplify the task of maintaining records and it should be user friendly nature. The following are the objectives.

- To design a system to check employee performance
- To design and implement a database system for the management of employee information.
- To design a system where every employee can apply for leaves electronically without the use of paper.

1.5 Methodology

To effectively design and implement this project (online human resource management system), the following methodology will be used.

1. A Microsoft SQL database will be used where all employee information will be stored.
2. The application will be programmed using angular JavaScript, php, css and html.

1.6 Limitation of study

This project is limited to the following

Employee profiles: Employees can have access to their personal profiles.

Electronic leave application: Complete elimination of paperwork in leave management by enabling an employee apply for leave as well as check their leave status through the system. This will also enable the human resource manager to accept or reject leave application through the system.

Report generation: The HR manager will be able to generate timely reports in order to monitor employees and this can be used for performance appraisals.

DESIGN AND IMPLEMENTATION OF A COMPUTERIZED HUMAN RESOURCES MANAGEMENT SYSTEM

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