

# Smart Human Resource Management System

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**Abstract**— The main aim of the project is to develop a Human Resource management module for HR of a company /college. A Human Resource Management System (HRMS) refers to the systems and processes at the intersection between human resource management (HRM) and information technology (IT). It merges HRM as a discipline and in particular it's basic HR activities and processes with the information technology field [1]. The linkage of its financial and human resource modules through one database is the most important distinction to the individually and proprietary developed predecessors, which makes this software application both rigid and flexible[2]. This project mainly aims to maintain the database of the employees working in an organization their salary their increment aspects at different levels with a facility to edit and update their skills achievements which are playing major role in their appraisals. The HRMS projects facilitates user as per their hierarchy and grants privilege to them accordingly[3]. This project not only deals with employee's database but also new recruitments for the particular posts.

**Key words:** HRMS, HR, IT

## I. INTRODUCTION

Decision in assigning proper skilful hands for the project is an important issue in HRMS. The project Admin's are HR of a company/owner /director who can update and view any necessary detail of an employee[4]. The decision in making analysis about the employee's skills is a prime important. The proposed system of HR Management is the right software to be incorporated into the Automation of HR Software for helping the organization needs with respect to skilful Human Resource. The Proposed system provides detail general information about the employee along with Educational, skill and other details. It enhances the HR Management in adding, viewing and updating employee's details and generates various reports.

## II. EXISTING SYSTEM

The Human Resource Management System in the Government environment is a very complex system involving many rules and procedures. The HRMS system takes care of the two main functions Service Records maintenance and Payroll generation of the employees. Many other softwares are also available for Human Resource Management but this has been particularly made as per requirement and can be used for both college and company. Since GUI plays an important role in any project, the GUI of our is very much interactive and can be easily understood by any person.

## III. HIGHLIGHTS OF THE SYSTEM

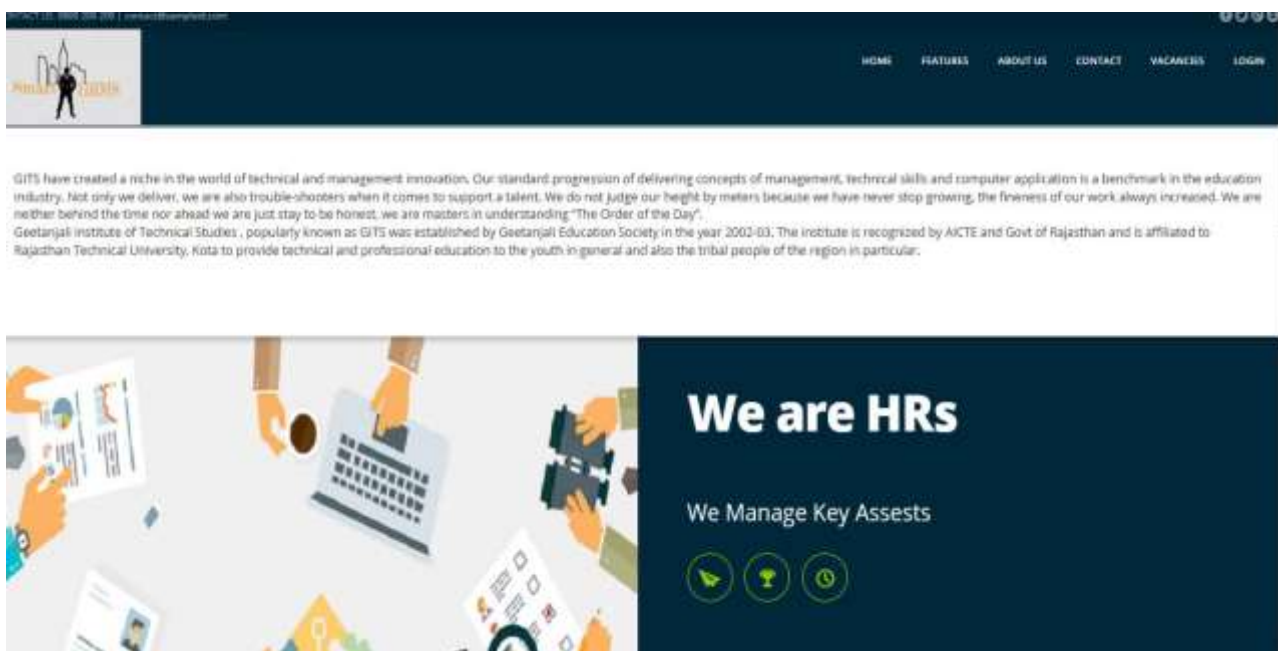


Fig. 1: Home Page

A. Module 1: Login Page

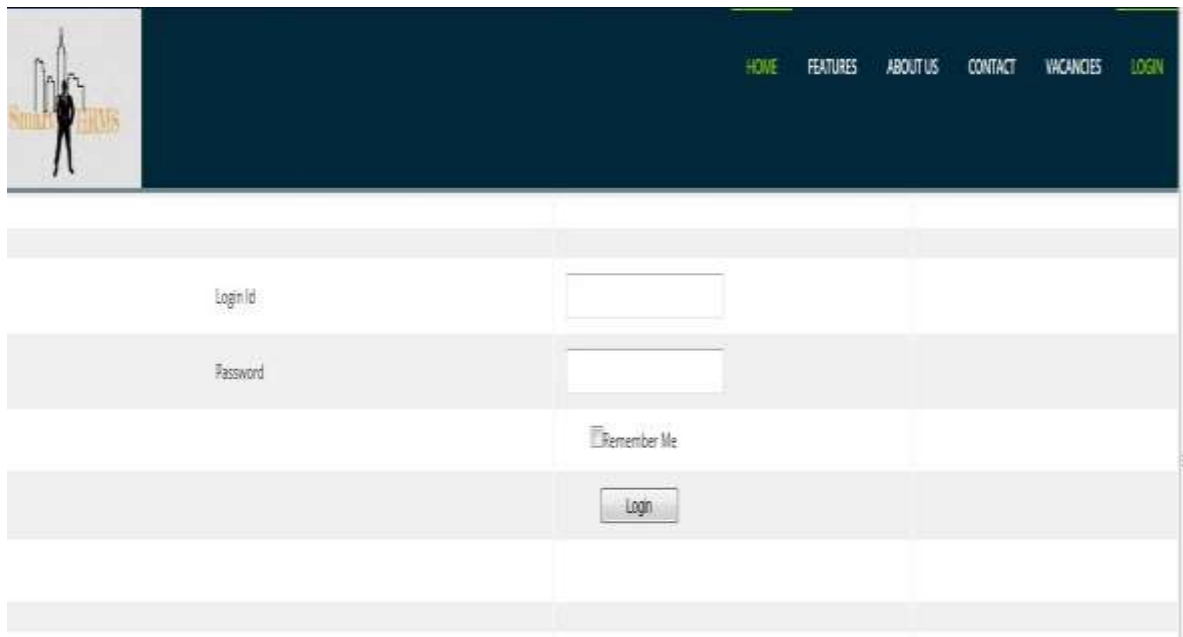
The screenshot shows the login page of the Smart Human Resource Management System. It features a dark blue header with a logo on the left and navigation links (HOME, FEATURES, ABOUT US, CONTACT, VACANCIES, LOGIN) on the right. The main content area is a light gray form with fields for 'Login Id' and 'Password', a 'Remember Me' checkbox, and a 'Login' button. The form is set against a background of horizontal gray stripes.

Fig. 2: Login Page

B. Module 2: Employee Management (Profile management, Skills and Achievements management, Add Employee)

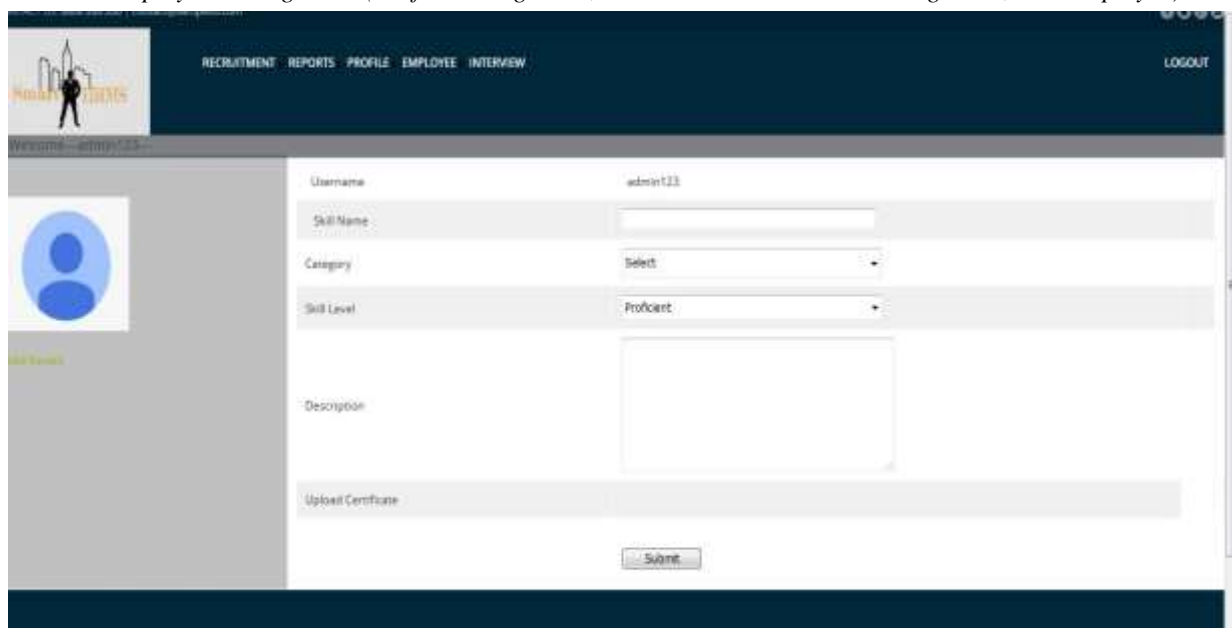
The screenshot displays the 'Employee Module' interface. It has a dark blue header with navigation links (RECRUITMENT, REPORTS, PROFILE, EMPLOYEE, INTERVIEW) and a 'LOGOUT' button. The main area is a light gray form for adding or editing an employee. It includes fields for 'Username' (pre-filled with 'admin123'), 'Skill Name', 'Category' (a dropdown menu), 'Skill Level' (a dropdown menu), 'Description', and 'Upload Certificate'. A 'Submit' button is at the bottom. A sidebar on the left shows a profile picture placeholder and a 'Logout' link.

Fig. 3: Employee Module

In employee management, Admin manages the employee details. Admin/Employee have to fill all the fields such as Employee name, Department, Post, Salary, Role, Mobile Number and email-id for creating their respective profiles. Admin/Employees can view /modify their profiles. In profile management, Admin/Employee can change their profile image. They can also change their respective passwords[5].In skill management, admin/Employee can add their skills and upload certificates as a proof for it. In achievement management, admin/Employee can add their achievements and upload proofs for the same

The screenshot shows a web application interface for 'Profile Management'. At the top, there is a navigation bar with links: RECRUITMENT, REPORTS, PROFILE, EMPLOYEE, INTERVIEW, and a LOGOUT button. Below the navigation bar, there is a 'VIEW/MODIFY PROFILE' section with 'ADD' and 'MODIFY' buttons. The main area is titled 'Your Profile' and contains a form with the following fields:

- Name: admin (with a dropdown menu showing 'Admin')
- Logmid: admin123
- Date Of Birth: DD/MM/YYYY
- Father's Name:
- Email-Id: himadam.hr1994@gmail.com
- Mobile Number: 1234567890
- Gender: ☒ Male ☐ Female
- Qualification: Bachelors (with a dropdown menu)
- Specialization: Finance

There is an 'Edit Profile' link in the top right corner of the form area.

Fig. 4: Profile Management

### C. Module3: Report management

The screenshot shows a web application interface for 'Report management'. At the top, there is a navigation bar with links: RECRUITMENT, REPORTS, PROFILE, EMPLOYEE, INTERVIEW, and a LOGOUT button. Below the navigation bar, there is a sidebar with a user profile icon and a 'VIEW/MODIFY PROFILE' section. The main area displays a table of employee reports.

Employee ID	Employee Name	Department	Average Attendance	Command On Subject	Research Work	Punctuality	Problem Solving	Qualification Updation	Result of subject	View Documents	Action
31	Alpna Sivara	Computer Science Engineering	3	5	3	4	5	5	7	<a href="#">View Attachments</a>	<a href="#">Edit</a>

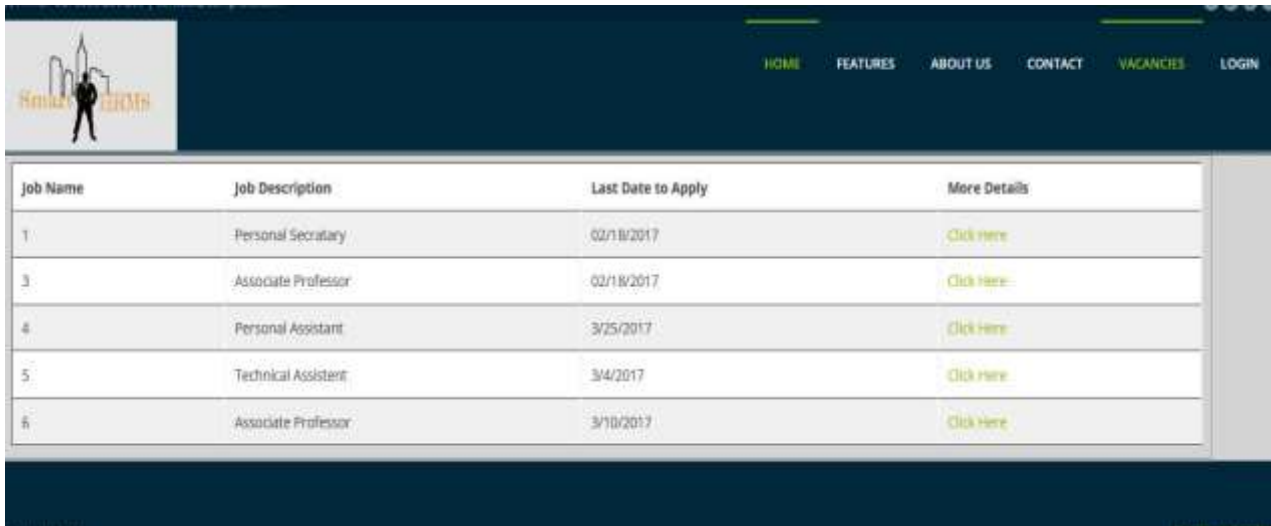
  

Employee ID	Employee Name	Department	Project Management	No. of workshop Conducted	Extra Curricular Activities	Conferences(National/International)	Expert Lectures	Consultancy Project	View Documents	Action
28	Rahul Kumar	Computer Science Engineering	3	3	4	3	2	8	<a href="#">View Attachments</a>	<a href="#">Edit</a>
30	Raghu Kumar	Electronics & Communication Engineering	5	4	5	3	4	7	<a href="#">View Attachments</a>	<a href="#">Edit</a>

Fig. 5: Report

In this module, first of all the employees will fill their self-appraisal forms. After filling these forms they will submit it to the HOD. HOD will then justify these forms using the proofs uploaded by the employees. HOD can also make changes according to his justification to employees self-appraisal forms and finally submit it to the HR[6], who will generate the report of employees. In the similar manner HOD will also fill his self-appraisal form and send it to the Director who will evaluate it and finally send to the HR who will generate the HOD's report

#### D. Module 4: Vacancy Management



Job Name	Job Description	Last Date to Apply	More Details
1	Personal Secretary	02/18/2017	<a href="#">Click Here</a>
3	Associate Professor	02/18/2017	<a href="#">Click Here</a>
4	Personal Assistant	3/25/2017	<a href="#">Click Here</a>
5	Technical Assistant	3/4/2017	<a href="#">Click Here</a>
6	Associate Professor	3/10/2017	<a href="#">Click Here</a>

Fig. 6: VACANCY MODULE

Admin can either add, view or modify the vacancies. Vacancies generated by user will contain following details such as department name, post name, salary offered, experience required, number of vacancies for that post, etc. Normal users and other employees can only view the vacancies. If any user interested or find himself / herself suitable for the particular vacancy can apply for it. When the user will apply for any vacancy then he will have to add following details such as his name, date of birth, email, qualification course, experience, specialization, post for which he is applying, department name[6]. He will also have to upload his resume. The candidates shortlisted for the interview round will be called for interview by sending them mail[8].

#### IV. FUTURE SCOPE

The project of Human Resource Management System is the requirement of almost all organization to manage the men power in proper and efficient manner. We were able to put in our efforts to make the project a success. The Human Resource Management System is an ambitious project. It can have various other aspects of Human Resource System like training, module which could be implemented in future by collaborating training module to the current project which is being provided to students if HRMS is for college and if for a company it could be for new joiners. We are very thankful for being provided this great opportunity to work on it. This project had gone through various research works. On the basis of the research work, We have successfully designed and implemented this HRMS project.

#### ACKNOWLEDGMENT

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