

# The Organizational Strategic Human Resource Management System

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**Abstract** – Every organization has their own human resources management to achieve their human resource actions. This paper titled “HUMAN RESOURCE MANAGEMENT SYSTEM” is basically concerned with managing the Administrator of HUMAN RESOURCE Department in an organization. HRMS (Human Resource Management System) mainly works in two parts. One is with system i.e. HR activities and another is with the process with the information technology field where's the data processing systems originated into enterprise resource planning. The main purpose of this study is to curtail the effort of Administrator to keep daily events alike as attendance, projects, works, appointments, etc. This study concerns with the process of classify employees, recording their attendance hourly and calculating their impressive payable hours or days. This study should preserve the records of each and every employee and their time spend in to company, which can be used for performance assessment.

**Keywords:** Human Resource, Administrator, Employee, Payroll, Attendance, Roster

## 1. INTRODUCTION

The circumstances ‘Human Resource Management’ (HRM) and ‘Human Resources’ (HR) have largely replaced the term ‘personnel management’ as a characterization of the process involved in managing people in any organization (Armstrong, 2006; Baird, 1988). It helps to revolutionize a workplace and ensure that the organization is able to achieve success through people. In recent years, competitive challenges influencing Human Resource Management, however, the sustainability challenge considers a company’s ability to make the profit without sacrificing the resources of its employees, community, environment – sustainable company success depends on how well they align organizational goals with that of the HR strategy to ensure that there is alignment of the people’s policy with that of the management objectives (Baker-McClearn, 2010; Bevan, 1998). As the organization grows and develop, HRM programs, practices and procedures must change to meet its need (Guest, 1997; Hamilton, 2008; Akinduyite, 2013). HRMS

enabled increasingly higher administrative control of such system, so currently HRM encompasses:

- The Payroll System
- Work Time
- Benefit Administration
- Recruiting
- Performance Records

This is the model for establishing and implementing human resource management approach incorporating both an external fit (human resource management fits the developmental stage of the organization) and an internal fit (the components of human resource management complement and support each other) is expected (Hasan, 2019; Jones, 2003). A model is presented within which to explore these linkages (Abdullah-Al-Shafi, 2019b; Abdullah-Al-Shafi, 2017; Abdullah-Al-Shafi, 2019c; Abdullah-Al-Shafi, 2018f; Abdullah-Al-Shafi, 2019d). These existing system on HRM and performance is reviewed in the light of this analysis to identify key gaps

in knowledge and help to focus further the research priorities (Bahar, 2018).

## 2. EXISTING SYSTEM

The aim of this study is to design and implement HR management system that will curtail the effort of Administrator to keep the daily events alike as attendance, projects, works, appointments, etc. from the organization. The system will concern with the process of classify employees, recording their attendance hourly and calculating their impressive payable hours or days. This system should preserve the records of each and every employee and their time spend in to company, which can be used for performance assessment. The objectives of this study include:

- To help the organization reach its goal.
- To employ and abilities of the workforce efficiently (Noe, 2003).
- To afford the organization with well-trained and well- motivated employees.
- To establish and maintain a quality of work life.
- To communicate HR policies to all employees (Ward, 1986).

## 3. PROPOSING SYSTEM

Human Resource Management System is an application that refers to the organization system. It is used by administrative and employee to manage employee information, salary, attendance, roster using an automated system (Abdullah-Al-Shafi, 2018a; Abdullah-Al-Shafi, 2016a; Abdullah-Al-Shafi, 2018b; Abdullah-Al-Shafi, 2016b). If the Admin wants to edit or delete the attribute they will be able to act. From this automated system, there will be no loss of data or no duplicating will occur which generally happens when a non-computerized system is used. In Human Management System, Admin can also view the reports about the employee information, salary, attendance, roster that they have added and they can also edit or delete the reports. The admin can also able to add system user or add a new admin for data entry. To view the systems, the employee has to enter their employee ID to see

their information if they want, they can also print the information from HRMS.

This specification document describes the capabilities that will be provided by the Desktop Base Application Human Resource Management Supervision Scheme. This designed system that will manage:

- Information about employee
- Attendance obtained by the employee every month.
- Reports generation.
- Analysis of data based on aspects.

## 4. THE LAYOUT OF THE SYSTEM

The application is developed as desktop based as well as a web-based management tool, using a Relational Database Management System (RDBMS). The decision to achieve the application in the form of a database was abreast by the consideration that various types of data would need to be adhered, and a database approach would be more convenient due to the advantages that the database file system has over other forms of file systems. A database management system allowance organization to efficiently create databases for different applications by database administrators (DBAs) and any other specialists.

The Database management system allows many user applications programs to simultaneously access the same database that is called concurrency. Here we employed Visual Studio, an Integrated Development Environment, to create the Graphic User Interface and to write the codes, Microsoft SQL Server as a Relational Database Management System (RDBMS) to create the database tables and a Scripting language to communicate with and manipulate the database moreover HTML, CSS and was locally hosted using Apache. Our system is divided into different panels. These are:

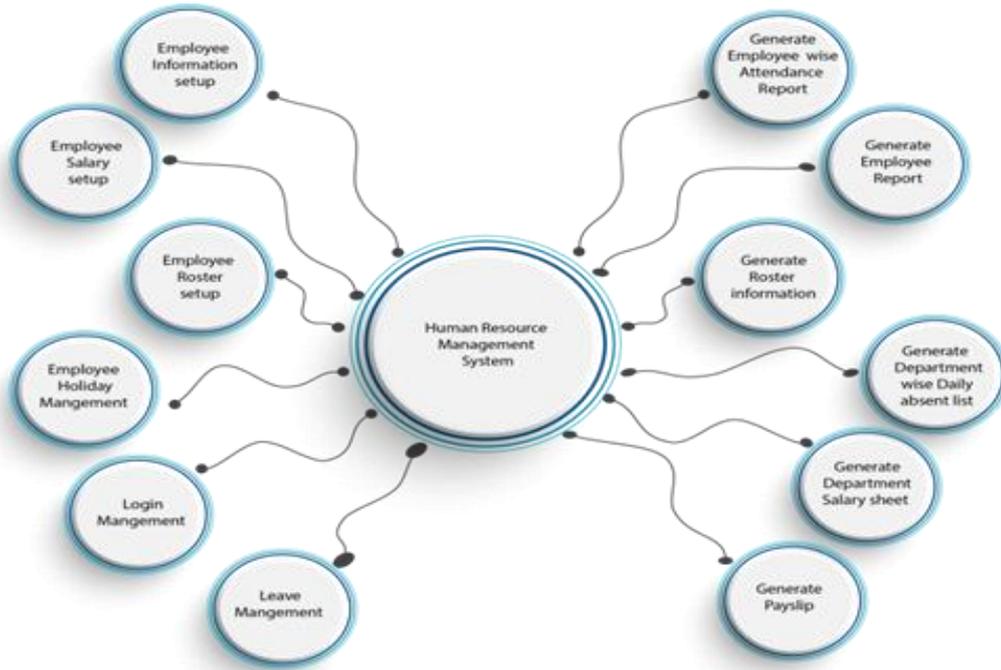
- The Employee's Information
- Payroll System
- Roster Setup
- Employee Attendance
- Process

Here are some work flows and use case diagrams those we have used in our system:

**5. DATA FLOW DIAGRAM**

A Data Flow Diagram (DFD) is a graphical depiction of the “flow” of a System. The data flow diagram has been broadly used to model the data transformation attitude of proposed systems (Abdullah-Al-Shafi, 2019a; Abdullah-Al-Shafi, 2018c; Abdullah-Al-Shafi, 2018d; Abdullah-Al-Shafi, 2018e). A data flow diagram can also be used for the visualization

of Data Processing. DFD appearance the communication between the system and outside entities. This context-level DFD is then “collapse” to show more detail of the system being created. A DFD depicts the flow of data through a system. Data flow diagrams are frequently used during problem analysis. It aspects a system as function that transforms the given input into enforced output. Action of data through the different transformations or processes in the system are shown in fig 1:

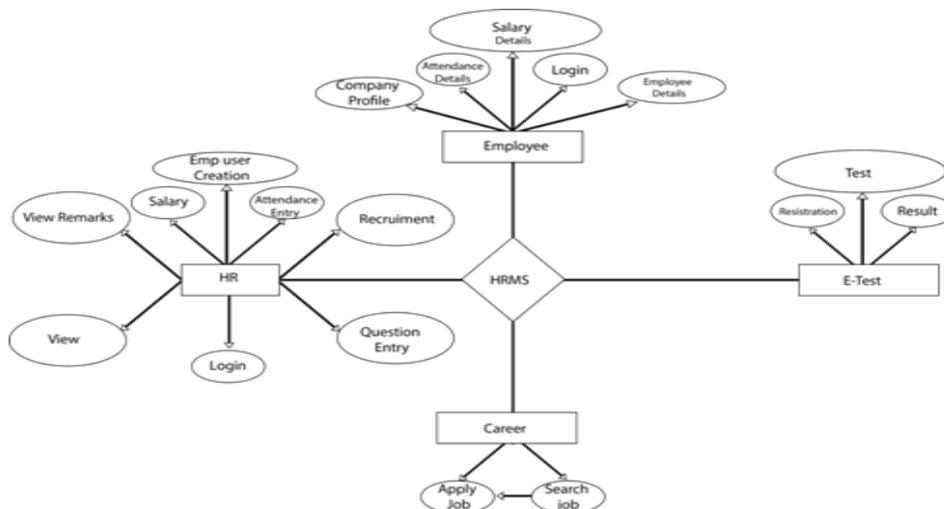


**Fig 1: Data Flow Diagram**

**6. Flow Chart**

A flowchart is a type of diagram that serves a workflow or process. A flowchart can also be delineating as a diagrammatic representation of

an algorithm, a step-by-step approach to solving a task.

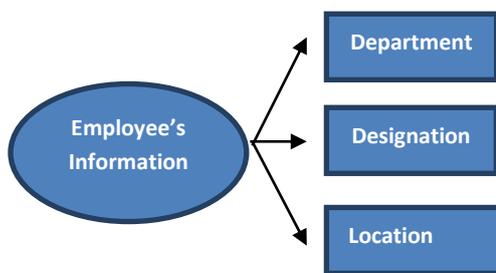


**Fig 2: Flow Chart**

## 7. USE CASE DIAGRAM

### 7.1. The Employee's Information

- Department
- Designation
- Location
- Personal Information



**Fig 3: Employee's Information**

Department stands for the specialized functional area within a division or an organization. Every department has a department id to find out the department of an organization. When we put the department name in this "system" then it will create an ID in the Back End of this system.

The explanation of a designation is the act of pointing someone out with a name, a title or an assignment. As an organization rule, every employee has a designation. If we put the designation name in this system, it will show us the employee name that relates with in the designation.

The location represents the area of the employee's workplace (Head Office, Zone Office, etc.) When we set up the location name in this system it will show the employee's working location of an organization.

In this system Employee Information has two-part:

- Personal Information
- Office Information

Where personal information includes the employee's first name, last name, father's name, mother's name, DOB, religion, marital status, the blood group, contact number & office information contains the designation, the department, nationality, NID number. When we put this information it will show in the information setup of our system.

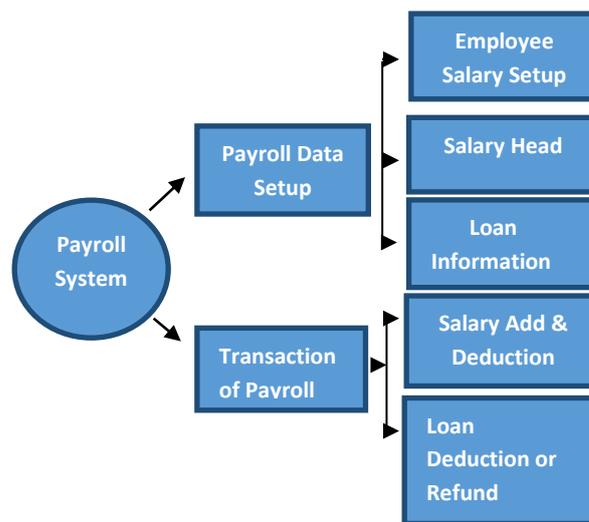
### 7.2. Payroll System

#### 1: Payroll data Setup

- Salary Head
- Employee Salary Setup
- Employee Loan Information

#### 2: The Transaction of Payroll

- Add Salary or Deduction
- Loan Deduction or Refund



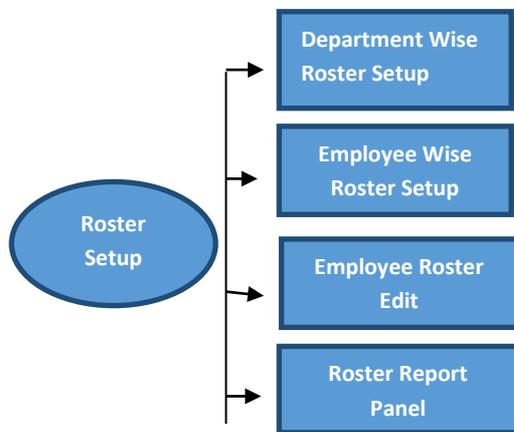
**Fig 4: The Payroll System**

Payroll system has two-part in our system.1: The payroll data setup which contains Salary Hade, Employee Salary Setup, Employee Loan Information.

The salary head refers to the different kinds of salary names; such as basic salary, medical, transport, etc. In employee salary setup it contains the Employee's code, Employee's name, the designation, the department, appointment date, account no. basic salary, total salary. When an employee taking a loan from an organization then it will have included in loan information. What type of loan he has taken will also be mentioned in this system. It also contains the information about how much installment he has taken to back the loan and how much money will be deducted from his/her salary that will also be calculated in this system. 2: The Transaction of the payroll also contains two parts; add salary or deduction, loan deduction or refund. Salary add means if any employee's salary has adjusted because of his overtime duty then it will be added in his/her salary, and if he/she was absent, taking leave or taking the loan from the organization then his /her salary will be deducted from his/her salary and it will be calculated in this system.

### 7.3 Roster Setup

1. Department Wise Roster Setup
2. Employee Wise Roster Setup
3. Employee Roster Edit
4. Roster Report Panel

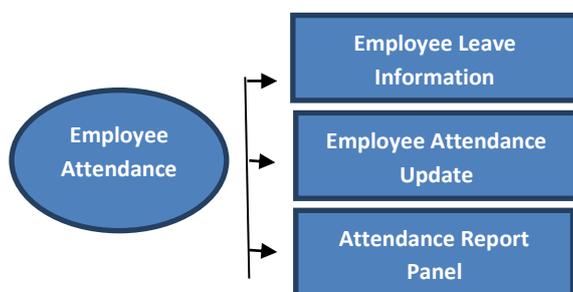


**Fig 5: Roster Setup**

Roster setup contains information about the department-wise roster setup in which it contains the department name, from date to date, the number of shift, day name, shift name. In “employee” wise roster setup, it contains the employee’s department name, date, day, shift. If one employee was late to enter the office, he can edit his roster by using the system. And finally, the admin will maintain the roster report panel.

### 7.4 Employee Attendance

1. Employee Leave Information
2. Employee Attendance Update
3. Attendance Report Pane



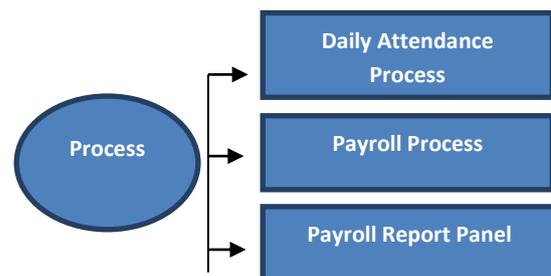
**Fig 6: Employee Attendance**

Employee attendance contains the leave information in which this system maintains the information that what kind of leave he/she has

taken & how many days he/she has taken. If one employee was sick, then he can contact the admin and only admin can update the attendance of that employee in this system.

### 7.5 Process

1. Daily Attendance Process
2. Payroll Process
3. Payroll Report Panel



**Fig 7: Process**

## 8. THE RESULTS

### 8.1 Login System

The system starts with the login page where the registered user can enter the user name and password to be able to access the system. Only the admin can define the username and password of the employee.



**Fig 8: Login System**

### 8.2 Admin

Admin Has the superpower of this system. He can handle the employee. He can also publish the report of the employees.

Menu Description	Menu Code	Accessible
&Credit Rating Management	CH1	✓
&Transaction	CH101	✓
&CRM	CH10102	✓
&Contact information	CH1010202	✓
&Visit	CH1010203	✓
&Visit information	CH10102031	✓
&Call &information	CH1010204	✓
&Opportunities	CH1010205	✓
&MOU	CH1010207	✓
MOU &Create	CH10102071	✓
MOU &Final	CH10102074	✓
MOU verified	CH10102075	✓
&Surveillance Monitoring	CH10102077	✓
&Billing	CH1010208	✓
Bill &Generation	CH10102081	✓

Fig 9: Admin

### 8.3 Employee

The employee can get their Total info from this system. If any notice is published from the admin then they can easily show that notice. The

employee can view their employee profile if any change needed then they can contract to admin and admin update Those employees' profiles.

Fig 10: Employee

## 9. CONCLUSION

In the conclusion, we would like to inform that this Human Resource Management Systems has accomplished its purpose. It has taken a huge burden for this project to be concluded. It has given a colossal lift to the company's operations. Whatsoever that has done manually has been completely deviated to the computerized process and this has facilitated the company to carry out its operation more quickly. This has also given an ample spectrum of communication to users. Since whatsoever that has so far been done manually has been changed to a computerized. It has resulted in more adequate processing of data.

The new system has resulted in giving numeric convenience to the company in many ways. Some of them are given below the State of imperceptible paperwork is almost reduced. Penetrate and getting data can be done at a

single click. Data administration has become elementary and the cost factor has been reduced. It is the faster and more competent processing of data. It is less time-consuming. Operations are more clarity. Communication between users is more efficient.

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