



## Human Resource Management System

The software of Human Resource Management System incorporates and automates the tasks involved to manage human resources, such as manpower management, recruitment, payroll, pension benefits, event management, reminders, account settlements of an employee etc. The system provides easy, compact and comprehensive solution, which helps to monitor entire Human Resource process along with interactive reports for better MIS to prompt corrective measures.

The Human Resource Management system emphasizes on Personnel, Administration, Leave and Payroll Accounting, Pension benefits.

### Objectives

- A Complete solution provider, an automated Human Resource Management System, to assist the management and members which facilitates an organisation to do routine HRM job, improve efficiency and avoid laxity
- A system which will impart the requirements of the regular maintenance of the Company's data that relates to an Employee such as his Name, Address, Qualification, Salary, Loan and Leaves taken etc.

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## Human Resource Management System

### Modules

The functionality of HRMS is best explained through its Modular Approach. The Modules provided are:

- Organisational and Master's Data Management
- Allocations, Transfers
- Deputation Management
- Recruitment Management
- Resume Tracking
- Induction Kit
- Employee MIS and Benefits
- Attendance Monitoring System
- Training Management
- Performance Appraisal Management
- Promotion Details Management
- Leave Monitoring System
- Travel Management
- Manpower Planning
- Payroll System

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## Human Resource Management System

- Provident Fund, Pension, Gratuity and Superannuation
- Separation Details
- System Administration Module
- Event Management
- Notice
- Import / Export Module (Excel / MS Access)
- Reports
- Single Company -Multi-Branch System
- Client Server application deployment over a network and web interface deployment over web server of SGP.
- Intuitive and aesthetic Graphical User Interface (GUI).
- Optimum response time.
- Includes a Browser based On Line Help Facility.
- Multi level security.
- Comprehensive reporting.
- Search facilities with any type of combination.
- Backup utilities.
- Scalable, e.g.
- Define any kind of Leave

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## Human Resource Management System

- Define any kind of Earning/Deductions Head
- Define your Own Organization Structure
- Safe and Secured
- Function Based Security
- Override ID
- Extensive Data Capture & Rule Builder
- Data-Transfer Capabilities (For any external attendance system)
- Event Calendar

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## Human Resource Management System

### Advantage

Besides the Special features that HRMS provides, it also offers the following advantages:

- Reduction in the operational costs
- Increases Productivity by automating routine tasks
- Availability of relevant information to authorized users at the right time
- Provides the management with a better control and supervision over human resources
- Helps to attain effective decision making
- Absolute Security Control
- Advantage of this system (web interface) is, user can access from anywhere in the world, he / she need not to be within premises to access the integrated software application.

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## Human Resource Management System

### Technologies Used In the Development of the System:

**User Interface:** Visual Basic 6.0, ASP, Java Script and HTML

**Operating System on Server:** Windows NT 4.0 / Windows 2000 server

**Database:** Oracle 8/8i

**Web Server:** IIS 5.0

**Report Server:** Crystal Report Server 8.5

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