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## A Review Paper on Advance Employee Management System

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### ABSTRACT:

Companies and organizations, large and small, usually have a huge army of people working under them. In such a scenario with a large number of personnel to manage, it becomes difficult to efficiently monitor and manage the activities of human resources. Such companies and organizations need sophisticated employee management systems that can handle everything related to their human resources. The purpose of this project is to set up an advanced employee management system that integrates all relevant information from the enterprise's human resources department. It has the main components of managers and employees. The manager is responsible for company information, vacation management, and payroll, and also adds adjustments to employee details. Similarly, employees can use this system to check vacation status, view salary details and annual leave lists, and file or cancel complaints.

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**KEYWORDS:** Employee management software, admins, employees, companies, organizations, HR, administration, salaries, vacation status, salary details, complaints, resignations

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### INTRODUCTION:

Every organization has a personnel file. Personnel files play an important role in personnel management. All organizations need these records to calculate salaries, manage the workforce, and confirm employee performance [1]. Managing all these records is a difficult and time-consuming process for the personnel team [3]. This can be reduced by using EMS, an employee management system [5]. Human resources are an important part of an organization and are responsible for its success. Companies are investing heavily in managing their employees. HRIS is a personnel information system that manages inventory management and accounting [6]. EMS is also an informatics system that helps owners, personnel and managers save time, energy and money. All private and public organizations [2] require an employee management system. However, for years they have used the old classic method of pen and paper to keep records, but in recent years there has been a major move towards automated systems [9] that can manage payroll itself. I have. In many areas, these systems are costly and require proper maintenance, making them difficult to implement. To solve this problem, I have this EMS based on a web application. Calculate salary and daily attendance for each employee. This system was developed for use by small organizations. It is cheaper than other systems and helps small industries manage their workforce. [7] Since there are many jobs as workers in small fields, there are many disputes due to wage calculation errors and overtime. The system aims to resolve this issue so that the personnel team can focus on other processes rather than resolving the dispute. This helps organizations simplify the process of maintaining data. [8] To make the business more effective, the organization needs to implement this employee management system [4.]. This document describes the development process, problems encountered, and the benefits of using the system. This system consists of two mobile applications. One is for the HR team to manage the employee, and the other is for the employee to mark their presence via a QR code. Employees are the backbone of any business, so their management plays an important role in determining the success of an organization. Employee management software makes it easy for employers to track all records. The employer wants access, new employee additions, employee transfers / promotions / dismissals via admin login. Each employee in the database is assigned a position that can be added and edited as needed. Employees can easily move between positions without having to re-enter information in the database. You can check if there are duplicate positions / employees in the database. Most notably, employers can assign tasks to employees and assess their progress to track employee performance. A flexible and easy-to-use HR management software solution for small businesses provides a HR information management module that enables organizations and companies to manage personnel, a key business asset. Combining these modules into one application guarantees the perfect platform for transforming and coordinating human processes in line with business goals. This system provides an easy way to manage the details of employees working in any organization. It is easy to understand and can be used by those who are not familiar with the basic employee system

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## LITERATURE SURVEY:

- **EMPLOYEE MANAGEMENT SYSTEM, IEEE, Dec 2020**, Author: Rishabh Bajpai, KC Tripathi.

This system helps organizations develop the system and manage their employees. The employee management system is designed to save money, time and effort. Simplifying the process of maintaining records can be very helpful in an organization. Employees are the backbone of any organization, so it is necessary to keep them happy. This concept brings transparency to their wage calculations. It also makes it easier for you to work with HR so you can focus on other tasks. This employee management system manages the overall performance and aspects of employees within the organization.

- [Implementing Employee Performance Management System: A Scoping Review](#), volume 2, issue 5, May 2016, Author: Suraj Francis Noronha, P.G. Aquinas, Aruna Doreen Manezes

PMS is an important tool for measuring and controlling individual and team performance. Organizations looking to improve performance cannot ignore individual or team performance. The PMS should be designed with all possible hurdles in mind during implementation. Strong bonds and collaborations between all stakeholders will undoubtedly contribute to the success of PMS and thus the success of the organization.

- An Employee-Management consensus approach to continuous improvement Safety Management, Author: Colin W. Fuller

In some industries, management's attention is often directed to other time-consuming issues. Production, cost, efficiency, quality, environment. Workers' perceptions and understanding of safety issues, on the other hand, are often more focused because they face and suffer from the consequences of operational risk on a daily basis. This case study shows how to implement a consensus program between management and employees to assess safety and provide a logical and productive approach to identify potential improvement strategies. This study also demonstrates the benefits of reviewing and addressing the issues identified by Ramsey.

- Employee Management System, Author: Kancho Dimitrov Kanchev

This includes a development presentation of an information system for managing the staff data within a small company or organization. The system as such as it has been developed is called Employee Management System. It consists of a functionally related GUI (application program) and a database. The choice of the programming tools is individual and particular.

- A Review of Employee Management Systems Information Technology, (August 2019) IJITEE ISSN: 2278-3075, Volume-8 Issue-10, Author: Sunanda Bansal.

The project develops a web-based employee management system for Carl's Fast-food Restaurant to manage employee work information, work schedules, vacation requests, employee performance reports, training, and ratings. We also manage application information that visitors apply online. Employees can request vacation and check the vacation request to see if the vacation has been approved or denied. Employees can also view work schedules set by the manager, or search for colleagues to view basic information.

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## PROPOSED WORK:

The proposed system runs on a smartphone and is based on an application that requires an internet connection. This system provides the following features:

1. Employer must add employees and required details
2. Employer can set organization holidays one day in advance
3. Employers cannot edit past holidays
4. The employer must click Receive Salary to receive each employee's salary. He receives the salary of the previous month
5. The employer can edit and delete the employee
6. The employee needs to install the app and set up the app according to the instructions described. Next, you need to scan the QR code as you type. On the premises. Also, when you leave the site, you need to scan "off" with another QR code.
7. Employees can only mark attendance once a day, providing safe and strict rules for attendance marks.

**BLOCKDIAGRAM:**

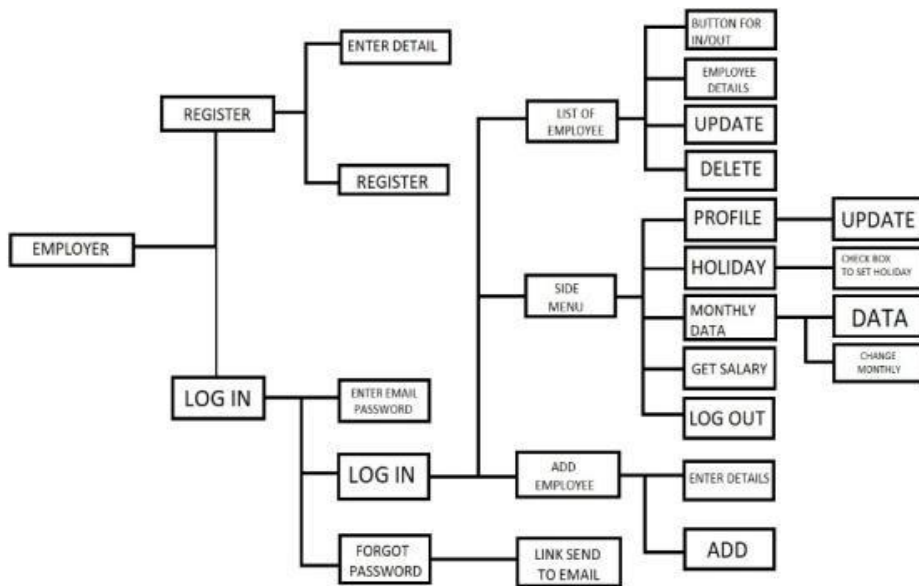


Fig1.1 Architecture of 1st application (Employer)

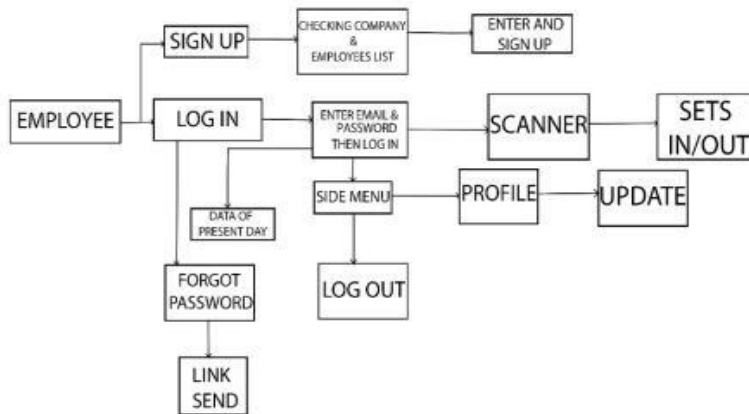


Fig1.2 Architecture of 2nd application (Employee)

**CONCLUSION:**

This system helps organizations develop the system and manage their employees. The employee management system is designed to save money, time and effort. Simplifying the process of maintaining records can be very helpful in an organization. Employees are the backbone of any organization, so it is necessary to keep them happy. This concept brings transparency to their wage calculations. It also makes it easier for you to work with HR so you can focus on other tasks. This employee management system manages the overall performance and aspects of employees

within the organization.

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