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An Review on Employee Management System at Municipal Corporation, Hinganghat

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ABSTRACT:

The aim of this system is to handle the database administration in municipal corporations. This report describes the development of two applications (Client & Server) and a database. The server application will perform the link function between the client and the database source. We integrate the data from all departments. Employee Information Management System provides a simple interface for maintenance of employee information. The creation and management of accurate, up-to-date information regarding employees is taken care. Employee information system deals with all kind of employee details, service related record, leave record, salary statement, attendance maintaining record and other resource related details too. It tracks all the details of an employee from the day one to the end of the service which can be used for all reporting purpose, tracking of attendance, progress in the service, completed service, years, task or any other assignment details embedded in the employee's website.

Keyword: Database; Client; Server.

INTRODUCTION

Municipal Corporation has offered us with an opportunity to make an application for generating their service record database, salary sheet and leave record. Our system will be based on java to integrate database in encrypted format. Being a government firm data is of at most importance, high level of encryption must be enforced. The design and implementation of a comprehensive employees information system and user interface is to replace the current paper records. HOD is able to directly access all aspects of an employee. The system utilizes user authentication, displaying only information necessary for an individual's duties. Additionally, each sub-system has authentication allowing authorized users to create or update information in that subsystem. All data is thoroughly reviewed and validated on the server before actual record alteration occurs. In addition to a staff user interface, the system plans for employee user interface, allowing users to access information and submit requests online thus reducing processing time. All data is stored securely on SQL servers managed by the department administrator and ensures highest possible level of security. Previously, the department relied heavily on paper records for this initiative. While paper records are a traditional way of managing employee data there are several drawbacks to this method. It takes a very long time to convey the information to the employee.

Previously, the department relied heavily on paper records for this initiative. While paper records are a traditional way of managing employee data there are several drawbacks to this method. It takes a very long time to convey the

information to the employee. Paper records are difficult to manage and track. The physical exertion required to retrieve, alter, and re-file the paper records are all non-value added activities. This system provides a simple interface for the maintenance of employee information. It can be used by department to maintain the records of employee easily. Achieving this objective is difficult using a manual system as the information is scattered, can be redundant and collecting relevant information may be very time consuming. All these problems are solved using employee information management system. This report focuses on presenting information in an easy and intelligible manner. Biometric systems can be used in two different modes. Identity verification occurs when the user claims to be already enrolled in the system (presents an ID card or login name); in this case the verification biometric data obtained from the user is compared to the user's data already stored in the database. Identification (also called search) identification occurs when the identity of the user is a priori unknown. In this case the user's biometric data is matched against all the records in the database as the user can be anywhere in the database or he/she actually does not have to be there at all [1].

Biometric technologies can be divided into 2 major categories according to what they measure:

Devices based on physiological characteristics of a person (such as the fingerprint or hand geometry).

Systems based on behavioural characteristics of a person (such as signature dynamics). Biometric systems from the first category are usually more reliable and accurate as the physiological characteristics are easier to repeat and often are not affected by current (mental) conditions such as stress or illness. One could build a system that requires a 100% match each time. Yet such a system would be practically useless, as only very few users could use it. Most of the users would be rejected all variability the time, because the measurement results never are the same. We have to allow for some variability of the biometric data in order not to reject too many authorized users. However, the greater variability we allow the greater is the probability that an impostor with a similar biometric data will be accepted as an authorized user. The variability is usually called a (security) threshold or a security (security) level. If the variability allowed is small then the security threshold threshold or the security level is called high and if we allow for greater variability then the security threshold or the security level is called low. [2]

LITERATURE SURVEY

Following system has used successfully stored database in the organizations:

1. Library management System:

Library management system is a project which aims in developing a computerized system to maintain all the daily work of library .This project has many features which are generally not available in normal library management systems like facility of user login and a facility of teachers login .It also has a facility of admin login through

which the admin can monitor the whole system .It also has facility of an online notice board where teachers can student can put up information about workshops or seminars being held in our colleges or nearby colleges and librarian after proper verification from the concerned institution organizing the seminar can add it to the notice board . It has also a facility where student after logging in their accounts can see list of books issued and its issue date and return date and also the students can request the librarian to add new books by filling the book request form. The librarian after logging into his account i.e. admin account can generate various reports such as student report, issue report, teacher report and book report [3].

2. Hospital management System:

Hospital Information System (HIS) is defined as, an integrated information system which improves patient care by increasing the user‘s knowledge and reducing uncertainty allowing rational decisions to be made from the information provided. Haux Schumacher view the hospital information system as the entire. E-Hospital Management System provides the benefits of streamlined operations, enhanced administration & control, superior patient care, strict cost control and improved profitability.

The rapid growth in Information & Communication Technology (ICT), and the power of Internet has strongly impacted the business and service delivery models of today‘s global environment. E-Hospital Management Systems provide the benefits of streamlined operations, enhanced administration & control, superior patient care, strict cost control and improved profitability. Globally accepted health care systems need to comply with Healthcare Insurance Portability and Accountability Act (HIPAA) standards of the US and that has become the norm of the Healthcare industry when it comes to medical records management and patient information privacy. The study is focused on understanding the performance indicators of Hospital information systems (HIS), summarizing the latest commonly agreed standards and protocols like Health Level Seven (HL7) standards for mutual message exchange, HIS components etc. The study is qualitative and descriptive in nature and most of the data is based on secondary sources of survey data [4].

3. Payroll management System:

There will entry (Unique ID) of all the employee of any Organization. According to the date of joining and date up to which salary is created, Number of days will be entered. Basic pay will be defined according to the post of employee and department. Then component like DA, HRA, medical allowance, Arrears will be added, and Charges of Hostel/ Bus, Security, welfare fund and other will be deducted.

The task is to build a salary management system for this organization. Current salary system is manual therefore the organization wants to switch to an automated computerized salary management system. After building this system we have to integrate it with the existing computerized system. The existing system named as AMGs dealing with the client registrations, keeping records of clients, client billing etc. Hence we can say, employee salary system will

be a subpart of the existing computerized system. Employee salary management system is a web application, enabling the organization to handle salaries of employees of Sweden sports academy. The managers or team leaders of this organization are able to fill out all necessary information of an employee, i.e., residential address, social security number, banking details, type of salary either fixed, monthly or hourly and other relevant information. [5]

4. College Management System:

The design and implementation of a comprehensive student information system and user interface is to replace the current paper records. College Staff are able to directly access all aspects of a student's academic progress through a secure, online interface embedded in the college's website.

This system provides a simple interface for the maintenance of student information. It can be used by educational institutes or colleges to maintain the records of students easily. Achieving this objective is difficult using a manual system as the information is scattered, can be redundant and collecting relevant information may be very time consuming. All these problems are solved using online student information management system. The paper focuses on presenting information in an easy and intelligible manner which provides facilities like online registration and profile creation of student's thus reducing paper work and automating the record generation process in an educational institution [6].

6. Railway Management System:

A railway system, which needs to model the Stations Tracks and connecting stations. You can assume for simplicity that only one track exists between any two stations. All the tracks put together form a graph of Trains with an ID and a name. Train schedules recording what time a train passes through each station on its route. A sequence number so the stations in the route of a train can be ordered by sequence number. Passenger booking consisting of train, date, from-station, to-station, coach, seat and passenger name.

Train Management System (TMS) Central Railway and Western Railway. WR TMS is up and running for few years now and this design has been approved by RDSO. CR has initiated process to install TMS to cover up major suburban traffic that will cover up five segments, one major and 4 smaller ones. [7]

SUMMARY

A large amount of data stored in the system is not easy task. There are number of organization that require to store and manage that data properly for example: College organization, Railway organization, hospital organization etc. In the any management system we can manage or stored data according to our need. Suppose we have to create management system for salary for this we require detail in brief to arrange data accurately like, employee list to be maintained having id, name, designation, experience. Salary details having employee id, current salary, PF deduction or any other deduction and net salary to be given and also maintain details of total savings of employee salary increment to be given by next year if any depending upon constraints deduction in monthly salary, work and amount to be deducted.

In our project also require to store data of all working employee like employee name, salary, attendance, leaves, allowance etc. They want to do all work fast and easily accessible. The purpose of developing this software project is to fully automate salary system for an organization Hinganghat municipal corporation. This software is capable of calculating monthly salaries, tax and social security of employees of that organization.

The task is to build a salary management system for this organization. Current salary system is manual therefore the organization wants to switch to an automated computerized salary management system. After building this system we have to integrate it with the existing computerized system. The managers or team leaders of this organization are able to fill out all necessary information of an employee, i.e., residential address, social security number, banking details, type of salary fixed, monthly or hourly and other relevant information. This system should be capable enough to calculate the salaries of employees. On the basis of social security number, it will create a bank file by providing a few parameters to the system and transfer it to the bank by the end of each month. Upon request, the employees can receive their salary slips through email. Moreover, the system should be able to calculate tax deductions of every employee on monthly basis, throughout offices nationwide, annually.

All calculations such as employee salary, employee tax, to create bank files, organization tax calculations etc. are being done manually at the moment which is a time consuming task. Hence, a system is required that can perform all above said operations automatically. Moreover, the system should be user friendly, flexible, fast and highly secure. [4]

Modules or activity or events used in the above architecture are:

- Attendance.
- Search.
- Leave application.
- Salary statement.
- Employee database.

CONCLUSION

The application development is not completed yet but once it would be finish, it would serve to reduce the use of paper work, higher authority would easily be able to monitor the employees, Data security would be increase & Transparency of employee service record would be attained. Leave record management placed and important role in generating the salary of an employee. This salary is to be accurate in order to maintain the government's funds. Attendance of an employee can be monitored at a centralize level.

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