

HUMAN RESOURCE MANAGEMENT

PROJECT WORK DONE AT

PENTASOFT LTD.,

Coimbatore- 641 002

PROJECT REPORT

P-1106

SUBMITTED IN PARTIAL FULFILLMENT OF THE
REQUIREMENTS FOR THE AWARD OF THE DEGREE OF
M.Sc [APPLIED SCIENCE] SOFTWARE ENGINEERING
OF BHARATHIAR UNIVERSITY, COIMBATORE.

SUBMITTED BY

T.SENTHIL KUMARAN

REG NO. 9937S0093

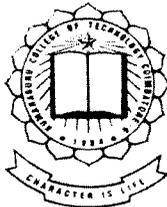
UNDER THE GUIDANCE OF

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DEPARTMENT OF COMPUTER SCIENCE AND ENGINEERING
KUMARAGURU COLLEGE OF TECHNOLOGY

COIMBATORE – 641 006

MAY 2002 – AUG 2002

CERTIFICATE

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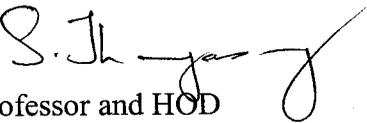
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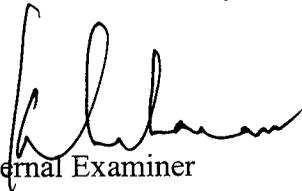
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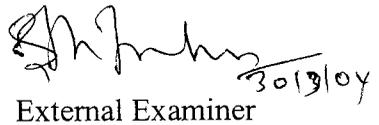
SUBMITTED IN PARTIAL FULFILLMENT OF THE REQUIREMENTS
FOR THE AWARD OF THE DEGREE OF
M.Sc [Applied science] SOFTWARE ENGINEERING
OF BHARATHIYAR UNIVERSITY


Professor and HOD

Internal Guide

Submitted to University Examination held on 30.03.04.


Internal Examiner


External Examiner



05 March, 2004

TO WHOMSOEVER IT MAY CONCERN

This is to certify that **Mr.T.Senthil Kumaran**, pursuing fifth year M.Sc Software Engineering at **Kumaraguru College of Technology**, Coimbatore, has successfully completed his project titled "**Human Resource Management**" in the area of VB 6.0 and Oracle. The duration of their project was from October 2003 till March 2004.

During this period, we found him to be sincere and hardworking.

With Regards,

For PENTASOFT TECHNOLOGIES LTD.,

M.A.Farzana

Centre Manager

DECLARATION

I hereby declare that the project work entitled

“HUMAN RESOURCE MANAGEMENT”

Done at

PENTASOFT LTD

Submitted to

Kumaraguru College of Technology

In partial fulfillment of the requirements for the award of the degree

M.Sc. APPLIED SCIENCE (Software Engineering)

*Is a report of work done by me during my period of study in Kumaraguru
College of Technology, Coimbatore – 641 006*

Under the supervision of

Mr. K.R.Baskaran

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Place : Coimbatore

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Signature of the Candidate

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ACKNOWLEDGEMENT

The satisfaction and Euphoria that accompany the successful completion of any work would be incomplete unless, I mention the name of the people, who made it possible whose constant guidance and encouragement served as a beckon light and crowned my effort with success.

I express my sincere prayers and my heartfelt thanks to my ~~parents~~ and all my friends for their support and loving prayers.

I am greatly thankful to MS.Farzana Project manager and Ms.Banumathi, Team leader, Penatasoft Ltd, Coimbatore for permitting me to take part in the project.

I extend my profound gratitude to Dr.K.K.Padmanabhan B.Sc. (Eng), M.Teck, Ph.D., Principal, Kumaraguru College of Technology, Coimbatore for providing me an opportunity to do the project works as part of the curriculum.

I express my sincere thanks to Prof.Dr.S.Thangasamy B.E. (Hons), Ph.D., Head of the Department, Computer Science and Engineering for his valuable suggestions and advice.

I am immensely thankful to my guide Ms.Kavitha Dept of Computer science & Engineering, and course coordinator Mr.Baskaran B.E., M.S., Ass Professor, Dept of Computer science & Engineering for the valuable guidance and support throughout my project.

Senthil Kumaran .T

SYNOPSIS

The project entitled "HUMAN RESOURCE MANAGEMENT" keeps track of all information about an employee working in an organization. The Human Resource Development department's work involves recruiting various skilled professionals. The computerization includes fixing the pay structure, assigning designation and responsibilities for employees. Transfer of employees from one branch to another branch, revising their salaries, initiating and advising the account department for various matters about an employee like PF, ESI.

The People in PENTAVISION DIGITAL SOLUTIONS AND SOFTWARES are not using separate package for monitoring the data of the employees working in their organization.

- i) The major aim of the project is to develop a centralized system for all the employees working in PENTAVISION DIGITAL SOLUTIONS AND SOFTWARES, and also to assist the Human Resource Department in decision making.

CONTENTS

1.0. INTRODUCTION.....	5
1.1. BACKGROUND STUDY	5
1.1.1. <i>THE ORGANIZATION PROFILE:</i>	5
1.1.2. <i>STUDY OF THE EXISTING SYSTEM</i>	6
1.2. PROJECT OVERVIEW	7
1.3. OBJECTIVE OF THE PROJECT:	8
2.0. PROBLEM ANALYSIS	10
2.1. STUDY OF THE PROPOSED SYSTEM:	10
2.2. PROBLEM DEFINITION:	10
2.3. SOLUTION STRATEGIES:	11
3.0. SYSTEM REQUIREMENT	13
3.1. HARDWARE REQUIREMENT	13
3.2. SOFTWARE REQUIREMENT	13
4.0. MODULE DESCRIPTION.....	16
4.1. MASTER MAINTENANCE	17
4.2. EMPLOYEE MODULE	17
4.3. PAYROLL SYSTEM.....	17
4.4. REPORTS MODULE	18
5.0. DESIGN NOTATION	20
5.1. DATA FLOW DIAGRAM	20
5.2. DATA FLOW DIAGRAM (LEVEL ONE):	21
5.3. DATA FLOW DIAGRAM (LEVEL TWO).....	22
5.4. DATA FLOW DIAGRAM (LEVEL THREE).....	23
5.5. DATA FLOW DIAGRAM (LEVEL FOUR).....	24
6.0. STRUCTURE CHART	26
6.1. ER DIAGRAM	27
6.2. ER DIAGRAM	28
7.0. DATABASE DESIGN	30
7.1. TABLES	31
7.3. INPUT DESIGN	33
7.4. OUTPUT DESIGN	34
8.0. TESTING & IMPLEMENTATION	36
8.1. SYSTEM IMPLEMENTATION.....	36
8.1.1. <i>IMPLEMENTATION PROCEDURES</i>	36
8.1.2 <i>OPERATIONAL DOCUMENTATION</i>	36
8.2. SYSTEM MAINTENANCE	36

9.0. SAMPLE FORMS AND REPORTS.....	39
CONCLUSION	48
BIBLIOGRAPHY	50



INTRODUCTION

1.1. BACKGROUND STUDY

1.1.1. THE ORGANIZATION PROFILE:

PENTAVISION DIGITAL SOLUTIONS AND SOFTWARES is a center of excellence, the software development park, situated in COIMBATORE, is a role model for all the activities of PENTAVISION DIGITAL SOLUTIONS AND SOFTWARES. PENTAVISION DIGITAL SOLUTIONS AND SOFTWARES is reputed for its strong all round technical expertise, efficient support and customer care.

- ✓ PENTAVISION DIGITAL SOLUTIONS AND SOFTWARES, a leading software exporters in India has a large network of worldwide offices.
- ✓ The company has tie-ups with IBM, Silicon, Graphics, Alcatel, Synon, Sybase and SSA.
- ✓ It has a clear vision of a completely integrated infrastructure that provides new perspective to any area requiring IT Solutions
- ✓ The Company conducts periodic training programs to meet both the in-house and open market needs.
- ✓ International presence of its professional ensures its eminence and proficiency in IT for global expansion and growth.

1.1.2. STUDY OF THE EXISTING SYSTEM:

As of now the people in the PENTAVISION DIGITAL SOLUTIONS AND SOFTWARES are not using separate package for monitoring the data of the employees working in their organization.

They use software like FoxPro for storing the data. Since the data have to be used by many branches in ASWN RAM ASSOCIATES, each of them use different tables with the same data and used to create their own reports according to their needs.

This results in data redundancy and waste of man-hours as the same data is inputted into the different tables of the system.

Limitations

1. Difficulty in maintaining records
2. Accessing a particular Employee details is more difficult, especially when a Employee reaches after a long gap
3. Segregating Employee based Salary reports – big problem for the organization now
4. As the payroll system is manual possibility of mistakes in payment collections
5. Dispatching of goods and maintaining records about this is more difficult now
6. Manual process leads to sole human errors, which may effect the business improvements
7. Service and amc analysis is very difficult and time consuming

1.2. PROJECT OVERVIEW

“Human Resource Management”, is software developed for managing all data's of Innovex power technologies. Data maintenance taken in to developments are New branch registration, New Department registration, New Designation registration, Employee profile and payroll system. The digital technology replaces paper-based processes, resulting lower costs, greater accuracy, high and speed and easy analysis.

Branch registration is the first step involved in this project, the company has its branch all over India, when ever the company establishes a new branch the relevant details regarding the branch such as branch name, branch manager, address etc are stored.

Department registration is the next process carried out, when a branch get registered the, all its departments are finalized and stored through this module, a department code is been used as the key identifier which would be related to branch registration. The details included are branch code, department code and department name.

Designation registration is the next process carried out, after the departments are finalized and registered, the designations of the departments are recorded, the details of this designation registration are Branch Code, Department Code, Designation Code, Designation and short name of designation.

Employee registration plays a major role in human resource management. The employee module is used to register the employee details, which would include his personal profile also. The details would be Name, Gender, Martial status, Qualification, Specialization, work experience, join date, Department, Designation etc. This would help the management to monitor the employee in all manner.

Reports – deals with the reports to be essential for analyzing the above areas. Around four reports proposed and the organization is expecting more reports. The various reports generated are Branch Reports, Employee reports, Department Reports and Salary Reports

1.3. OBJECTIVE OF THE PROJECT:

The system has been designed as a very easy to understand point and click interface system for data management actions. The whole system is separated into Master maintenance, Employees, Payroll system and reports. The main objective of the system is to solve cost of the limitations of the existing system of the organization, makes a way to get lots of reporting possibilities, which automatically helps the owner to improve the business

- Getting service related information's
- Maintaining Employee related information's
- Getting Department information each then and now
- Maintaining Salary details
- Handling party related information
- Instant reports to know the business activities related operations

PROBLEM ANALYSIS

2.1. STUDY OF THE PROPOSED SYSTEM:

The proposed system involves the conversion of the existing work into the computerized form. Queries regarding the system can be made; doing the work in the computerized form will generate accurate results. Instead of proceeding the work in FoxPro, performing the work in the computerized form will reduce the occurrence of errors as much as possible.

The proposed system saves a plenty of time. The main purpose of the proposed system is that the generation of the report is faster. This helps the management to keep track of happenings and to take management decisions.

2.2. PROBLEM DEFINITION:

The software has to get the Branch details, Departments details, Designation details, Employee Details, Salary details and Leave details. With the employee detail organization can plan for analyze promotions of the employees. Manual method don't give better view like computerized methods. With employee related details the organization has to know about the contact details and type of Employee. With payroll details the management would be able to identify the hike requirement and bonus to issued to the employees. With leave details it would easy for the management to calculate the salary without any mistakes In existing system all the above areas has some problems, which can be easily over come by the proposed system

The major drawback of the existing manual system is that information is not properly maintained, so that the handling of the register is not easy. The other drawbacks of the existing system are

All type of payment transactions made by the customer is a time consuming and a complex process

A manual search is needed for the retrieval of any information, which is again a time consuming process

Data security is not adequate in the existing system

2.3. SOLUTION STRATEGIES:

The company transaction and service related actions are made systematic software in order to develop the business. The process of Master maintenance, Employees data maintenance, Payroll system and Reports is done via electronic means. The system is being designed in order to overcome the limitations faced by the existing system and hence should possess the following features:

- The system should enable better maintenance of the better human resource management
- Since all the processes starting from Branch registration are done electronically, it improves the efficiency and reliability
- It should help the management to have a clear vision in human resource management
- It should help the company to know the employee details and their payroll
- Overall the system should make the service work faster and accurate

SYSTEM REQUIREMENT

3.1. HARDWARE REQUIREMENT

Processor	: Pentium III
Speed	: 433 MHZ
Ram	: 128MB
Hard Disk	: 20 GB
Operating System	: Windows 2000
Disk Drives	: 1.44 Floppy Disk Drive, 40 x Compact Disk
Monitor	: 14" Color Monitor

3.2. SOFTWARE REQUIREMENT

Front-End	: Microsoft Visual Basic 6.0
Back-End	: Microsoft Access

ABOUT MICROSOFT VISUAL BASIC 6.0:

The "Visual" part refers to the method used to create the graphical user interface (GUI). Rather than writing numerous lines of code to describe the appearance and location of interface elements, you simply add pre built objects into place on screen. If you've ever used a drawing program such as paint, you already have most of the skills necessary to create an effective user interface.

The "Basic" part refers to the BASIC (Beginners All – Purpose Symbolic Instruction Code) language, a language used by more programmers than any other language, a language used by more programmers than any other language in the history of computing. Visual Basic has evolved from the original BASIC language and now contains several hundred statements, functions, and keywords, many of which relate directly to the windows GUI.

Data access features allow you to create database, front-end applications,

ActiveX technologies allow you to use the functionality provided by other applications, such as Microsoft Word, Microsoft Excel, and other windows applications.

Internet capabilities make it easy to provide access to documents and applications across the internet or intranet from within your application or to create Internet server applications.

Your finished application is a true .exe file that uses a Visual Basic virtual machine that you can freely distribute.

Event-Driven Model:

In traditional or procedural applications, itself controls which portions of code execute and in what sequence. Execution starts with the first line of code and follows a predefined path through the application, calling procedures as needed.

In an event driven application, the code doesn't follow a predetermined path it executes different code sections in response to events. Events can be triggered by the user actions, by message from the system or other applications, or even from the application itself,. The sequence of these events determines the sequence in which the code executes, thus the path through the applications code differs each time the program runs.

Your code can also trigger events during execution. For example programmatically changing the text in a text box cause the text box changes event to occur. This would cause the code contained in the change event to execute. If you assumed that this event would only by triggered by user interaction, you might see unexpected results.

MODULE DESCRIPTION

Modular design means breaking your programming task into small parts. The advantage of modularity is in easy accessing of coding and debugging, also more number of programmers can engage in a company's software development and the work can be finished quickly. Even very big development can be finished with in a targeted minimum time by splitting the program into small parts.

This projects has mainly classified seven modules, they are as follows

- ❖ **Master Maintenance**
- ❖ **Employee Module**
- ❖ **Payroll System**
- ❖ **Reports**

Main modules can be subdivided into further small parts known as sub modules, the details regarding the sub modules are as follows

- | | | |
|---------------------------|---|---|
| Master Maintenance | - | Branch Registration Module
Department Registration Module
Designation Registration Module |
| Employee Module | - | Employee Registration
Employee Personal Profile |
| Payroll System | - | Salary Calculation
Leave Entry form |

Reports

- Branch Details Report
- Employee Reports
- Department Reports
- Salary Reports

4.1. Master Maintenance

Master maintenance in the first main module of the project, the actions carried out in module are Branch registration, Department registration and designation registration. Branch registration is the first main process of the software. The branch details includes branch code, branch name, branch manager and miscellaneous information about the company. The department registration module stores the details of all the departments of a branch and designation module stores all the posts of a department.

4.2. Employee Module

Employee module deals with two sub modules, new employee registration and employee personal information. This is managed by the department head, the details stored are employee name, date of joining, qualification, specialization, basic pay and personal details. This helps the managers to fix the salary hike on the right time. The employees are tracked with the field Employee ID

4.3. Payroll System

The term payroll system deals with issue of salary, the salary details includes Basic pay, Dearness allowance, House rented allowance, Lunch allowance, City compensatory allowance, Educational allowance, Bonus, Income tax, Provisional tax etc.

4.4. Reports Module

This deals with major reports, the need of computerization has to get more outputs from the input given, that too according to the need of the organizations analysis methods and requirements, following are some of the reports which gives a clear idea about the transaction system of the organization. Reports in this project are as follows

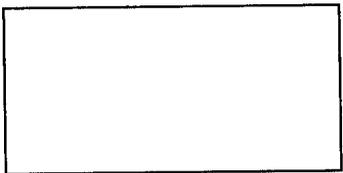
- ❖ Branch Details Report
- ❖ Employees Report
- ❖ Department Reports
- ❖ Salary Reports

DESIGN NOTATION

5.1. DATA FLOW DIAGRAM

Definition: - Data flow diagramming is a means of representing a system at any levels of details with a graphic network of symbols showing data flow, data stores, data processes and data sources or destination.

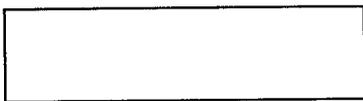
The purpose of data flow diagram is to provide a semantic bridge between users and system developers. Data flow diagram are composed of the four basic symbols shown below



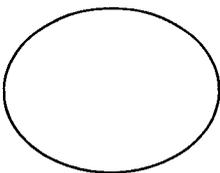
Source or Destination



Data Flow

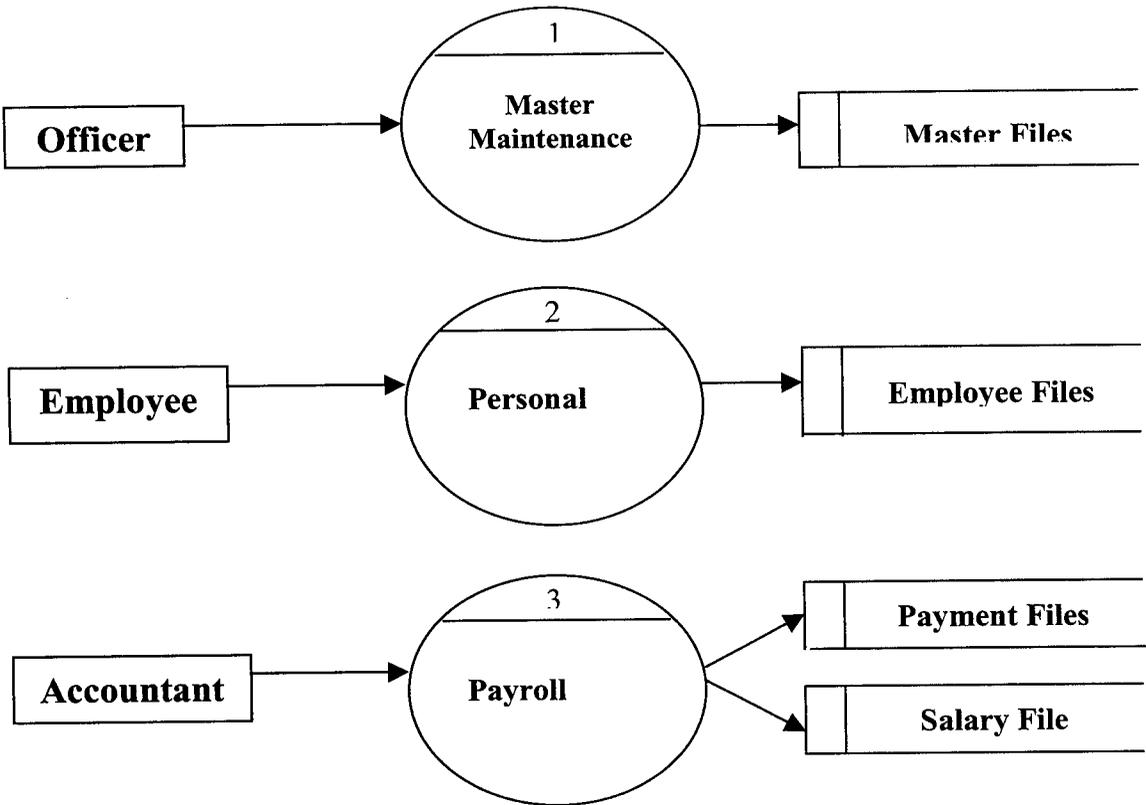


Data store

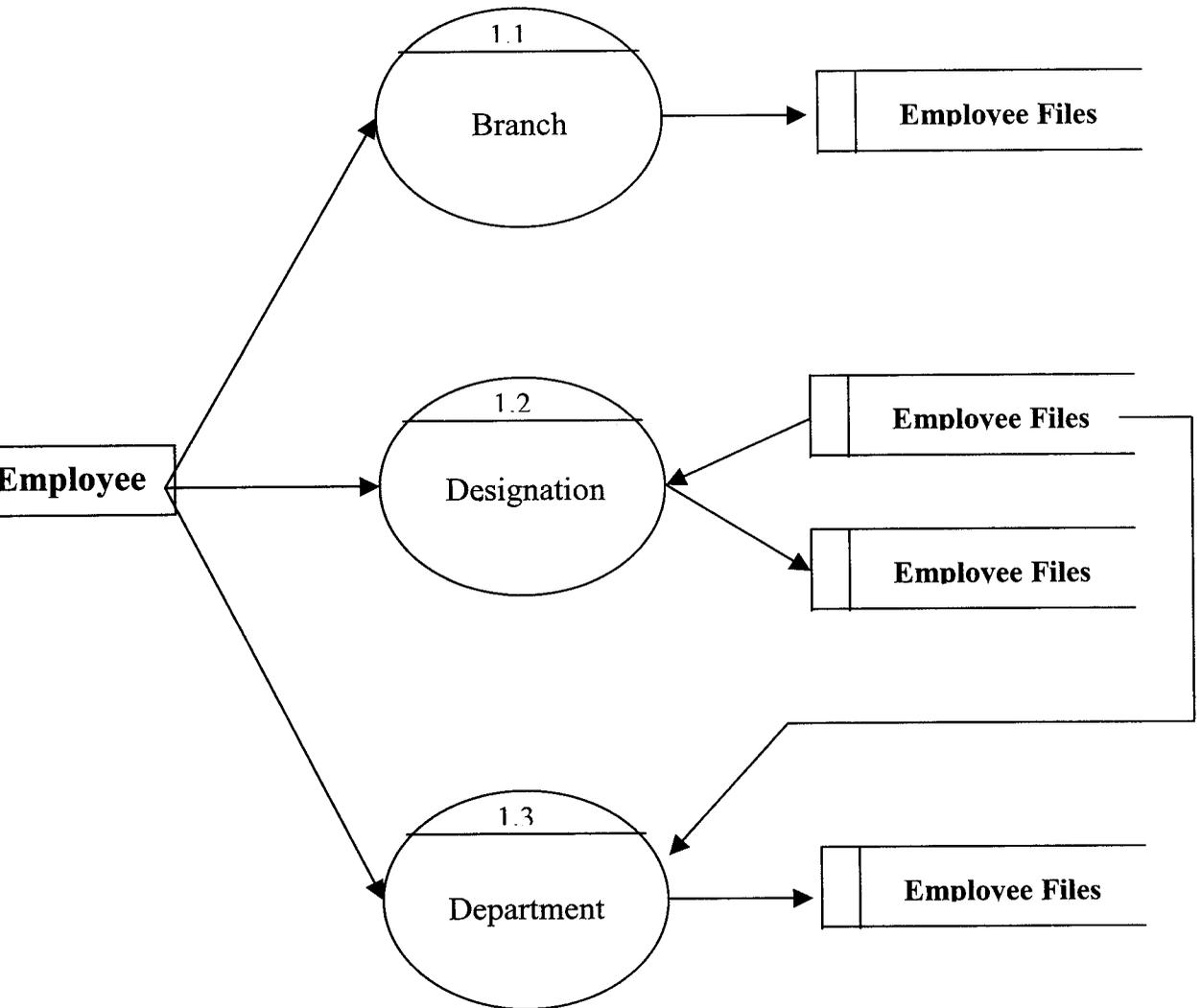


Process

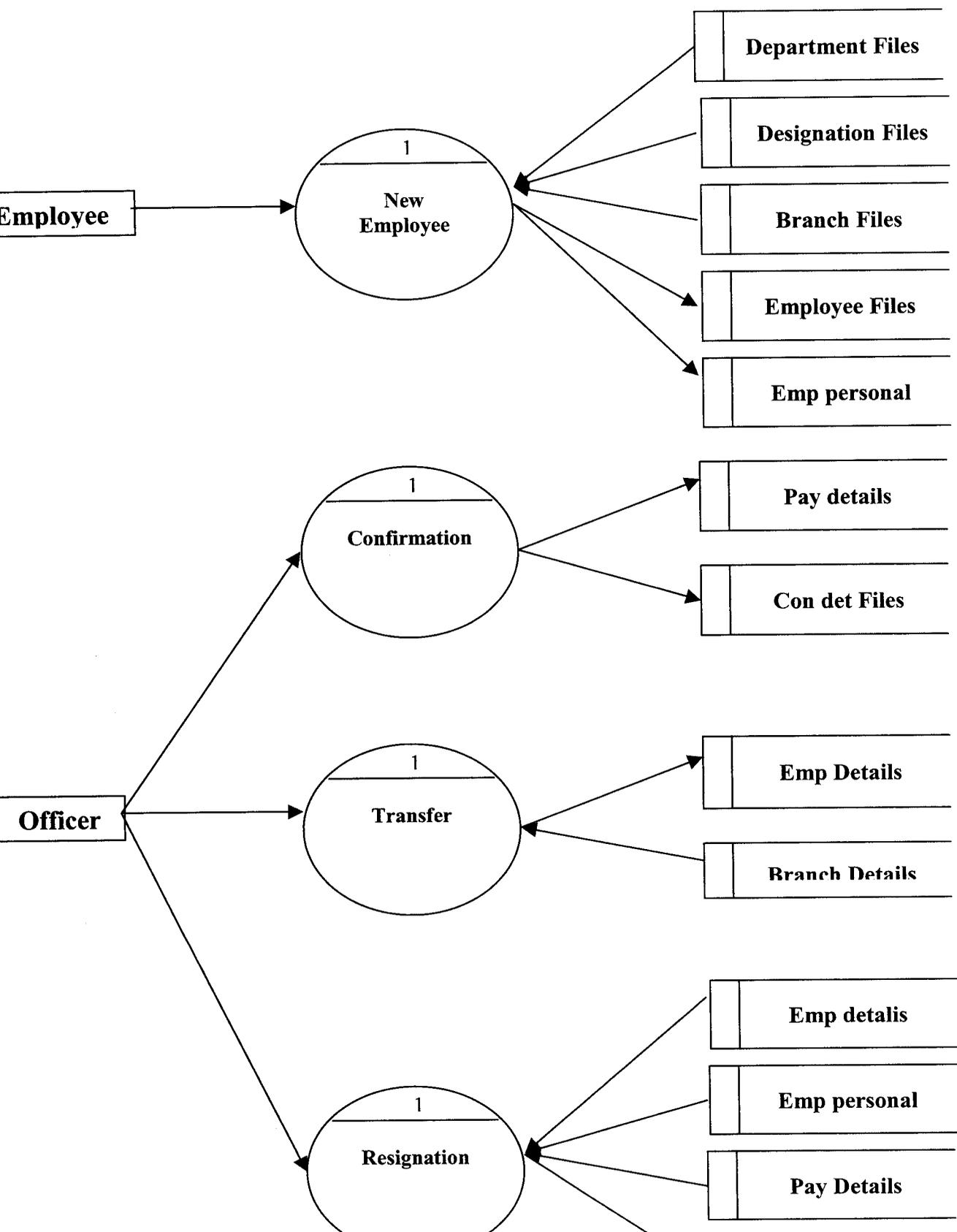
5.2. DATA FLOW DIAGRAM (LEVEL ONE):



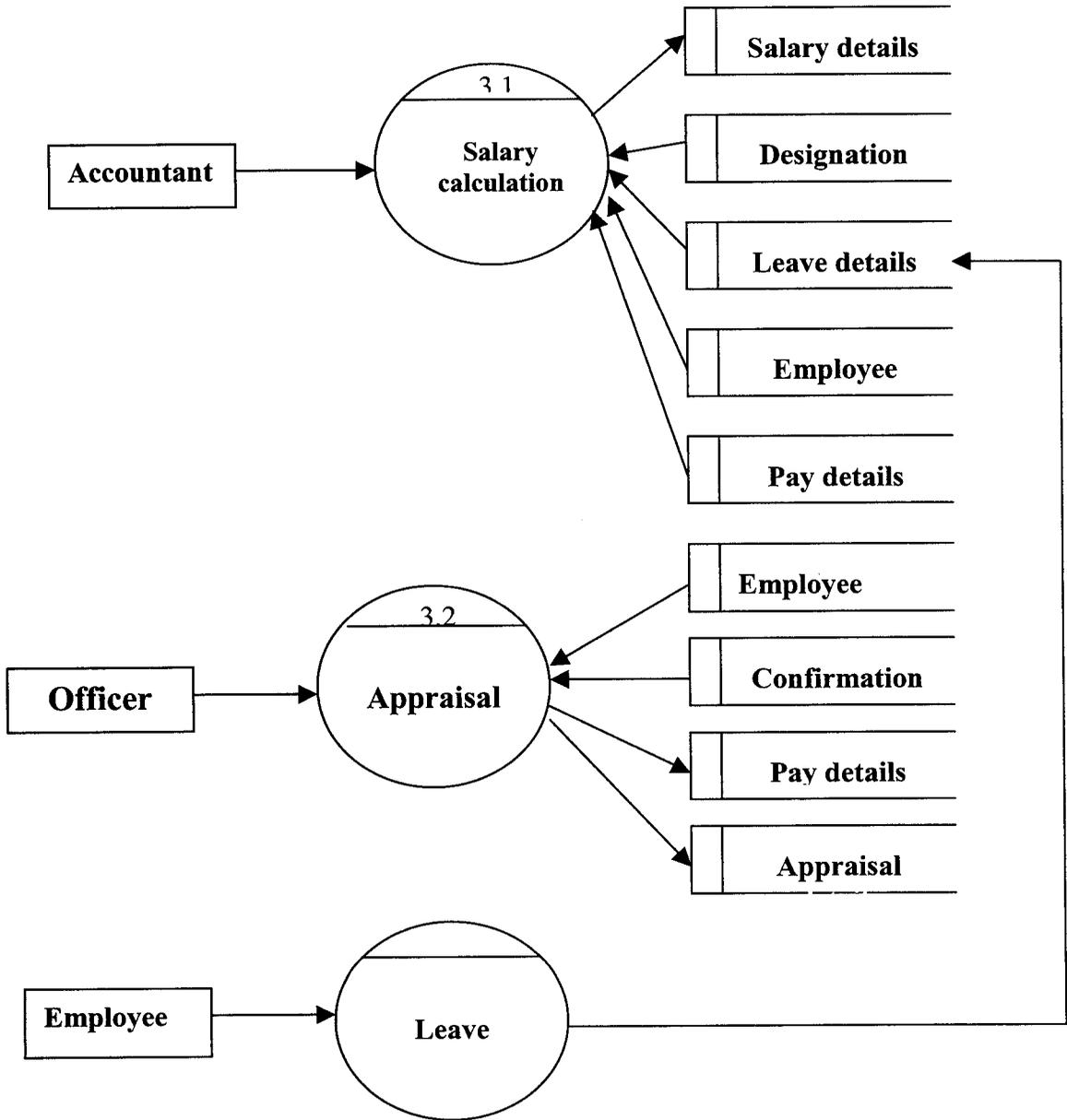
5.3. DATA FLOW DIAGRAM (LEVEL TWO)



DATA FLOW DIAGRAM (LEVEL THREE)



5.5. DATA FLOW DIAGRAM (LEVEL FOUR)



STRUCTURE CHART

A structure chart is a working tool and an excellent way to keep track of the data collected for a system. There are several variations of a structure chart. Briefly, the analyst starts with a single input/processing/output (IPO) chart, locates the modules associated with the IPO on the hierarchy chart, and identifies the data element along the line linking the modules to a higher level (parent).

Structure design is a data flow based methodology. The approach begins with a system specification that identifies input and output and describes the functional aspects of the system. The system specifications, (DFD) of the data flows and processes. From the DFD the next step is the definition of the modules and their relationship to one another in a form called structure chart, using a data dictionary and other structure tools.

Structured design portions a program into small, independent modules in a top down hierarchy manner. Thus, structured chart is an attempt to minimize the complexity and make problem manageable by subdividing into smaller segments.

Functional decomposition:- The decomposition tool for structured design is the hierarchy or structured chart. It is a graphical tool for representing hierarchy and it has three elements.

The decomposition tool for structured design is the hierarchy or structured chart. It is a graphical tool that for representing hierarchy and it has three elements.

1. The module is represented by a rectangle with a name. it is a continuous set of statements

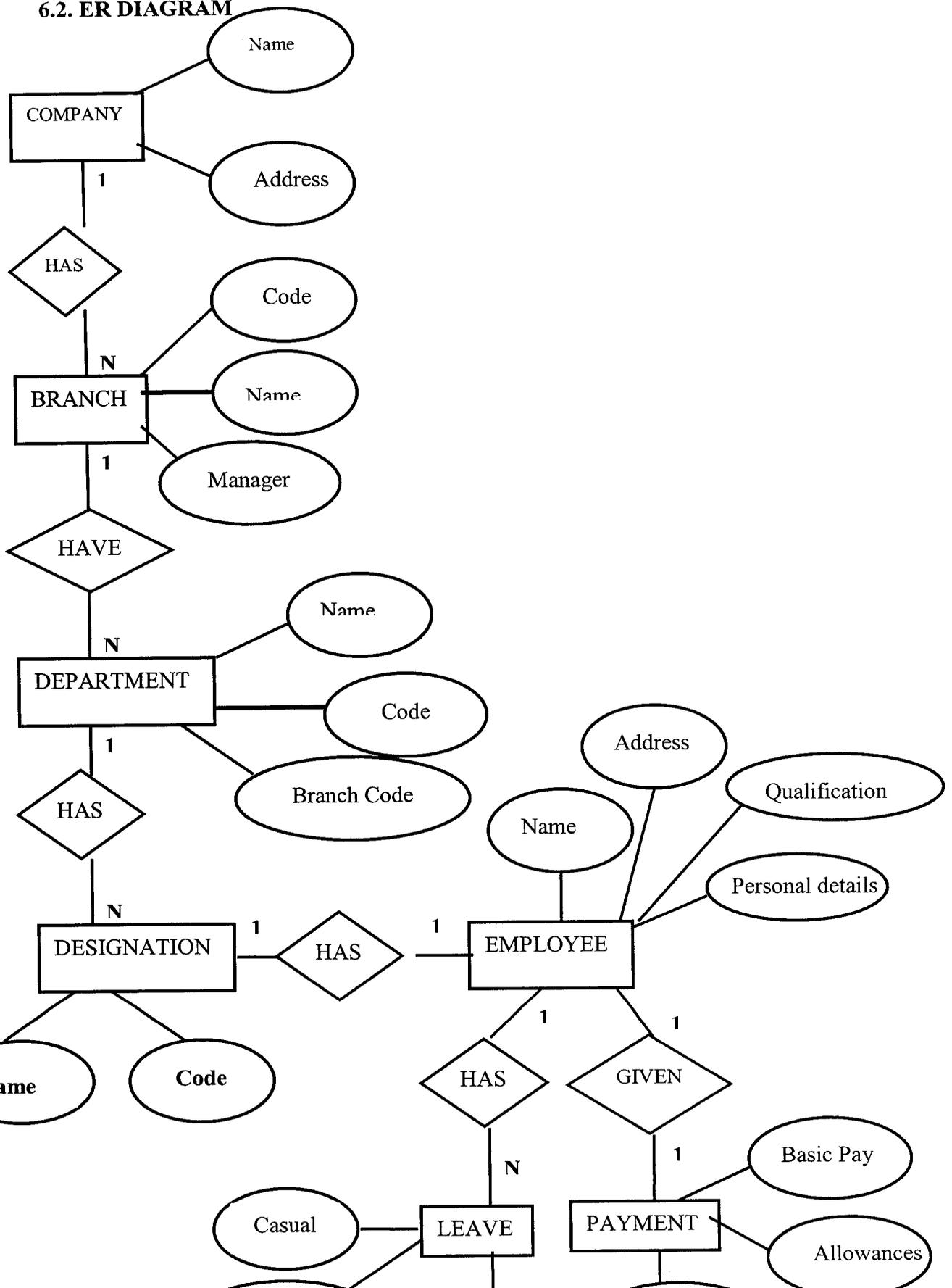
6.1. ER DIAGRAM

The relationship between set is represented by a named ER Relationship and is 1:1, 1: m or m: n, mapping from one entity set to another. The database structure, employing the ER model is usually shown pictorially using entity relationship (ER) diagram. The entities and the relationship between them are shown using the following conventions.

- An entity set is shown as a rectangle
- A diamond represents the relationship among a number of entities, which are connected to the diamond by lines
- The attributes shown as ovals, are connected to the entities or relationship by lines.
- Diamonds, ovals and rectangles are labeled

Giving cardinality of the relationship of the line joining the relationship to the entity represents the type of relationship existing between the entities.

6.2. ER DIAGRAM



DATABASE DESIGN

A database is a collection of interrelated data stored with minimum redundancy to serve many users quickly and efficiently. During database design analyst studies the data to determine which data will require store on external storage device. Here, the analyst is responsible for designing a control system to prevent tampering with the data stored by the computer

This activity deals with the design of the physical database. A database is an integrated collection of data and provides a centralized access to the data from the program, which sends it, making it possible to treat data as separate resource. Usually centralized data managing software is called a Relational Database Management System. The most significant difference between an RDBMS and other type of database management system is the separation of data as seen by the program and data and as a store on the direct access storage device. This is the difference between logical and physical data. While designing a database several objective must be considered

- Control redundancy
- Data independence
- More information at low cost
- Accuracy and integrity
- Recovery from failure
- Privacy and security

7.1.TABLES

Table Name: - Branch_Details

Description: - Table used to store branch details

FIELD NAME	TYPE	CONSTRAINT
Branch_Code	Text	Primary Key
Branch_Name	Text	
Address	Text	
City	Text	
Pin	Number	
Phone	Number	
Email-ID	Text	
Fax_No	Number	
Manager	Text	

Table Name: - Department_Reg

Description: - Table stores the Department Registration Details

FIELD NAME	TYPE	CONSTRAINT
Branch_Code	Text	Foreign Key
Department_Code	Text	Primary Key
Department_Name	Text	

Table Name: - Designation_Details

Description: - Table stores party designations of various departments

FIELD NAME	TYPE	CONSTRAINT
Deparmtnet_Code	Text	Foreign Key
Designation_Code	Text	Primary Key
Designation	Text	
Designation_InShort	Text	

Table Name: - Employee_Details

Description: - Stores the employee personal details

FIELD NAME	TYPE	CONSTRAINT
Employee_Code	Text	Primary Key
Employee_Name	Text	
Employee_Address	Text	
City	Text	
Pincode	Number	
Phone_No	Number	
Join_Date	Date/Time	
Education_Qualification	Text	
Branch_Code	Text	
Designation_Code	Text	
Department_Code	Text	
DOB	Date/Time	
Gender	Text	
Martial_Status	Text	

Table Name: - Employee_Salary

Description: - Stores the salary details of the employees

FIELD NAME	TYPE	CONSTRAINT
Employee_Code	Text	Foreign Key
Basic_Pay	Currency	
Dearness_Allowance	Currency	
Lunch_Allowance	Currency	
City_Allowance	Currency	
HRA	Currency	
Bonus	Currency	
Leave_Travell_Allow	Currency	
PF	Currency	
Graduity	Currency	
Professional_Tax	Currency	

Table Name: - Leave_Details

Description: - Stores the leave details of the employees

FIELD NAME	TYPE	CONSTRAINT
Empoyee_Code	Text	Primary Key
From_Date	Date/Time	
To_Date	Date/Time	
Leave_Category	Text	
Designation	Text	

7.3. INPUT DESIGN

Errors committed by data entry operator can be controlled by the input design. The following approaches have been incorporated into the input design of the proposed system.

MENU

A menu is a selection list that simplifies the data entry the user can chose from a list of option, by typing the option letter associated with option in position where the cursor is located. This project has pull down menu, Graphical menu is designed in such a way that, if the user moves the mouse cursor above the main option – sub options displayed automatically

FORMATTED SCREEN

Data entry screens have been designed which are similar in formatting source documents. Help screen have been designed the user to enter data without confusion

DATA VALIDATION

The input data are validated to minimize errors validation is done. In certain cases validation is made to check whether the given data is numeric or not.

USER FRIENDLINESS

Appropriate messages are provided to the user to inform of what is happening. Errors are used to indicate the error code and specific error message.

CONSISTENT FORMAT

A fixed format is adopted for displaying the title and the messages. Each screen has a status line, which displays the operation that can be performed after data entry.

INTERACTIVE DIALOGUE

The system participants in interactive dialogue and is able to cope with missing or omitted information. It covers the dialogue by retaining adequate information between each dialogue.

7.4. OUTPUT DESIGN

It is necessary that the output reports be compatible format with the manual reports. The output has been designed in mind. Output design is the basis by which many users evaluate the usefulness of the system. The output forms used in this software are required for query response and reports. The emphasis is required for producing the hard copy of the information requested or displaying the output on a CRT screen.

Reports in this project are as follows

- Branch Reports
- Employee Reports
- Department Reports
- Salary Reports

TESTING & IMPLEMENTATION

8.1. SYSTEM IMPLEMENTATION

8.1.1. IMPLEMENTATION PROCEDURES

Implementation is the phase where the system goes for actual functioning. Hence in this phase one has to be cautious because all the efforts undertaken during the project will be fruitful only if the software is properly implemented according to the plans made

The implementation phase is less creative than system design. It is primarily concerned with user training, site preparation and file conversion. Depending on the nature of the system, extensive user training may be required. The initial parameters of the MIS should be modified as the result of programming efforts; programming provides a reality test for the assumption made by the analyst.

8.1.2 OPERATIONAL DOCUMENTATION

After implementation procedures, the next major activity is maintaining document for operational actions. Either successful or unsuccessful actions of the project has to be documented with care to do further rectification before final implementation. Best documentation leads to better project actions.

8.2. SYSTEM MAINTENANCE

We may define software maintenance by describing four activities that are undertaken after a program is released for use.

Corrective Maintenance

The first maintenance activity occurs since it is unreasonable to assume that software testing will uncover all errors in a large software system.

The process of including the diagnosis and correction of one or more errors is called corrective maintenance.

Adaptive Maintenance

This activity that contributes to the definition of maintenance occurs since rapid change is encountered in every aspect of computing. Therefore, adaptive maintenance modifies software to properly interface with the changing environment.

Perfective Maintenance

This activity involves recommendation for new capabilities, modifications to the existing functions and general enhancements when the software is used. To satisfy these requests, Perfective maintenance is performed.

Preventive Maintenance

This activity occurs when software is changed to improve further maintainability or reliability. If the only available element of a software configuration is the source code, maintenance activity begins with the evaluation of the code, often complicated by poor internal documentation. The subtle characteristics such as program structure, global data structure, system interfaces and performance & design constraints are difficult to handle and are often misinterpreted. The amounts of changes that are made to the code are difficult to access.

SAMPLE FORMS AND REPORTS

SAMPLE FORMS AND REPORTS

Human Resource Management

Master Maintenance Personal Payroll Library Report

Branch Details

Branch Code: **BRN0001**

Name:

Address:

City: Pin:

Phone: - 1. 2.

Cell No:

E-Mail ID:

Manager:

Fax No:

Branch Detail

BRN0001 R.S.Puram
BRN0002 S.B.Colony

Human Resource Management

Department Details Entry

Department Code: **DEP0001**

Branch:

Name:

Department Details

DEP0001 Accounts
DEP0002 Technical

Designation Details Entry

Designation Code: DES0001

Department: DEP0001 Accounts

Name: Accountant

Acronym: Acct

DES0001 Accountant
DES0002 TechnicalExecutive

New Modify Delete Exit

Save Cancel

Employee Details Entry

Employee Details

Employee Code: EMP0004

Name: _____

Address: _____

Pin: _____

Phone No: _____

Join Date: 12-Mar-1990

Diploma: _____

Under Graduation: _____

Post Graduation: _____

Professional Qualification: _____

Skill Set: _____

Branch Detail: _____ Branch Name

Department Detail: _____ Department Name

Designation Detail: _____ Designation Name

<< Back Next >> Finish Cancel

Employee Details Modification

Employee Code: **EMP0001**

Name: **Varun**

Address: [Text Field]

City: [Text Field] Pin: **896989**

Phone No: [Text Field] - **8988** - [Text Field] **888888**

Join Date: **01-Jan-2000**

Diploma: [Text Field] **Computer**

Under Graduation: [Text Field] **BE**

Post Graduation: [Text Field] **ME**

Professional Qualification: [Text Field] **MCSE**

Skill Set: [Text Field] **Application,Networking**

Branch Detail: **BRN0002** **S.B.Colony**

Department Detail: **DEP0002** **Technical**

Designation Detail: **DES0002** **TechnicalExecutive**

Save **Cancel**

Personal Details Modification

EMP0001 **Varun**

Employee Personal Details

Sex: Male Female

Marital Status: Single Married Divorced Widow/Widower

Temporary Address: [Text Field] **icfbfdd**
[Text Field] **hd**
[Text Field] **fdhdhd** Pin: **909898**

Phone No: [Text Field] **98** - **8989** - [Text Field] **969898**

Date of Birth: [Text Field] **01-Jan-2000** Place of Birth: [Text Field] **kjkjd**

Languages Known: [Text Field] **kkkkk**

Blood Group: [Text Field] **kkjk** Weight: [Text Field] **65** Kgs. Height: [Text Field] **170** Cms.

Vision: [Text Field] **uououio**

Father's Name: [Text Field] **icououiu** Date of Birth: [Text Field] **01-Jan-2000**

Mother's Name: [Text Field] **io** Date of Birth: [Text Field] **01-Jan-2000**

Spouse's Name: [Text Field] **iuouio** Date of Birth: [Text Field] **01-Jan-2000**

Child 1's Name: [Text Field] **iuouiu** Date of Birth: [Text Field] **01-Jan-2000**

Child 2's Name: [Text Field] **iuouio** Date of Birth: [Text Field] **01-Jan-2000**

Save **Cancel**

Payment Details Modification

EMP0001 Varun

Employee Payment Details:

Basic Pay :	85000.00	Provident Fund : 12%	3000.00	Bonus :	0999.00
Dearness Allowance :	9000.00	E.S.I. : 1.75%	0438.00	House Related :	0099.00
Lunch Allowance :	0900.00	Gratuity :	0099.00	Vehicle Maintenance :	0099.00
City Compensatory Allow :	0900.00	Professional Tax :	0099.00	Credit Card :	0099.00
Special Allowance :	0900.00	Super Annuation :	0099.00	Club Membership :	0099.00
Conveyance :	0909.00	Loan :	0999.00	Casual Leave :	00
H.R.A. : 4%	1000.00	Load Deduction Amt. :	0099.00	Sick Leave :	00
D.P.A. :	0999.00	Income Tax :	0099.00	Paid Leave :	00
P.P.A. :	0099.00	Other Deduction :	0099.00	Leave Loss of Pay :	3000.00
Educational Allowance :	0099.00	Performance Incentive :	0099.00	Other Leave :	00
Technical Journal :	0099.00	Medical Reimbursement :	0999.00		
Business Attirment :	0099.00	Books Reimbursement :	0999.00		
Leave Travel Allowance :	0999.00	Entertainment :	0999.00		
Other Earnings :	0999.00	Telephone :	0099.00		

Save Cancel

Employee Confirmation

Confirmation Code : CON0002

Employee Code : EMP0001

Employee Name : Varun

Confirmation Date : 06-Feb-2003

Confirm Exit

Employee Transfer

Employee Code: EMP0001 Varun

Branch: BRN0002 S.B.Colony

Department: DEP0002 Technical

Designation: DES0002 TechnicalExecutive

Save Cancel

Resignation

Code: EMP0001

Name: Varun

Branch: S.B.Colony

Department: Technical

Designation: TechnicalExecutive

Basic Pay: 25000

Address: Ikiki

Ikikkjkj 898989

Resign Exit

- EMP0001 Varun
- EMP0002 Adithya
- EMP0003 Ranul

Salary Details

Employee Code: EMP0001 Salary Month: Mar,1990

Name: **Varun**

Basic Pay: **25000.00** Casual Leaves: 0 Paid Leaves: 0 Sick Leaves: 0 Other Leaves: 0

Allowances	Deductions
Dearness : 9000.00	Provident Fund : 3000.00
Lunch : 0900.00	Income Tax : 0099.00
City Compensation : 0900.00	Super Annuation : 0099.00
Special : 0900.00	Loan : 0999.00
Conveyance : 0909.00	Loan Deduction Amt : 0099.00
House Rent : 1000.00	Others : 0099.00
DPA : 0999.00	Credit Card : 0099.00
PPA : 0099.00	Club Membership : 0099.00
Education : 0099.00	Loss of Pay : 3000.00
Technical : 0099.00	Gratuity : 0099.00
Bonus : 0999.00	ESI : 0438.00
Business Attirement : 0099.00	Professional Tax : 0099.00
Leave Travel : 0999.00	
Other Earnings : 0999.00	
Performance Incentive : 0099.00	
Medical Reimbursement : 0999.00	
Book Reimbursement : 0999.00	
Entertainment : 0999.00	
Telephone : 0099.00	
House Related : 0099.00	
Vehicle Maintenance : 0099.00	
	Total Allowance : 0000.00
	Total Deduction : 0000.00
	Loss of Pay : 0000.00

Net Pay: **00000.00**

Save Cancel

Salary Appraisal

Employee Code: EMP0001 **Varun**

Basic Pay: 25000.00 25500.00

Increment Amt: 500.00

H.R.A: 4% 1000.00 1020.00

P.F.: 12% 0999.00 3060.00

E.S.I.: 1.75% 3000.00 0446.25

L.T.A: 0099.00 25500.00

Save Cancel

Leave Details Entry

Employee Code: EMP0001 Varun

From Date: 01-Mar-1990 To Date: 01-Mar-1990

Leave Category: Sick Leave

Leave Reason: SICK

Save Cancel

Employee Details Enquiry

Employee Code: EMP0002 Confirmation: Not Confirmed

Employee Name: Adithya

Address: k:k;k
k:k;k
k:k;k - 90

Phone No.: (99) - 9999 - 999999

Diploma: ioioiopiopio

Under Graduation: ioioi

Post Graduation: opiop

Professional Qualification: iopiop

Skill Set: ioiop

Join Date: 10-Mar-2004

Branch: S.B.Colony

Department: Technical

Designation: TechnicalExecutive

Sex: Male Marital Status: Single

Date of Birth: 10-Mar-1975 Place of Birth: desfadsfds

Languages Known: adsfadsadf

Blood Group: adsfad Weight: 67 Height: 173

Vision: fdgsg

Father's Name: fdsfds

Mother's Name: fdsfdfsds

Spouse's Name: fdsgfdsg

Child 1's Name: sdfsfd

Child 2's Name: fdfsdfsdsd

Payment Details

Details	Values
Basic Pay	37500.00
Dearness Allowance	3000.00
Lunch Allowance	0300.00
City Compensation	0666.00
Special Allowance	0666.00
Conveyance Allowance	0066.00
HRA	1500.00
DPA	0666.00
PPA	0666.00
Education Allowance	0666.00
Technical Allowance	0666.00
Bonus	0066.00
Business Attirment	37500.00
Leave Travel Allowance	0666.00
Other Earnings	4500.00
Provident Fund	0666.25
HSI	0595.00
Gratuity	0666.00
Professional Tax	0066.00
Income Tax	0666.00
Super Annuation	0066.00
Loans	0666.00

Transfer Details:

Code : TRAO001 Date : 10-Mar-2004

Old Details

Branch : R.S.Puram
Department : Accounts
Designation : Accountant

New Details

Branch : S.B.Colony
Department : Technical
Designation : TechnicalExecuc

EMP0001 Varun
EMP0002 Adithya
EMP0003 Rahul

CONCLUSION

The ***Human Resource Management*** automated partially, but its really a good start to computerize everything. AS far as the work done so far much care was given about the user friendliness and a very good interaction with the end users. The interface are so designed and channeled the users can never make any mistake while using the application, for and example while adding new record, users cant go out without either saving or canceling the operation, till the time either they save or cancel the current operation all other operation are blocked.

This project is mainly concentrates on data management of the employees and payroll system. Those who want to extend this project can plan to study on various payments transaction modules like recruitment, placement, interviews and extending the department details. Another area is repots available in this management and can design a system to show all type of reports.

This system is entirely designed for STAND ALONE usage, according to the need of the organization, if needed the same system can be designed with network facility to handle the branch activities also.

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