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Automated Human Resource Management System

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Kumaraguru College of Technology

A PROJECT REPORT

Submitted to the

FACULTY OF INFORMATION AND COMMUNICATION ENGINEERING

In partial fulfillment of the requirements

for the award of the degree

of

MASTER OF COMPUTER APPLICATION

June, 2005

Kumaraguru College of Technology

Coimbatore – 641006

Department of Computer Science and Engineering

Bonafide Certificate

Certified that this project report titled **AUTOMATED HUMAN RESOURCE MANAGEMENT SYSTEM** is the bonafide work of **Mr. B. DEEPAK RAJA (Reg No. 71202621012)** who carried out the research under my supervision. Certified further, that to the best of my knowledge the work reported herein does not form part of any other project report or dissertation on the basis of which a degree or award was conferred on an earlier occasion on this or any other candidate.

GUIDE **HEAD OF THE DEPARTMENT**

Submitted for the University Examination Held on 23-06-2005

Internal Examiner **External Examiner** 23/6/05

ABSTRACT

This is the report of the project titled **"AUTOMATED HUMAN RESOURCE MANAGEMENT SYSTEM"** which provides the details about the different tasks of the Human Resource Department can handle. The main objective of designing this project is to help the concern to carry out the tasks in the HR department in an effective and efficient manner.

The project contains five modules. They are Entry, Recruitment, Training, Promotions and Search.

The project is to computerize in order to track the details of the employees, to make the recruitment in a flexible manner, to provide the training details of the employees, to provide details about the employee promotions, and also searching can be made in a flexible manner.

In all the five modules there will be a separate login, the user has to give the username and the password. Only the valid users can enter into the modules.

The Entry module is used to insert data into the forms and the inserted data can be stored in the database. The processes can be done using these data.

The Recruitment module includes two types of recruitment. They are employees and candidates and college candidates. This will provide the details about the way in which the recruitment process can be carried out.

The Training module will provide the details about the training details, internal and external training that provides detail about who are the employees that take part the training. Using competency requirement mapping for employees, employee skill will be analyzed after the completion of the training.

The Promotions module contains two types of promotions. They are staff level promotions and worker level promotions. This module provides the details about the staff promotions criteria, worker promotions criteria, promoted staff details and promoted worker details.

The Search module will provide the details about the employees, employee services, college candidate details and employees last promoted details.

The system is expected to reduce errors better manipulation of available data for better utility and easier retrieval of information. The system is also flexible that it cab be easily redesigned depending upon the changing needs of the organization.

ACKNOWLEDGEMENT

I wish to express my sincere thanks to **Dr. K.K. PADMANABHAN Ph.D.,** principal, Kumaraguru College of Technology, Coimbatore, for permitting me to undertake this project.

My deepest acknowledgement to **Dr. S. Thangasamy Ph.D.,** Head Of The Department, Computer Science and Engineering, Kumaraguru College of Technology, Coimbatore, for his timely help and guidance throughout this project.

I am greatly indebted to my guide **Ms. P. Aruna MCA.,** Lecturer, Department of Computer Science and Engineering, Kumaraguru College of Technology, for her valuable guidance and encouragement at every stage of this project work.

I express my sincere thanks to **Mr. V. R. Venkatachalam Msc.**, Assistant General Manager, Systems Dept. SPB Ltd, Erode for giving me the opportunity to do the project work in their concern. My deepest acknowledgement to **Mr.Natarajan,** Project Manager, SPB Ltd, Erode for his support and assistance at various levels of my project work.

I wish to thank all my staff members for their timely help and guidance to complete the project successfully.

Finally, my heartful thanks to almighty god for helping me throughout the course of this project work.

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CHAPTER 1

INTRODUCTION

1.1 About the Project

Automated Human Resource Management System is an important tool useful to the Human Resource Department in SPB to make their tasks simple and efficient in manner. The different tasks that the HR Department can handle are Recruitment, Training and Promotions.

The system is being divided into five modules.

- **ENTRY**
- **RECRUITMENT**
- **TRAINING**
- **PROMOTIONS**
- **SEARCH**

All the above modules contain separate login information. Before entering into the module, the user has to provide the username and password. Only the valid users have to enter into the module.

ENTRY

In the Entry module, the details about the new employees, updating the existing employee details, details about employee sons candidates, college candidate details, internal training details, external training details, worker level promotion details, staff level promotion details can be enter through the forms.

RECRUITMENT

The Recruitment module contains two types of recruitment. They are Employee son candidates and college candidate's recruitment.

This module will provide the details about the number of vacancies in the department for various designation, employee sons' details, employee son's criteria, selected employee son candidate details, college candidate details, college candidate's academics, college candidates interview criteria, college candidates selected.

TRAINING

In Training module there are two types of training. They are internal training and External training.

This module will provide the details about the training details, internal and external trainings that provide details about who are the employees that take part in the training and it also provide the details about whether they have to attend the training or not.

Using Competency requirement mapping for employees, employees skill will be analyzed after the completion of the training.

PROMOTIONS

The Promotion module contains two types of promotions. They are Staff level promotion and Worker level promotion.

For Staffs once in five years promotions are given, for Workers once in six years promotions are given.

This module will provide the details about the staff promotion criteria, worker promotions criteria, promoted staff details and promoted worker details.

SEARCH

The Search module will provide the details about the employee services when we specify the services in months, it also provide the details of the employees when we specify the department and the designation.

It also provides the details of the college candidates when we just specify the college name and branch name. It provides the last promoted details of the employees when we specify the starting and ending date.

1.2 Goals of the Project

- The objective of the project is to improve the functionality of an organization.
- The drawbacks in maintaining employee details manually are overridden through this system.
- This system helps the organization to maintain the records of the employees recruited.
- This system also saves time, manual work, less annual maintenance cost of upgrading and absorption of new and changing technologies.

CHAPTER 2

SYSTEM STUDY

This chapter provides the System Requirement and Specification, Hardware and Software Requirements, Software Overview used for the completion of the Project.

2.1 Software Requirement and Specification

System analysis is the process of gathering and interpreting facts, diagnosing problems and using information to recommend improvements to the system. Analysis specifies what system to do.

Analysis involves the requirement determination and specification. Basically it involves establishing requirements for all system elements and then mapping these requirements to software form. It should address issues such as,

- Profile of people who are acting on the system
- Database on which the application is going to function.
- Hardware on which the software is going to function.
- Bottlenecks/problems of the existing system.

The collection of these facts is called System study.

2.2 Hardware Specifications

The project was developed on a computer with the following configuration:

Table 2.2.1 Hardware Specification

CPU	PENTIUM IV
RAM	256 MB
POWER SUPPLY	300 V
ADAPTER TYPE	VGA
FLOPPY DISC DRIVE	1.44 MB
HARD DISC DRIVE	60 GB
OPERATING SYSTEM	WINDOWS ME

2.3 Software Specifications

The project was developed using the following software's

Table 2.3.1 Software Specification

Front End	JAVA
Back End	ORACLE 8.0

2.4 SOFTWARE OVERVIEW

2.4.1 Java 1.3

Java a programming language from SUN Microsystems is a powerful object oriented language. Java is a robust and secure programming language that helps in the creation of portable application, both for stand alone systems and the Internet.

Using Java we can create applications using the Abstract Window Toolkit(AWT) package or the Swing Package. Both the packages provide extensive set of classes that can be used to develop the Graphical User Interface(GUI).However Swing components are more powerful and flexible than AWT components . AWT Components are written in C/C++ and not in java while Swing Components are written using Java and hence are known to be light weight components. As a result of this AWT components are platform specific while Swing components are not. The AWT package is available in java.awt package and the Swing package is available in javax.swing package.

The project makes use of Swing components to make the GUI, used to input values.

2.4.2 Oracle 8.0 - An Overview

Oracle Corporation is the world's leading supplier of software for information management, and the world's second largest software company. Oracle was the first company to release a product that used the English-based Structured Query Language, or SQL. This language allows the end users to extract information themselves, without using a systems group for every little report.

Headquartered in Redwood Shores, California. Oracle is the first software company to implement its model of enterprise software management through internet capable databases and products, and the first major software company to make full – featured products, available electronically on the internet.

Oracle supports the keep-in-layout approach and provides clear tool that allows us to with considerable sophistication in how date is captured, edited, modified and put in, how to keep it securely, and how to get it out to manipulate and report it. We can use Oracle as an RDBMS or take the advantage of its object-oriented features.

Features of ORACLE

Oracle is a powerful RDBMS that can be connected to any type of ODBC client system. ORACLE provides an efficient and effective solution for major database features.

- Large database and space management control.
- Many of concurrent database users.
- High accessibility.
- High transaction processing performance.
- Manageable Acceptable Security.
- Database enforced integrity.
- Client/Server environment.

- Distributed database system.
- Portability.
- Compatibility.
- Connectivity.

Advantages of Oracle Database

- Structured is easy to visualize understand.
- Any number of temporary relationships between tables can be created.
- Easy to query the database using SQL.

CHAPTER 3

SYSTEM ANALYSIS

System analysis is concerned with investigating and analyzing which is used to gain an understanding of the existing system and what is required. System study is conducted with the following objectives.

- Recognition of need
- Evaluating the system concept for feasibility
- Perform economical and feasibility analysis.
- Allocate functions to hardware, software, people, databases and other system elements.
- Create a system definition that forms the foundation for all subsequent engineering work.

3.1 EXISTING SYSTEM

The existing system is manual, which is quite tedious and time consuming and also error prone. In the existing system, the Human Resource Management System was not automated.

- The employee details are maintained manually in paper works.
- The details about the candidates who applied for the job are entered in the paper and maintained in the files.
- In the existing system, the recruitment process is carried out manually.
- The performance and the skills of the employees are traced with much effort during the promotion process.
- It is very complex to select the candidates during the recruitment process.
- It is difficult to find out whether the employee has to attend the particular training or not during training process.
- It is very difficult to trace the skills and performance of the employees during promotions.
- Viewing a particular employee details or the candidate details leads to searching of the bulk of reports being maintained.
- In the existing system, the updation can be done manually which is a difficult process.

Disadvantages in Existing System

- There is more chance for human errors to happen.
- More manpower is required.
- Increases time/cost overheads.
- Increases processing overheads.
- Very low security over data.

3.2 PROPOSED SYSTEM

Owing to the number of drawbacks present in the existing system, an automated solution is proposed. The proposed system aims to remove most of the drawbacks found extensively in the existing system. It can be thought of as user friendly, faster performance, easier to generate necessary details, less annual maintenance cost, cost of upgrading and absorption of new and changing technologies.

Thus the following benefits are occurred from the proposed system.

- Automated activity.
- Faster compared to the existing system.
- Flexible to use and retrieval of details are easy.
- Comparatively less error prone.
- Maintains proper flow of control and relationships.
- Secure, as authorization can be set.

Advantages

The proposed system aims to simplify the complex and redundant process with flexibility. The proposed system being developed as a replacement for existing system is a graphical user interface (GUI) with the good interactions with the database. It is primarily an application oriented, which could be extended in the future.

Hence the proposed system is a complete automation of the **Automated Human Resource Management.** The proposed system has been developed under JAVA as the front end and Oracle 8.0 as the back end. The proposed system attempts to solve all the drawbacks of the existing system.

Moreover, the advantages of the proposed system are,

- It is fully automated, so no need for manual calculations.
- Updating the employee details will cause no errors.
- No need to store large piles of papers, as data storage can be done in the database itself.
- The addition, deletion, modification and view can be made easily.
- Decreases processing overheads.
- Very high security over the data.
- The management can take decisions based on the reports generated.

3.3 MODULE FUNCTIONALITIES

The proposed system consists of five modules. They are,

3.3.1 Entry Module

In the Entry module, the details about the new employees, updating the existing employee details, details about employee sons candidates, college candidate details, internal training details, worker level promotion details, staff level promotions details can be enter through the forms

3.3.2 Recruitment Module

The Recruitment module contains two types of recruitment. They are Employee son candidates and college candidate's recruitment.

This module will provide the details about the number of vacancies in the department for various designations, employee son's details, employee son's criteria, selected employee son's candidate details, college candidate details, college candidates' academics, college candidates interview criteria, college candidates selected.

3.3.3 Training Module

In the Training module there are two types of training. They are internal training and External training.

This module will provide the details about the training details, internal and external trainings that provide details about who are the employees that take part in the training and it also provide the details about whether they have attend the training or not.

3.3.4 Promotions Module

The Promotion module contains two types of promotions. They are Staff level promotion and Worker level promotions. For staffs once in five years promotions are given. For workers once in six years promotions are given. This module will provide the details about the staff promotions criteria, worker promotions criteria, promoted staff details and promoted worker details.

3.3.5 Search Module

The Search module will provide the details about the employee services when we specify the services in months, it also provide the details of the employees when we specify the department and the designation.

It also provides the details of the college candidates when we just specify the college name and branch name. It provides the last promoted details of the employees when we specify the starting and ending date.

3.4 FEASIBILITY STUDY

The main purpose of feasibility study is to determine whether the problem is worth solving. Feasibility study is high-level capsule version of the extra system analysis and design process. The success of a system also lies in the amount of feasibility study done on it. There are three main feasibility tests performed. They are

Operational Feasibility

During feasibility analysis, operational feasibility study is necessary as it ensures that the project developed is successfully implemented in the organization. According to software engineering principles, operational feasibility or in other words usability should be high. A thorough analysis is done and found that the system is operational.

Technical Feasibility

Technical feasibility takes care of the technical issues that are to be tested to see whether to see whether the system is feasible. Technical feasibility analysis makes a comparison between the level of technology available and the technology that is needed for the project. The level of technology is determined by factors such as the software tools available, the machine environment, platform etc since, the resource required for the development of the project is already available in the organization, and this project is technically feasible.

Economical Feasibility

This is the most important aspect that has to be critically evaluated. The costs and benefits have to be estimated. Considering the cost factor, since the client is ready to pay a reasonable amount, which will be more than the cost of developing the system, the system will be economically feasible.

CHAPTER 4

SYSTEM DESIGN

4.1 INPUT DESIGN

The quality of the input determines the quality of system output. Input specification describes in which data can be entered in the system for processing.

This section deals with the usage guidelines and description pertaining to the input information. Input design consists of developing specification and procedures necessary for processing the data entered.

The objectives followed while doing input design is Effectiveness, Accuracy, Easy to use, Consistency, Simplicity, Attractiveness.

The most important feature of this input design is to make the work for any user. The foremost step in the design is to reduce manual labor and thus enable the whole process of automation to be done more effectively.

In order to enter data, forms should be designed.

- Employee Details Entry
- Employee Details Update Entry
- Employee son candidates Entry
- College candidates Entry
- Internal Training Entry
- External Training Entry
- Competency Requirement Mapping For Employees
- Staff Promotions Entry
- Worker Promotions Entry.

4.2 OUTPUT DESIGN

Output from the system can be defined as the processed information that is generated by the system in a specified format using the information available.

Computer output is the most important and direct information source to the user. Output design is a process that involves designing necessary outputs in the form of reports that should be given to the users according to the requirements.

Efficient, intelligible output design should improve the systems relationship with the user and help in decision making. Since, the management for decisions directly refers the reports and to draw conclusions they must be simple, descriptive and clear to use.

The output was designed with three objectives in mind.

- Output designed to serve the intended purpose.
- Appropriate quality of output delivered.
- Making sure where the output is needed.

The following are the output designed to meet the needs of the requirements.

- Vacancy Details View
- Employee Son Criteria View
- Employee Sons Selected
- College Candidates Academics View
- College Candidates Criteria View
- College Candidates Selected

- Internal Training View
- External Training View
- Qualified employees during Competency requirement mapping View
- Disqualified employees during Competency requirement mapping View
- Staff Promotions criteria View
- Staffs Promoted View
- Worker Promotions criteria View
- Workers Promoted View
- Employee Services View
- Employee Details View
- College Candidates View
- Employee Promoted Details View

4.3 Data Base Design

4.3.1 Table Name Login

Field Name	*Data Type*
Username	Varchar2(20)
Password	Varchar2(30)

4.3.2 Table Name Department

Field Name	*Data Type*
Deptname	Varchar2(15)
Designationid	Varchar2(15) Primary Key
Designation	Varchar2(30)
Noofposts	Number(7)
Noofvacancy	Number(7)

4.3.3 Table Name Empdet

Field Name	*Data Type*
Empid	Number(10) Primary Key
Empname	Varchar2(25)
Dept	Varchar2(15)
Designation	Varchar2(25)
DOJ	Date
DOP	Date
DOB	Date

Table 4.3.4 Table Empsons

Field Name	*Data Type*
Candid	Varchar2(20) Primary Key
Candname	Varchar2(25)
Address	Varchar2(15
Phone	Varchar(20)
DOB	Date
Nationality	Varchar2(15)
Qualification	Varchar2(15)
Percentage	Number(7)
Schoolcolstudied	Varchar2(40)
Empid	Number(10) Foreign Key

Table 4.3.5 Table Empsons Interview

Field Name	*Data Type*
Candid	Varchar2(20)
Written_Marks	Number(10)
Commu_Skill	Number(10)
Sub_knowl	Number(10)
Personality	Number(10)
Extra_curricular	Number(10)

Table 4.3.6 Table Empsons Selected

Field Name	*Data Type*
Designatioid	Varchar2(15)
Candid	Varchar2(10) Foreign Key
Designation	Varchar2(30) Foreign Key

Table 4.3.7 Table Name Campus

Field Name	*Data Type*
Candid	Number(10) Primary Key
Candname	Varchar2(25)
DOB	Date
Emailid	Varchar2(25)
Collegename	Varchr2(20)
Qualification	Varchar2(15)
Branch	Varchar2(10)
SSLCPer	Number(7)
Plusper	Number(7)
Degper	Number(7)

Table 4.3.8 Table Name College Campus Interview

Field Name	*Data Type*
Candid	Number(7) Foreign Key
Aptitude_Marks	Number(10)
Written_Marks	Number(7)
Commu_Skill	Number(7)
Subj_Skill	Number(7)
Personality	Number(7)
Extra_curricular	Number(7)

Table 4.3.9 Table Name Selected College Candidates

Field Name	*Data Type*
Designationid	Varchar2(15) Foreign Key
Candid	Number(10) Foreign Key
Designation	Varchar2(30)

Table 4.3.10 Table Name Training

Field Name	*Data Type*
Traid	Varchar2(10) Primary key
Training_Title	Varchar2(45)

Table 4.3.11 Table Name Internal Training

Field Name	*Data Type*
Empid	Number(10) Primary key
Tra_iden_date	Date
Traid	Varchar2(10) Foreign key
Trastart	Date
Traend	Date
Traattend	Date

Table 4.3.12 Table Name External Training

Field Name	*Data Type*
Empid	Number(10) Primary key
Traid	Varchar2(10) Foreign key
Title	Varchar2(20)
Organizer	Varchar2(30)
Trastart	Date
Traend	Date

Table 4.3.13 Table Name Competency Factor

Field Name	*Data Type*
Fno	Varchar2(10) Primary key
Factor name	Varchar2(35)

Table 4.3.14 Table Name Staff promotions

Field Name	*Data Type*
Empid	Number(10) Foreign key
Commu	Varchar2(15)
Behaviour	Varchar2(15)
Lab_handle	Varchar2(15)
Productivity	Varchar2(15)
Trust_worth	Varchar2(15)
Maintenance	Varchar2(15)

Table 4.3.15 Table Name Pstaffdesignation

Field Name	*Data Type*
Empid	Number(10) Foreign key
Pdesignation	Number(20)

Table 4.3.16 Table Name Pworkerdesignation

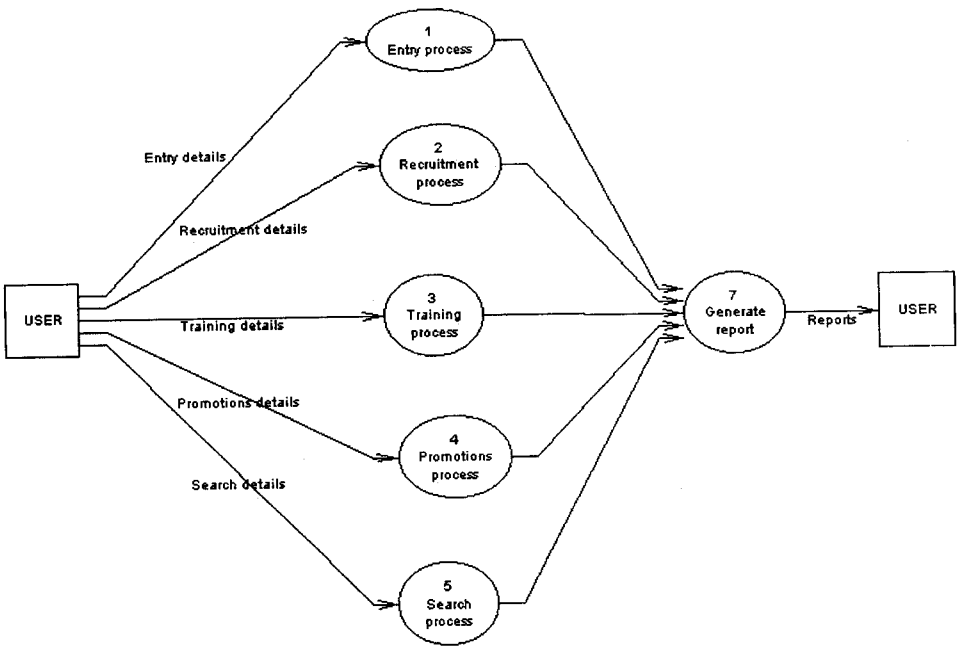
Field Name	*Data Type*
Empid	Number(10) Foreign key
Pdesignation	Number(20)

Table 4.3.17 Table Name Worker promotions

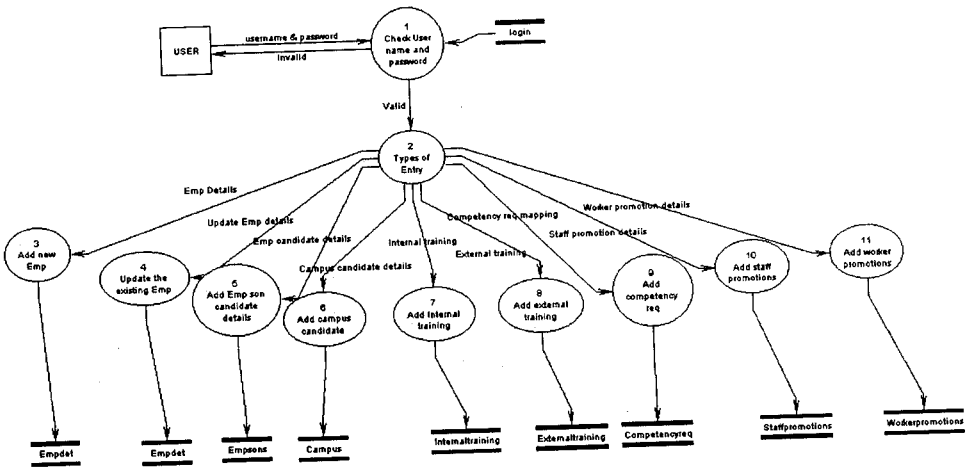
Field Name	*Data Type*
Empid	Number(10) Foreign key
Work_cap	Varchar2(15)
Attendance	Varchar2(15)
Initiative	Varchar2(15)
Grasp_cap	Varchar2(15)
Behaviour	Varchar2(15)
Trust_worth	Varchar2(15)
Maintenance	Varchar2(15)
Discipline	Varchar2(15)
Saf_cons	Varchar2(15)
Awar_enviro	Varchar2(15)
Qual_consc	Varchar2(15)
Awar_creduction	Varchar2(15)

4.5 Data Flow Diagram

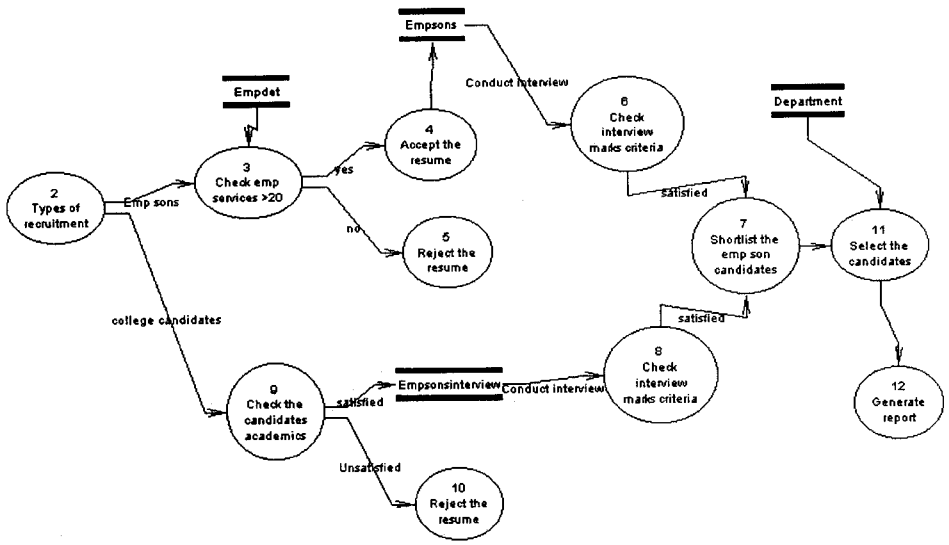
4.5.1 Level 0



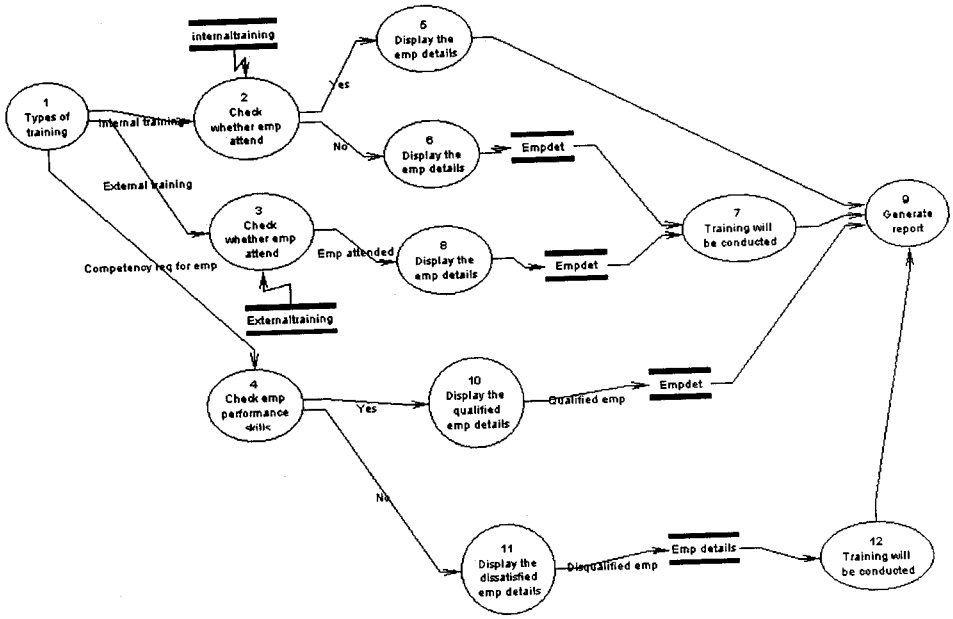
4.5.2 ENTRY MODULE



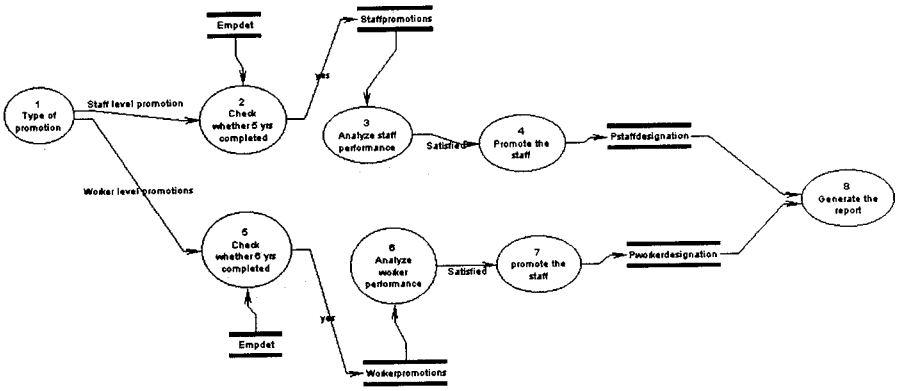
4.5.3 RECRUITMENT MODULE



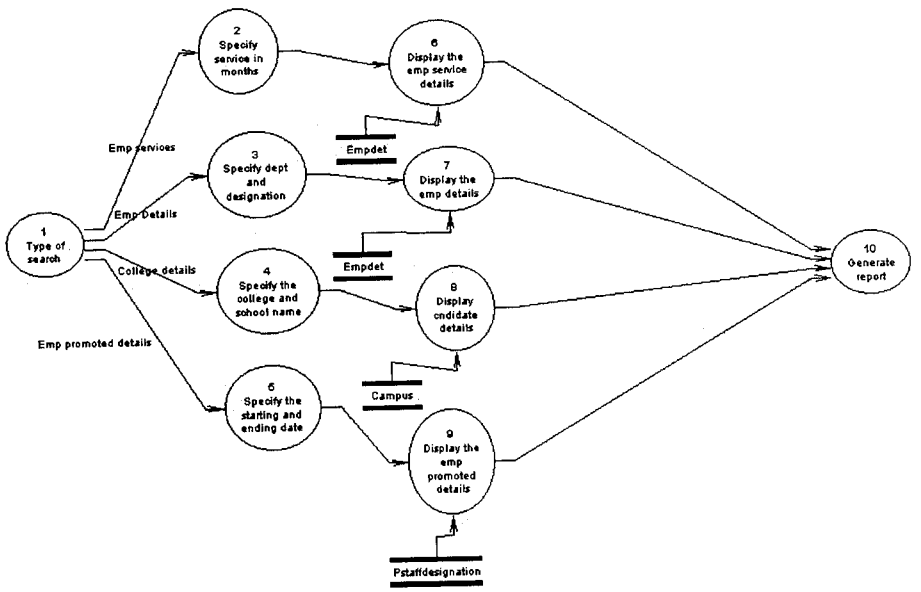
4.5.4 TRAINING MODULE



4.5.5 PROMOTIONS MODULE



4.5.6 SEARCH MODULE



CHAPTER 5

SYSTEM TESTING

Software testing is a critical element of software quality assurance and represents the ultimate reviews of specification, design and coding. Testing presents an interesting anomaly for the software. Testing is vital to the success of the system. Errors can be injected at any stage during development. System testing makes a global assumption that if all the parts of the system are correct, the goal will be successfully achieved. During the testing, the program to be tested is executed with set of test data and the output of the program for the test data is evaluated to determine if the programs are performing as expected. A series of testing are performed for the application developed. The testing steps are

- Unit Testing
- Integration Testing
- Validation Testing
- Output Testing

5.1 Unit Testing

Unit testing focuses verification effort on the smallest unit of the software design, the module this is known as module testing. Since the application has modules the testing is individually performed on each module. Using the details design description as a guide, important control paths are tested to uncover errors within the boundary of the module. This testing was carried out during programming stage itself. In this testing step each module is found to be working satisfactorily as regards to the expected output from the module.

By this unit testing the errors in each module can be easily traced and removed. The errors may be syntactical or of semantics. Each Module is tested separately and the logical errors are also removed in every module.

5.2 Integration Testing

Data can be test across interface, one module can have adverse effect on another; sub function when combined may not produce the desired function. Integration testing is a systematic technique for constructing the program structure while at the same time conducting test to uncover errors associated within the interface.

The objective is to take unit tested modules and built a program structure that has been dictated by design. All modules are combined in this testing step. The entire program is tested as a whole. Correction is difficult at this stage because the isolation of causes is complicated by the vast expense of the entire program. Thus in the integration testing step all the errors uncover are corrected for the next testing step.

5. 3 Validation Testing

At the culmination of the integration testing, software is completely assembled as a package. Interfacing errors have been uncovered and corrected and a final series of software test-validation testing begins.

Software validation is achieved through a series of black box tests that demonstrate conformity with requirement. After validation test has been conducted, one of two conditions exists.

The function or performance characteristics confirm to specifications is accepted. A validation from specification is uncovered and a deficiency created. Deviation or errors discovered at this step in this project is corrected prior to completion of the project with the help of the user by negotiating to establish a method for resolving deficiencies. The application has been tested by using validation testing and found to be working satisfactorily.

5.4 Output Testing

After performing the validation testing, the next step is output testing of the application, since no application will be useful if it does not produce the required output in the specific format. The output is verified by providing sample values. The results have already been obtained for the same values by working them out manually. The result generated by the application is compared with that of the results obtained manually to find out the correctness.

CHAPTER 6

CONCLUSION AND FUTURE OUTLOOK

The complete design and development of the system **"Automated Human Resource Management System"** is presented in this dissertation. A good amount of user-friendly features have been incorporated in this system and it is possible for any user to exploit features in order to get the maximum benefit.

The system has been tested with sample data covering all possible options for each function. This system is developed with the specification and abiding by the existing rules and regulations of the company.

The project provides security to the user. It provides ease of operation to the user. All application was tested with live data and has proved to respond successful.

The system has been developed using JAVA for designing phase and ORACLE 8.0 for the storage of data. The main aim behind the development of this system is to provide a comprehensive solution that is capable of handling and meeting the company's stated and implied requirements.

APPENDICS

LOGIN SCREEN

Log in for Entry Module

Enter the username and the passord to Login

Log in

UserName spbentry

Password

Entry Cancel

EMPLOYEE DETAILS FORM

EMPLOYEE-ID was not found in the database

Please provide the folloing information

FORM FOR EMPLOYEE DETAILS

Basics	
Employee ID	999
Employee Name	devanand.s
Department	Electrical
Designation	Technician
Date Of Joining (DD-MON-YYYY)	12-may-1991
Date Of Promotion (DD-MON-YYYY)	04-july-1997
Date Of Birth (DD-MON-YYYY)	22-Dec-1970

Add Clear

EMPLOYEE SON CANDIDATE FORM

FORM FOR EMPLOYEE SON CANDIDATE DETAILS

Basics	
Candidate ID	ES132
CandidateName	Nagaraj
Address	73,
Phone Number	2142241
Date Of Birth (DD-MON-YYYY)	30-Dec-1984

Education Details	
Qualification	ES132
Percentage	86
School/College Studied	Sri
Employee ID	382

Add Clear

FORM FOR EMPLOYEE SON CANDIDATE DETAILS

Basics	
Candidate ID	ES132
CandidateName	Nagaraj.
Address	73,
Phone Number	2142241
Date Of Birth (DD-MON-YYYY)	30-Dec-1984

Education Details	
Qualification	ES132
Percentage	86
School/College Studied	Sri
Employee ID	382

Add Clear

INTERNAL TRAINING FORM

INTERNAL TRAINING

Please provide the folloing information

Internal Training

Employee ID	999
Training Identified Date	11-mar-2003
Training ID	TR121
Training StartDate	22-jul-2003
Training EndDate	23-jul-2003
Training Attend	A

Add Clear

EXTERNAL TRAINING FORM

EXTERNAL TRAINING

Please provide the folloing information

External Training

Employee ID	999
Training ID	ER556
Training Title	Vapour
Organizer	M/S
Training StartDate	22-jan-2004
Training EndDate	23-jan-2004
Training Attend	A

Add Clear

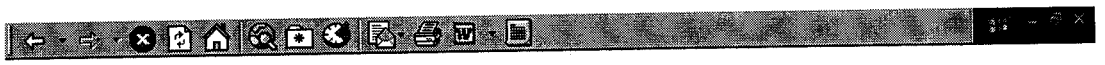
EXTERNAL TRAINING

Please provide the folloing information

External Training

Employee ID	385
Communication Skill	Good
Behaviour	Good
Labour Handling	Satisfactory
Productivity	Good
Trust Worthiness	Good
Maintenance	Satisfactory

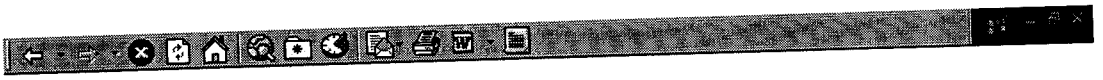
Add Clear



VACANCY DETAILS

DEPT NAME	DESIGNATION ID	DESIGNATION	NOOFPOSTS	NOOFVACANCY
workshop	11wor55	Attendant	9	3
Electrical	11ele54	Labourer	53	4
Accounts	11acc44	Accountant	5	2
Systems	11sys24	Programmer	10	3
Boiler	11bor54	Asst plant Engr	7	3

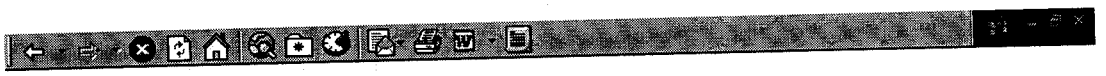
Add Clear



SELECTED EMPLOYEE SONS

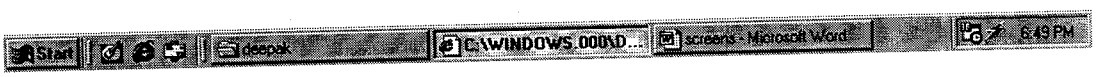
EMP ID	CAND ID	CAND NAME	QUALIFICATION	DEPT NAME	DESIGNATION ID	DESIGNATION
121	ES101	Saran. A	BCom	Accounts	11ACC24	Accountant
352	ES102	Sami. M	DME	Electrical	11ele26	App Electrician
225	ES103	Shoaib. A	DME	Boiler	11bor26	Operator
252	ES122	Subbu. k	DME	Workshop	11wor45	App Turner
282	ES104	Sourav. G	DME	Boiler	11bol98	App Boiler

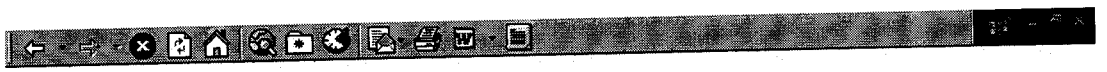
Add Clear



Training Details

TRA_ID	TRAINING_TITLE
TR101	Simple Measurement
TR102	Bearing Maintenance and Lubrication
TR103	Reduction of Downtime
TR104	Energy Conservation
TR105	Welding Techniques





Search Employee Details

Department: Accounts Designation: Accountant

EMP ID	EMP NAME	DEPT	DESIGNATION	DOJ	DOP	DOB
391	Durai. S	Accounts	Accountant	2/16/1998	7/18/2002	3/13/1974
314	Gopi. R	Accounts	Accountant	12/6/1997	2/25/2003	9/26/1979

REFERENCES

1. **"Core Java-2"**
   Cay .S. Horstmann and Gary Cornell (2003)

2. **"The Complete Reference Java-2"**
   Herbert Schildt 3rd Edition

3. **"Java-2 Platform Unleashed"**
   Jamie Jaworski

4. **"Developing Java Enterprise Application"**
   Stephen Asburg and Scott R. Weiner 2nd Edition

5. **"Software Engineering"**
   Roger S. Pressman 5th Edition

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www.oracle.com