INTEGRATED PEOPLE SUPPORT MANAGEMENT SYSTEM

P-783

PROJECT WORK DONE AT

DSM SOFT PVT LTD, CHENNAI

PROJECT REPORT

SUBMITTED IN PARTIAL FULFILLMENT OF THE REQUIREMENTS

FOR THE AWARD OF THE DEGREE OF

MASTER OF COMPUTER APPLICATIONS
OF BHARATHIAR UNIVERSITY, COIMBATORE.

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TO WHOMSOEVER IT MAY CONCERN

THIS IS TO CERTIFY THAT MR. T. SADASIVAM NAVEEN SENTHOORAN, REG.NO 9938M0631, DOING MASTERS IN COMPUTER APPLICATION IN KUMARAGURU COLLEGE OF TECHNOLOGY, COIMBATORE, HAS SUCCESSFULLY COMPLETED THE PROJECT WORK DURING THE PERIOD OF DECEMBER 2001 TO MARCH 2002.

PROJECT TITLE : INTEGRATED PEOPLE SUPPORT MANAGEMENT SYSTEM

SOFTWARE USED : VISUAL BASIC 6.0, ORACLE 8i

DURING THE ABOVE PERIOD, HIS CONDUCT AND CHARACTER WAS FOUND TO BE GOOD.

YOURS TRULY,
FOR DSM SOFT (P) LTD.,

V. Sowmya

V.SOWMYA
HUMAN RESOURCES

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TO WHOMSOEVER IT MAY CONCERN

AS PER THE COMPANY'S RULES, THE SOURCE CODE OF THE PROJECT DONE BY MR .T. SADASIVAM NAVEEN SENTHOORAN, TITLED "INTEGRATED PEOPLE SUPPORT MANAGEMENT SYSTEM", CANNOT BE PROVIDED.

FOR DSM SOFT (P) LTD.,

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V.SOWMYA
HUMAN RESOURCES

DECLARATION

DECLARATION

I here by Declare that this Project work entitled " **Integrated People Support Management System**" submitted to ***Bharathiar University*** as the Project work of Master Of Computer Application Degree ,is a record of Original work done by me under the supervision and guidence of Mrs. Geetha ganesh DSM Soft Pvt Ltd, Chennai and **Mrs.L.S.JAYASHREE , Senior Lecturer , Department of Computer Science ,** Kumaraguru College Of Technology , **Coimbatore** and this Project Work has not found the basis of award of any Degree/ Diploma/ Associate ship/ Fellowship or Similar title to any Candidate of any University

Place : Coimbatore

Signature of the Candidate

(T.Naveen)

Date : 30/4/2002

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Internal Guide

External Guide

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ACKNOWLEDGEMENT

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Last but not the least I would like to thank my parents and my brothers and sisters for their support, encouragement and prayer which were instrumental in the successful completion of this project.

T.Naveen.

SYNOPSIS

Synopsis

This project work was undertaken at a fast expanding software firm *DSM SOFT PVT LTD, Chennai.* This "Integrated People Support Management System" is developed for their software company itself. A period of 15 days is spent for the study of the existing system and the new system overcoming the existing drawbacks was designed. It took four months time to complete the coding and implementation work. On the date of submission of this project work the new system "Integrated People Support Management System" is in use at *DSM SOFT PVT LTD, Chennai.*

This application is to reduce the time involved by the people in the people support department and the accounts department for employee recruitment , salary generation for entire company and for year ending settlements which involves lots of formula calculation. The are of automation is the recruitment process of the people support department and the salary and year end settlement generation process of the accounts departments.

This "Integrated People Support Management System" has various modules such as company details, category details, candidate details, offer and appointment letter generation, employee information ,variable earning maintenance, variable deductions maintenance, pay processing, pay slip printing, several reports and salary statements for the management. It also has a provision for backups.

The new "Integrated People Support Management System" was developed in a multi-user environment HP 18000 series 817 machine with windows NT as the operating system. The RDBMS was ORACLE 8i. The database connectivity used here is ADO provider without using any foreign tools. The report used here is the Crystal Report.

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INTRODUCTION

1.Introduction:

The application is to reduce the time involved by the people in people support department and the accounts department of employee recruitment, salary generation for the entire company and for year ending settlements which involves lot of formula calculations. The area of automation is the recruiting process of the people support department and the salary and year end settlements generation process of the accounts department.

1.1 Project Overview:

The main objective of this software application is to reduce the time involved by the people in the People Support Department and the Accounts Department for Employee Recruitment, Salary Generation for the entire company and for Year Ending statements where various formulae can be used dynamically to affect salary calculations. The area of automation is the Recruiting process of the People Support Department, and the Salary and Year-End settlement generation process of the Accounts Department.

This software is intended to reduce the manual work done and also to reduce the amount spent during manual maintenance. The major aspect of this software development is its two-tire architectural design here COM (Component Object Model) – reusability of code, concepts are applied.

1.2 Organization Profile.

DSM Soft (P) Ltd., is the parent company of DSM Info systems (P) Ltd., Since its inception in 1991, it has been offering high quality, cost-effective solutions / services to a diverse world wide client base in the CAD industry and also in the software industry.

DSM is one of the leading CAD services organization, providing a wide range of solutions / training in the CAD industry. Since its birth in 1991, DSM has gained extensive and inevitable experience in executing domestic and overseas projects for companies in manufacturing, aerospace and allied industries. DSM has a strong experienced software team that takes care of both offshore projects and in-home projects. The increasing demand for the sophisticated products of higher quality, at a tremendously faster rate has made the world look for much more powerful development tools.

DSM is constantly striving for its betterment, speed and quality in our projects both domestic and overseas and have zeroed down on a product that has got immense capabilities in Parametric Solid Modeling Solutions, Mechanical / Industrial Design Solutions, Functional Simulation, Manufacturing Solutions, Data Management Solutions and Data Exchange Solutions.

Success requires introducing products faster than your competitors at a lower level cost and higher quality. At the same time during the development cycle you must evaluate and optimize manufacturing costs. To achieve these imperatives, your product development process must provide a strategic competitive advantage, and at DSM, you can be best assured that DSM takes care to follow the above strictly, to achieve your goals.

Integrated People Support Management System.

1.2.1 DSM Services

DSM Soft delivers a unique blend of service benefits with its high quality solutions to secure your IT strategy:

- On Plan Project Performance
- High quality of deliverables
- Complete harmonization with requirements
- Best practices

1.2.2 Software Development

DSM Soft believes in mature software development services that confirm to the highest industry standards. It has dedicated team of developers with good software infrastructure to handle offshore projects and in home projects.

DSM expertise on the following areas of the software projects:

- Project Management
- System Analysis
- Design
- Programming
- Testing
- Software Maintenance

DSM has dynamic, result oriented, highly qualified self-disciplined Software Professionals from reputed Universities.

SYSTEM STUDY AND ANALYSIS

2.System Study and Analysis.

2.1 Existing System-Limitations.

The existing system of the "Integrated People Support Management System" is done manually by the company persons.

So in order to overcome the drawbacks like

1. Security
2. Time
3. Cost
4. Reliability

We move to computerized the process through the software development. So by computerized the system we can attain all the advantage like the security, reliability, save time and cost. So keeping this in mind they have decided to develop the software for their requirement .

The another aspect of the existing system is that if the entry is made in the book then it is a wrong one then it become a tedious job for them to rectify it. So they have to follow many rules to overcome it. So this lead to a complication process. And during the time of report generation the extra entry will lead to some complications.

The record keeping is also a difficult job for them to maintain it very safely for future reference. Since any loss of any records will lead to a huge loss to the company and it's a various tedious job for then to compensate their loss.

Some problems in this manual work is that every employee is given a unique id. So with this id the employee is referred in all the aspect of the company process activity. So this careless manual work will lead to a redundancy. Say for example, a employee should be allocated loan only after the previous loan is pay back.

2.2 Proposed System:

This application is to reduce the time involved by the people in the People Support Management system and the Accounts department for employee recruitment and salary generation for the entire company and for the year ending settlements which involve lots of formula calculation. The main idea behind automation is the recruiting process involved by the People Support Department, the salary generation and year end settlement generation process of the Accounts Department.

The process involved is as follows,

Automation of the People Support system covers the following functions,

- Master Details maintenance
- People Support Details maintenance
- Payroll processing
- Tax calculation
- Report generation etc.

2.2.1 Users

This software is mainly designed to reduce the paper work involved by the People Support department. The users who use this software are

- Administrator/Supervisors
- Employees (Software professionals)
- Board of directors

2.2.2 Login

This is the most important process in the software, which decides the rights to be given to a user who tends to use this software. There are two important process involved. They are,

- Authentication
- Authorization

- Authentication

The user of this software enters into this only after entering his User id and Password. After entering this, the process of authentication starts. The process of this module is to check the validity of the user. If he is found be a valid user then once again it checks for his password. Once the user name and the password are correct then the user enters. (The checking process is done in the database)

- Authorization

Here the user is restricted with rights. He is given the restricted rights according to the administrator. So that the user can access only the area on which he is given the rights. Say if an ordinary user is using the software and the user should be restricted in entering the tax-calculation, salary generation etc.

2.2.3 Masters Maintenance

After the login screen, based on the user rights this module should be enabled. This master maintenance basically has seven options.

- Company details
- Category master
- Control master
- Basic slab
- Set formula
- User login
- Department details
    - Department master
    - Designation details

- Company Details

This is the form, which is used to enter the company details, it automatically generates the company code by itself and further process is done only with the company code or otherwise called as company id. The name, address, telephone, email, branch details, company's PF code, ESI code are being given as the input. Every one can view the company details, but whereas only a person in Supervisor/Administrator group can do any changes. Other users are restricted from editing.

- Category Details

Every individual detail can be maintained in the category table. Thus every category is given the category-id, which is automatically generated, and further we only represent these details with the help of category-id. This module stores the category id, category type, and category name. Every one can view the category details but whereas only a person in Supervisor/Administrator group can do any changes, other users are restricted from editing. Example location, salary type, deduction, earning, groups, etc..

- Control Master

This is the most important part in the salary generation. Here the working month and year are specified and also the no of working days, and no of working hours for that particular month. The control master contains the salary month and year, working days, working hours. Every one can view the control master but only a person in Supervisor/Administrator group can do any changes, other users are restricted from editing.

- Set Formula

The another mile stone in the salary calculation is the formula. Here with the help of the formula we can calculate the BASIC, DA, HRA, CCA ,etc., so we are given the provision to enter the formula for that particular calculation so that we can call this formulae any where in the software for the calculation. Suppose if we want to change the formula it becomes very simple, we can change them here, which in turn reflects in all the places where we have called.

The set formula contains the field name, table name on which the formula is going to be applied, the formula used for calculation, status to specify whether that formula is being currently used. Formula-id is automatically generated according to the formula process. Every one can view the set formula but where has only a person in Supervisor/Administrator group can do any changes. Other users are restricted from editing.

- Parameterization

The formula used to calculate the basic pay, DA, HRA, CCA etc., are not statically given in the program. If they are statically given the processing of coding becomes much easier but more complicated at the time of updating of a formula. So in order to avoid the situation we make the formula to be dynamic. Hence we maintain the Set Formula table. Here we mention the table name and the field name to which the formula belongs, so that they can be called during the time of calculation. If there is any change in the formula we can change it in the set formula table so that they are reflected in the places where they are being called. Thus they become more flexible.

- User login

Here the user login is important, which helps to allocate the groups to the particular user. Only after allocating the groups, the user can access the particular group information. The company maintains a set of groups.

Here this screen helps to allocate the particular groups to the user. And the main advantage is that if the administrator wishes to block any user from using this software he can very well do it. The administrator is given the rights. The user login contains the groups available, groups allocated, user-id, and user password. Every one can view the user login details but where has only a person in Supervisor/Administrator group can do any changes. Other users are restricted from editing.

- Department Master

Here details about all the departments are available and each department is given an individual department code, which is generated automatically.

The department master contains the department code and the department name. The department code must be unique.Every one can view the department details

but where has only a person in Supervisor/Administrator group can do any changes. Other users are restricted from editing.

- Designation Master

This designation master holds different designations of a particular department. Here the designation code is automatically generated and it should be unique. This designation master contains the department code and the corresponding designation code and the designation name. Every one can view the designation master but where has only a person in Supervisor/Administrator group can do any changes, other users are restricted from editing.

2.2.4 People Support Maintenance

This people support maintenance consists of the following modules. They are

- Candidate Details
- Offer Letter
- Appointment Letter
- Relieving/Experience Certificate

- Candidate Details

The candidate details will give the information of the person. Name, date of birth, contact address, phone number, qualification, experience, etc. are maintained. Also the company he belongs to, department, also details like passport, salary are also obtained. Here a unique candidate id is maintained which is generated automatically. Further a candidate is identified by his id.

- Offer Letter

The offer letter should get the candidate id, the date when the offer letter is dispatched, expected join date, salary fixed should be got from the user. The letter should be printed when saving. The printed format is a predefined format. A status flag is also maintained to check if the candidate has accepted the offer letter or not.

- Appointment Letter

The appointment letter should get the candidate id, the exact join date, appointment order date, and salary fixed from the user. The letter should be printed on saving in the given format.

- Relieving/Experience Certificate

This should list the resigned employee id, get the date when the certificate is made, from the user. This certificate should be printed on saving in the given format.

2.2.5 Remuneration Maintenance

This remuneration module consists of the following,

- Employee Official Details
- Employee Personal Details
- Employee Salary Details
- O.T entry
- Leave Information
- Loan Information
- Bonus
- Settlement
- Misc. Earning/Deductions
- Arrears

- Employee Official Details

Necessary details from Candidate Details are transferred here and the salary breakup is generated based on the fixed basic and formula stored in the table. Provisions to revise records and enter promotion date are provided.

- Employee Personal Details

This option stores details on contact address of the employee, ESI, EPF number, dispensary, father/husband's name, qualification, experience details, bank account details, passport details etc.

- Employee Salary Details

This option is automatically generated for each month. Leave details also is taken for salary calculation. Necessary deductions are also done.

- OT Details

This option stores employee id, date/month and OT hours.

- Leave Information

The Leave Information in turn has 2 sub-options. They are as follows:

- Leave Master

This option stores the leave accumulated for the employee. At the beginning of a new year the leave balance is updated.

- Leave Details

This option has provision to enter the leave details of an employee. The type of leave such as CL, PL, SL etc. is necessary here. If the leave allowed are exhausted, automatically LOP is taken into account. An important check is made to trace the number of leave for a particular type that should be within the allowed limits. The reason for the leave is also entered.

- Leave Information

Here again there are 2 sub-options:

- Loan Master

The employee is automatically taken into account. The loan date and the month from which loan has to be deducted is accepted. The loan amount, interest percentage and the number of installments is accepted from the user. The installment amount is calculated based on the loan amount, interest amount and the number of installments. The date of last repayment and balance installment details is also maintained. A unique loan number is automatically generated.

- Loan Details

This option maintains details about the months the loan amount was recovered.

- Bonus

The bonus details are calculated for a year. The sum of earned basics for a given period is taken and the bonus amount is calculated based on the bonus percentage.

- Misc. Earnings / Deductions

This option maintains the miscellaneous earnings and deductions for a particular month. This detail is taken during salary generation. The details are employee id, date, earning/deduction, type of allowance and amount.

2.2.6 Tax Calculation

Here we calculate all the tax, which should be paid by the company. Thus we can maintain all the details of the tax information.

2.2.7 Reports Generation

The report will have the following options. They are

- ESI
- EPF
- Payroll

2.2.8 Utilities

This utility will have the following details. They are

- Change Password
- Import Candidate Details

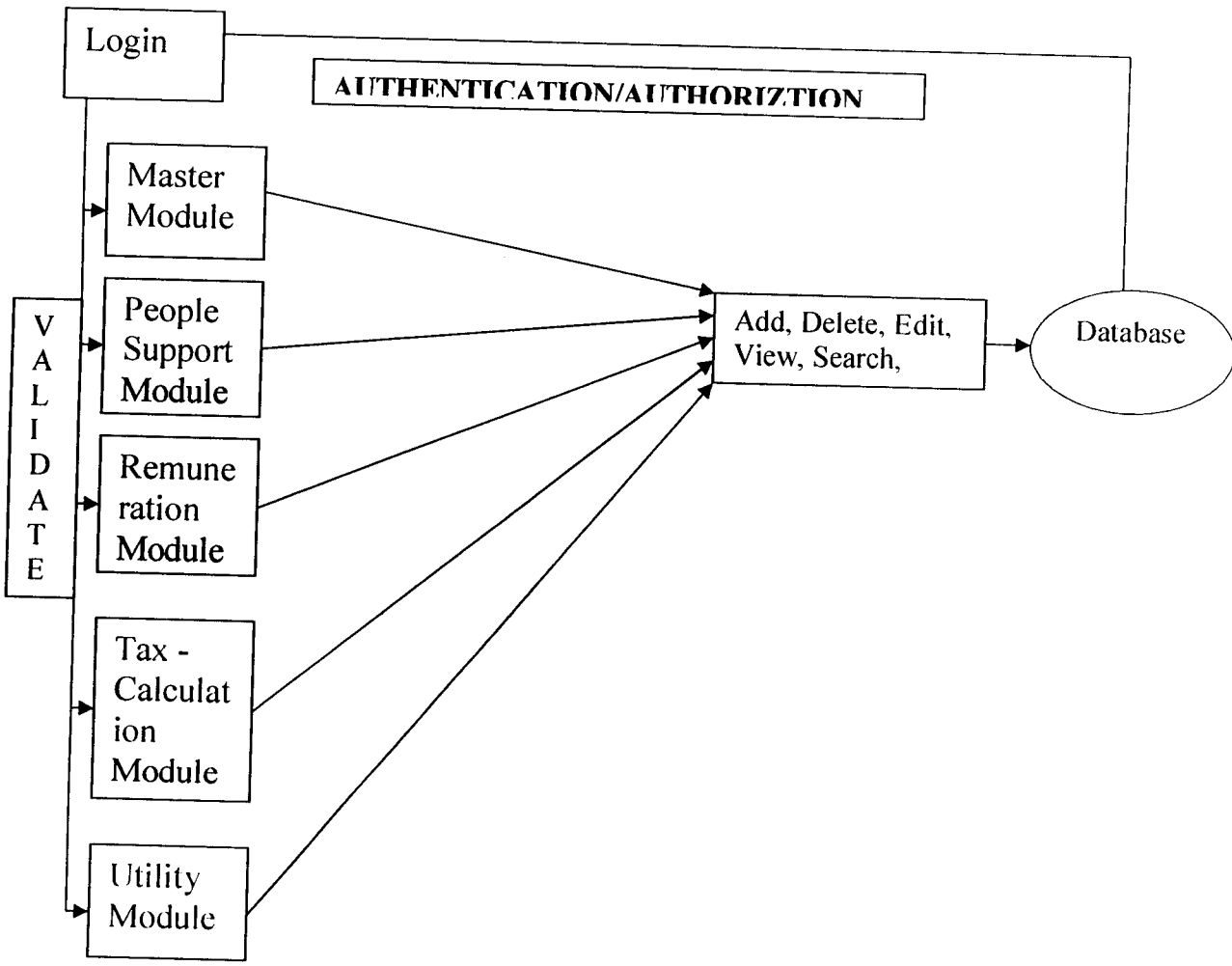
- Change Password

This option provides provision for the user logged in to change his password.

- Import Candidate Details

This option allows to import candidate details from candidate table used by PSD to Employee table. The details in candidate table are split to various tables like Employee Master and Employee Details respectively.

2.2.9 Modules Interaction Diagram



2.3 Requirements on new system.

The module basically comprises of six main options – Master, People Support, Remuneration, Tax Maintenance, reports and Utilities. The user is allowed into the application after authentication. Based on the rights given for the user, the respective modules are enabled. Each module has options to Add/Modify/Delete records. A provision to Search records and Print required data based on any given criteria are given. Another facility such as the Online Help is also provided.

The Master option deals with Company Details, Category Master, Control Master, Basic Slab, Set Formula, User Login, Department Details (Department Master, Designation Details).

Only users belonging to People Support Department (PSD) can access People Support option. This option deals with Candidate Details, Offer Letter, Appointment Letter, and Relieving/Experience Certificate details.

Remuneration option deals with Employee Information, Monthly Remuneration Details, OT Entry, Leave Information, Loan Information, Bonus, Settlement and Misc. Earnings/Deductions. The Tax Calculation module keeps track of the Employee's investments for TDS purpose. This option also calculates the monthly tax.

Various ESI, EPF, Payroll reports and necessary data can be obtained using the Reports option. Moreover the Print option in every form can be used for quick data retrieval.

The Utility option provides utility to Change Password, Import Candidate Details for Accounts Department and Export Candidate Details for PSD.

2.4 USER CHARACTERISTICS.

The user identified for the IPSMS are the operator who use the system for entering the data for all the details of the employee.

Entry Level operations.

These classes of user are the end user of the system they provide IPSMS with information of what they required to enter the details.

Management.

These class of the user are the people who actually use the information provided by IPSMS. The report supplied by the system aims them in keeping track of the employee.

user characteristic is mainly dealt with what are all the quality to be possessed by the user who use the software. so as per this software is concern the user should have to know some of the rules and regulation about this software. so before going into this software the user should understand about the software how it works and what are all the advantage in this software. so new user who want to work with this software can learn this by using the option provided i,e., help. in this help the all the detailed description about this software are provided. once the user learn the help then the user will be familiar to the software. then he can able to know all the advantages in this software. the knowledge of computer operation is necessary and a slight knowledge of my software base will help the user to achieve the required.

PROGRAMMING ENVIRONMENT

3. Programming Environment.

3.1 Hardware Configuration:

• Processor	Pentium III
• RAM	128 MB RAM
• CPU Clock	400 MHz
• Cache Memory	512K
• Base Memory	640K
• Extended Memory	7168K
• Display Mode	CGA / VGA
• Hard Disk	6.4 GB
• Chip Set	810 E
• Keyboard	Standard Keyboard with 104 Keys
• Mouse	Logitech

3.2 Description of software & tools Used. – Reason for the choice.

- Operating System — Windows NT
- Front-End — Visual Basic 6.0
- Back-End — Oracle 8.0
- Database Connectivity — ADO *Provider*
- Reports — Crystal Reports
- Architecture — Two-Tire (COM)

In case of any Text Handling

(A word processor like WordPad , Word Star or MS Word)

This software is developed using Visual Basic 6.0 that enables ADO – (ActiveX Data Objects) connectivity using Provider concept thereby without using any foreign tools. Reports are generated using Crystal Reports.

The ado provider is used in order to avoid the future complication in the system. The reason is that the software designed so that it is more flexible that to adapt any system on the network. So when we move to new system this ado provider helps us to keep us more comfortable. So thus the foreign tool is avoided in order to avoid the complication

The grid available as an in-built to the visual basic software has many complications and is less flexible . so the firm had their third party tool for this grid. So all the drawbacks are avoided. And it is more flexible then any other in-built tool available with the software. As the designing aspect is more easy and flexible.

This project is designed in two-tire architecture. The advantage in this architecture is that all the coding are written in a DLL file and we link all the DLL file by creating the objects for it. So the security is high. And in future any modification can be done easily. A major change is done very simply by merely changing the DLL file.

The Report used here is the crystal report. This is also a third party tool. The reason for using this report is that the output is more accurate and very clear as per the

print out is concerned. The main reason is that all the government transactions are taken as print out and submitted to the government. so they expect a crystal clear output and this is only provided by the third party tool called as the crystal report.

SYSTEM DESIGN AND DEVELOPEMENT

4.System Design and Development

4.1 Input Design

Input design is the part of the overall system design that requires very careful attention and is the most expensive phase. It is the point of contact for the users with the computer system and so it itself is prone to error. If data going into the system is incorrect then processing and output will magnify these errors. Objectives during input design are as follows:

- Produce cost effective method input.
- Achieve high-level accuracy.
- Ensure that input is free of ambiguity.

Several stages of our input design are:

- Data Recording.
- Transfer of data to input form.
- Data verification.
- Transmitting data to computer.
- Data correction.

The input design involves converting the user-originated input into a computer-based format. The aim of input design is to make the data entry easier, logical error free. It help us to filter errors in the otherwise entered into the database might have brought in a lot of inconsistency.

It involves procedures for capturing data, verifying it and then passing them on to the computer database. After choosing the input medium, attention is given to the careful design of input stages for error handling , control , grouping and validation procedures.

During application development, care has been taken to make this system extremely user-friendly and organize the screens such that the possibilities of making errors are minimized.

List of possible values, list box , text area etc. are provided to the user for selecting the input .This makes system less prone to errors as the input texts are to be selected rather then to be typed in by the users.

Alerts for wrong entries such as primary key duplication , letters in numeric data, wrong data format, range exceed have been provided in the application. Upon this, a well-documented instruction set, have been also provided for the non-frequent and novice users to familiarize them with our application. Maximum care has been taken to ensure that users type in only minimum data into the system.

Input Types:

One of the early activities of input design is to determine the nature of input data. The different types of input data handled by our system are:

- **External** : Prime input to the system.
- **Internal** : Communication with the system.
- **Computerized** : Input to the computer media from the other internal systems.
- **Interactive** : Inputs entered during a dialog.

Static Forms:

- User Login
- Master Module
- People Support
- Remuneration
- Utility

- User Login

This user login is used to check for the authorization and authentication of the user who login to the software. Here the inputs will be the user login name and password. Thus without providing this inputs no user can enter into this software including the administrator.

- Master module

This master module deals with numerous of inputs. The company details contained in it required large number of inputs regarding the company aspects like company name ,location , branch , address etc.

The category master requires the input like the category type and category name.

The control master needs the month and year for the working hours and days as their inputs.

The department and designation needs the department details and the designation details as their inputs.

The user login used here to change the group of the user in which he belongs. Thus the groups will be the inputs for the user login.

- People Support.

The candidate details required lot of inputs regarding the candidate name, address, phone, email, etc.

The offer letter needs the date of the dispatch and the salary details as their input.

The appointment letter needs the date, expected join date and salary details as their inputs.

The relieving certificate needs the employee id and the date on which this certificate is generated as their inputs.

- Remuneration Module

The employee details are given as input like the name, address, salary basic, hra .etc

The leave details needs the date as their inputs for processing the leave.

The loan details needs the loan information as input for further processing like the salary generation.

The bonus and ot details are in need of the employee id and further more inputs for the processing.

- Utility

This utility contains the change password in which the new password is given as inputs.

The other thing is the professional tax which needs the slots and amount of tax as their inputs.

4.2 Output Design

An inevitable activity in the system design is the proper design of input and output in a form acceptable to the user. Outputs from the system are required primarily to communicate the result of processing to users.

Outputs also provide a permanent copy of the results for later consultation. An intelligible output design will improve system relationships with the user and help in decision-making process. The various types of outputs required by most system are:

- **External Outputs** : Whose destination is outside the organization and which require special attention.

- **Internal Outputs** : Whose destination is within the organization and which require careful design because they are user's main interface with the computer.

- **Operational Outputs**: Whose use is purely within the computer department.

- **Interactive Outputs**: Which involve the user in communicating with the computer.

The approach to output design is very dependent on the type of output and nature of data. Special attention has to be made to data editing. The choice of appropriate output medium is also an important task.

The selection may be affected by the following kinds of considerations.

- Response time
- Cost
- Software/Hardware
- Suitability of the device for application concerned.

The output design must be specified and documented. Data items have to be accurately defined and arranged for clarity and easy comprehension. The other two objectives that were taken care of were:

- The interpretation of the results of the computer part of the system to users in a form that they can understand meets their requirements.
- The output design specification is made in such a way that it is unambiguous, comprehensive and capable of being translated into a programming language.

Screens, which are major form of output, are designed in various modules in the system. They are

- Salary Report
- ESI Report
- EPF Report

The salary report is generated for each and every employee at the month end. And they are generated in the form of the report. The company maintain the default format in which this report is generated.

The ESI report is designed as per the format in the Form6 and Form7.

The EPF report is designed in the format of Form 3A, Form 7A, Form5, Form 10.

4.3 Database Design

The structure of the table designed in this software are,

4.3.1.1 Table Name

PSMCOMPANY

4.4.1.2 Structure

Sr.	Field Name	Type	Length	Decimals	Null	Unique	Description
1.	COMPID	Char	3		N		Maintain the company id for all company (Auto generation)
2.	COMPNAME	Varchar2	50		N	Y	Name Of the Company
3.	ADDRESS1	Varchar2	30		N		Address of the Company
4.	ADDRES2	Varchar2	30				Address Of the Company
5.	CITY	Varchar2	15		N		City in which the company located
6.	STATE	Varchar2	20		N		State in which the company is located
7.	COUNTRY	Varchar2	15		N		Country in which the company is located
8.	PHONE	Varchar2	30				The Company Phone Number
9.	FAX	Varchar2	15				The Company Fax Number
10.	E-MAIL ID	Varchar2	30				E-Mail id of the company
11.	PF CODE	Varchar2	12		N		Company PF Code
12.	ESI CODE	Varchar2	12		N		Company ESI Code
13.	PSPVER	Char	5				PSP Version of the company
14.	LSTUSER	Char	25		N		Last user name of the table
15.	LSTUPDT	Date	9		N		Date on which the last values are inserted

4.3.2.1 Table Name

PSMCATEGORY

4.3.2.2 Structure

Sr.	Field Name	Type	Length	Decimals	Null	Unique	Description
1.	CATCODE	Number	5		N	Y	Unique autogenerated catcode
2.	CATNAME	Varchar2	25		N	Y	Name Of the Category
3.	CATTYPE	Varchar2	20		N		What type of category
4.	LSTUSER	Char	25		N		Last user name of the table
5.	LSTUPDT	Date	9		N		Date on which the last values are inserted

4.3.3.1 Table Name

PSMCONTROL

4.3.3.2 Structure

Sr.	Field Name	Type	Length	Decimals	Null	Unique	Description
1.	SALMONTH	Char	8		N		Salary month and year
2.	WORKDAYS	Number	2		N		No of working days for that month
3.	WORKHRS	Number	3		N		No of working hours for that month
4.	SALMTH	Char	3		N		Salary month
5.	SALYR	Char	4		N		Salary Year
4.	LSTUSER	Char	25		N		Last user name of the table
5.	LSTUPDT	Date	9		N		Date on which the last values are inserted

4.3.4.1 Table Name

PSMSETFORMULA

4.3.4.2 Structure

Sr.	Field Name	Type	Length	Decimals	Null	Unique	Description
1.	FID	Number	5		N	Y	Unique autogenerated Formula id
2.	TBLENAME	Varchar2	30		N		Name Of the table the formula belong to
3.	FLDNAME	Varchar2	20		N		Name of the field the formula is for.
4.	FORMULA	Varchar2	80		N		Here is the formula for the corresponding table and filed name
5.	FDATE	Date	9		N		The date of the formula on which it is created.
6.	STATUS	Char	1		N		Whether the formula is currently on use. Y-Using N-Not using
7.	LSTUSER	Char	25		N		Last user name of the table
8.	LSTUPDT	Date	9		N		Date on which the last values are inserted

4.3.5.1 Table Name

PSMUSERLOGIN

4.3.5.2 Structure

Sr.	Field Name	Type	Length	Decimals	Null	Unique	Description
1.	LOGINNAME	Char	25		N		User id
2.	FULLNAME	Varchar2	25		N		Fullname of the particular user.
3.	PASSWORD	Char	10		N		User's Password.
4.	LSTUSER	Char	25		N		Last user name of the table
5.	LSTUPDT	Date	9		N		Date on which the last values are inserted

4.3.6.1 Table Name

PSMUSERDTL

4.3.6.2 Structure

Sr.	Field Name	Type	Length	Decimals	Null	Unique	Description
1.	LOGINNAME	Char	25		N		User id(Login name)
2.	GROUP	Number	5		N		In which group the user belongs to.

4.3.7.1 Table Name

PSMDEPT

4.3.7.2 Structure

Sr.	Field Name	Type	Length	Decimals	Null	Unique	Description
1.	DEPTCODE	Char	4		N	Y	Autogenerated department code
2.	DEPTNAME	Varchar2	25		N		Name of the department.
3.	LSTUSER	Char	25		N		Last user name of the table
4.	LSTUPDT	Date	9		N		Date on which the last values are inserted

4.3.8.1 Table Name

PSMDESIG

4.3.8.2 Structure

Sr.	Field Name	Type	Length	Decimals	Null	Unique	Description
1.	DESIGCODE	Char	4		N	Y	Autogenerated designation code
2.	DEPTCODE	Char	4		N	Y	Autogenerated department code
3.	DESIGNAME	Varchar2	25		N		Name of the designation
4.	LSTUSER	Char	25		N		Last user name of the table
5.	LSTUPDT	Date	9		N		Date on which the last values are inserted

4.3.9.1 Table Name

PSMCANDIDATE

4.3.9.2 Structure

Sr.	Field Name	Type	Length	Decimals	Null	Unique	Description
1.	CANDID	Number	5		N	Y	Auto generated candidated ID
2.	CANDNAME	Varchar2	25		N		Name Of the Candidate.
3.	ADDRESS1	Varchar2	30		N		Address of the Candidate
4.	ADDRES2	Varchar2	30				Address Of the Candidate
5.	CITY	Varchar2	15		N		City in which the candidate located
6.	STATE	Varchar2	20		N		State in which the candidate is located
7.	COUNTRY	Varchar2	15		N		Country in which the candidate is located
8.	PHONE	Varchar2	30		N		The candidate phone number
9.	E-MAIL ID	Varchar2	30		N		E-Mail id of the company
10.	PPTNO	Char	20				Passport number.
11.	PPTEXPDT	Date	9		N		Passport expiry date
12.	FHNAME	Varchar2	30		N		Father/husband name
13.	QALIFN	Varchar2	150		N		Qualification of the candidate.
14.	EXPERIENCE	Varchar2	1000		N		Experience of the candidate
15.	EXPINYR	Number	4	1	N		Experience in years.
16.	COMPID	Char	3		N		Company id in which the employee belongs
17.	LOC	Number	5		N		Location of the company.
18.	DIVISION	Number	5		N		Division in which the candidate belongs
19.	DEPTCODE	Number	5		N		Department in which the candidate belong.
20.	DESIGCODE	Number	5		N		Designation code the candidate belongs.
21.	SALTYP	Number	5		N		Salary type in which the candidate belong
22.	BASIC	Number	8	2	N		Basic pay of the candidate.
23.	DA	Number	8	2	N		Da of the candidate

24.	CONV	Number	8	2	N		Conv for the candidate
25.	ALLOWANCE	Number	8	2	N		Allowance for the candidate
26.	CCA	Number	8	2	N		Cca for the employee.
27.	SALCALTYP	Char	15		N		Salary category type.
28.	GROSS	Number	8	2	N		Gross pay for the candidate.
29.	LSTUSER	Char	25		N		Last user name of the table
30.	LSTUPDT	Date	9		N		Date on which the last values are inserted

4.3.10.1 Table Name

PSMOFFERDTL

4.3.10.2 Structure

Sr.	Field Name	Type	Length	Decimals	Null	Unique	Description
1.	CANDID	Number	5		N	Y	Unique autogenerated candidate id
2.	OFFDT	Date	9		N		Offer date
3.	STATUS	Char	1		N		Status of the candidate
4.	EXPJDT	Date	9		N		Expected join date
5.	LSTUSER	Char	25		N		Last user name of the table
6.	LSTUPDT	Date	9		N		Date on which the last values are inserted

4.3.11.1 Table Name

PSMAPPOINTMENT

4.3.11.2 Structure

Sr.	Field Name	Type	Length	Decimals	Null	Unique	Description
1.	CANDID	Number	5		N	Y	Unique autogenerated candidate id
2.	APPDT	Date	9		N		Appointment date
3.	STATUS	Char	1		N		Status of the candidate
4.	LSTUSER	Char	25		N		Last user name of the table
5.	LSTUPDT	Date	9		N		Date on which the last values are inserted

4.3.12.1 Table Name

PSMRELIEVE

4.3.12.2 Structure

Sr.	Field Name	Type	Length	Decimals	Null	Unique	Description
1.	EMPID	Number	5		N	Y	Unique autogenerated employee id.
2.	CREATEDT	Date	9		N		Created date
3.	LSTUSER	Char	25		N		Last user name of the table
4.	LSTUPDT	Date	9		N		Date on which the last values are inserted

4.3.13.1 Table Name

PSMEMPMASTER

4.3.13.2 Structure

Sr.	Field Name	Type	Length	Decimals	Null	Unique	Description
1.	EMPID	Number	5		N		Employee id auto-generated
2.	EMPNAME	Varchar2	30		N		Name Of the employee
3.	COMPID	Char	3		N		Company id in which the employee belong.
4.	LOC	Number	5		N		Location or branch of the company where it is located
5.	DIVISION	Number	5		N		The division the employee belong to .
6.	DEPTCODE	Char	4		N		Department code of the employee
7.	DESIGCODE	Char	4		N		Designation code of the employee.
8.	SALTYP	Number	5				The salary type of the employee.
9.	JOINDT	Date	9				Date of joining
10.	BASIC	Number	8	2			Basic pay for the employee.
11.	DA	Number	8	2	N		Dearness allowance
12.	HRA	Number	8	2	N		Hra for the employee
13.	CONV	Number	8	2	N		Conveyance for the employee
14.	ALLOWANCE	Number	8	2	N		Allowance for the employee
15.	GROSS	Number	8	2	N		Gross total for the employee
16.	WORKSTATUS	Number	5		N		Working status of the employee
17.	RESIGNDT	Date	9		N		Resignation date of the employee
18.	PROMOTEDT	Date	9		N		Promotion date of the employee
19.	REVNO	Number	3		N		Revision number
20.	REVDT	Date	9		N		Revision date

21.	REVFLG	Char	1		N		Revision flag
22.	CCA	Number	8	2	N		City compensation allowance
23.	LSTUSER	Char	25		N		Last user name of the table
24.	LSTUPDT	Date	9		N		Date on which the last values are inserted

4.3.14.1 Table Name

PSMEMPTRAN

4.3.14.2 Structure

Sr.	Field Name	Type	Length	Decimals	Null	Unique	Description
1.	EMPID	Number	5		N	Y	Employee id auto-generated
2.	SALMONTH	Char	8		N		Salary month to be calculated
3.	EMPWRKDAYS	Varchar	10		N		Employee work type
4.	EMPWRKHRS	Number	3		N		Employee work amount
5.	LEAVEDAYS	Number	3		N		Employee leave days
6.	OTHRS	Number	3		N		Over time hours
7.	OTAMT	Number	8	2	N		Over time amount payable to the employee.
8.	EBASIC	Number	8	2	N		Final basic for the employee.
9.	EDA	Number	8	2	N		Final da for the employee
10.	EHRA	Number	8	2	N		Final hra for the employee
11.	ECONV	Number	8	2	N		Final conv for the employee
12.	EALLOWANCE	Number	8	2	N		Final allowance for the employee
13.	MISCEARN	Number	8	2	N		Misc.earning for the employee for the month
14.	TOTEARN	Number	8	2	N		Total earning of the employee
15.	EPF	Number	8	2	N		Epf amount for the employee

16.	ESI	Number	8	2	N		Esi amount for the employee
17.	TAXAMT	Number	8	2	N		Tax amount for the employee
18.	MISCDEDN	Number	8	2	N		Misc.dedn for the employee
19.	LOANAMT	Number	8	2	N		Loan installment for the employee
20.	PROFTAX	Number	8	2	N		Prof tax for the employee
21.	EGROSS	Number	8	2	N		Total gross for the employee.
22.	STATUS	Char	1		N		Status of the salary details
22.	PPF	Number	8	2	N		Ppf for the employee.
23.	LSTUSER	Char	25		N		Last user name of the table
24.	LSTUPDT	Date	9		N		Date on which the values are inserted

4.3.15.2 Table Name

PSMEMPDETAILS

4.3.15.3 Structure

Sr.	Field Name	Type	Length	Decimals	Null	Unique	Description
1.	EMPID	Number	5		N		Employee id
2.	EMPADDRES1	Varchar2	30		N		Employee address1
3.	EMPADDRES2	Varchar2	30		N		Employee address2
4.	EMPCITY	Varchar2	15		N		Employee city name
5.	EMPSTATE	Varchar2	20		N		Employee state name
6.	EMPCNTRY	Varchar2	15		N		Employee country
7.	PHONE	Varchar2	30		N		Employee phone number
8.	EMAILID	Varchar2	30		N		Employee e-mail id
9.	EMPDOB	Date	9		N		Employee date of birth
10.	PPTNO	Number	20		N		Ppt number
11.	PPTEXPDT	Date	9		N		Ppt expiery date

12.	FHNAME	Varchar2	30		N		Father/husband name
13.	ESINO	Varchar2	12		N		Esi no of the employee
14.	EPFNO	Varchar2	12		N		Epf number of the employee
15.	DISPENLOC	Varchar2	20		N		Location of the working
16.	BNKACNO	Varchar2	20		N		Bank account number
17.	BNKNAME	Varchar2	30		N		Bank name
18.	BNKBRNAME	Varchar2	20		N		Bank branch name
19.	MARISTATUS	Char	1		N		Maritial status
20.	NOOFCHILDREN	Number	2		N		No of children for the employee
21.	BLDGRP	Varchar2	4		N		Blood group of the employee.
22.	NOMINAME	Varchar2	25		N		Nominee for the employee
23.	RELATION	Varchar23	25		N		Relation between nominee and the employee
24.	NOMINDOB	Date	9		N		Nominee date of birth.
25.	LSTUSER	Char	25		N		Last user name of the table
26.	LSTUPDT	Date	9		N		Date on which the values are inserted

4.3.16.1 Table Name

PSMLEAVEMASTER

4.3.16.2 Structure

Sr.	Field Name	Type	Length	Decimals	Null	Unique	Description
1.	EMPID	Number	5		N		Employee id
2.	CL	Number	3		N		Casual leave amount
3.	PL	Number	3		N		Pl leave amount
4.	SL	Number	3		N		Sick leave amount
5.	LSTUSER	Char	25		N		Last user name of the table
6.	LSTUPDT	Date	9		N		Date on which the values are inserted

4.3.17.1 Table Name

PSMLEAVEDTL

4.3.17.2 Structure

Sr.	Field Name	Type	Length	Decimals	Null	Unique	Description
1.	EMPID	Number	5		N	Y	Employee id
2.	FROMDT	Date	9		N		From date for the leave
3.	TODT	Date	9		N		To date for the leave
4.	NOOFDAYS	Number	3		N		Total number of days this leave is for
5.	LEAVETYP	Number	5		N		The type of leave.
6.	REASON	Varchar2	50		N		The reason the employee is taking leave.
7.	LOPYA	Number	3		N		The leave taken is for the loss of pay
8.	LSTUSER	Char	25		N		Last user name of the table
9.	LSTUPDT	Date	9		N		Date on which the values are inserted

4.3.18.1 Table Name

PSMloanmaster

4.3.18.2 Structure

Sr.	Field Name	Type	Length	Decimals	Null	Unique	Description
1.	Loanno	Char	4		N		Loannumber for the loan to the employee
2.	Empid	Number	5		N		Employee id
3.	Loatdt	Date	9		N		Loan date
4.	Loanamt	Number	8	2	N		Loan amount given to the employee
5.	Intpercent	Number	3		N		Interest percentage
6.	Repayamt	Number	8	2	N		Repayment amount
7.	Noofinst	Number	3		N		Number of total installment
8.	Instamt	Number	8	2	N		Installment amount
9.	Status	Char	1		N		Status for the employ
10.	Lstuser	Cahr	25		N		Last user of the table
11.	Lstupdt	Date	9		N		Last updated or last inserted date.

4.3.19.1 Table Name

PSMloandtl

4.3.19.2 Structure

Sr.	Field Name	Type	Length	Decimals	Null	Unique	Description
1.	Loanno	Char	4		N	Y	Loan number of the particular employee
2.	Mnth	Char	8		N		Month on which the loan has to be repayed
3.	Instno	Number	2		N		Installment number
4.	Amt	Number	8	2	N		Amount of loan .
5.	Lstuser	Char	25		N		Last user name of the table
6.	Lstupdt	Date	9		N		Date on which the values are inserted

4.3.20.1 Table Name

PSMmiscearndedn

4.3.**20.2 Structure**

Sr.	Field Name	Type	Length	Decimals	Null	Unique	Description
1.	Empid	Number	5		N	Y	Employee id
2.	Miscdt	Date	9		N		Date of the entry
3.	Misctyp	Char	1		N		Type (earning or deduction)
4.	Miscamt	Number	8	2	N		Amount to be earned or deducted
5.	Desc1	Number	5		N		Description for the earning or deduction
6.	Lstuser	Char	25		N		Last user name of the table
7.	Lstupdt	Date	9		N		Date on which the values are inserted

4.3.21.1 Table Name

PSMarrears

4.3.21.2 Structure

Sr.	Field Name	Type	Length	Decimals	Null	Unique	Description
1.	Empid	Number	5		N	Y	Employee id
2.	Mnth	Char	8		N		Month the arrears is pending
3.	Revdt	Date	9		N		Revision date of arrears.
4.	Noofdays	Number	3		N		Number of days the arrears is pending
5.	Noofhrs	Number	3		N		Number of hours the arrears is pending
6.	Nomths	Number	2		N		Number of months the arrears is pending.
7.	Effdt	Date	9		N		Effective date
8.	Basic	Number	8	2	N		Basic arrears to the employee
9.	Da	Number	8	2	N		Da arrears to the employee
10.	Hra	Number	8	2	N		Hra arrears to the employee.
11.	Conv	Number	8	2	N		Conv arrears to the employee.
12.	Allowance	Number	8	2	N		Allowance arrears to the employee.
13.	Gross	Number	8	2	N		Total arrears to the employee
14.	Epf	Number	8	2	N		Epf to the employee
15.	Esi	Number	8	2	N		Esi to the employee
16.	Taxamt	Number	8	2	N		Tax amount to the employee
17.	Dedn	Number	8	2	N		Deduction to the employee
18.	Lstuser	Char	25		N		Last user name of the table
19.	Lstupdt	Date	9		N		Date on which the last values are inserted

4.3.22.1 Table Name

PSMbonus

4.3.22.2 Structure

Sr.	Field Name	Type	Length	Decimals	Null	Unique	Description
1.	Empid	Number	5		N	Y	Employee id
2.	Bonfromyr	Char	9		N		Bonus from year
3.	Bontoyr	Char	9		N		Bonus to year
4.	Totbasic	Number	8	2	N		Total basic
5.	Bonusamt	Number	8	2	N		Bonus amount
6.	Dednamt	Number	8	2	N		Deduction
7.	Netamt	Number	8	2	N		Net total amount
8.	Lstuser	Char	25		N		Last user name of the table
9.	Lstupdt	Date	9		N		Date on which the last values are inserted

4.3.23.1 Table Name

PSMCANDALLOW

4.3.23.2 Structure

Sr.	Field Name	Type	Length	Decimals	Null	Unique	Description
1.	CANDID	Number	5		N	Y	Unique autogenerated candidate id
2.	ALLOWCODE	Number	5		N		Allowance code
3.	ALLOWAMT	Number	8	2	N		Allowance amount
4.	LSTUSER	Char	25		N		Last user name of the table
5.	LSTUPDT	Date	9		N		Date on which the last values are inserted

4.3.24.1 Table Name

PSMEMPOT

4.3.24.2 Structure

Sr.	Field Name	Type	Length	Decimals	Null	Unique	Description
1.	EMPID	Number	5		N	Y	Unique autogenera employee id
2.	OTHRS	Number	3		N		Overtime hours
3.	OTDT	Date	9		N		Overtime date
4.	LSTUSER	Char	25		N		Last user name of t table
5.	LSTUPDT	Date	9		N		Date on which the values are inserted

4.3.25.1 Table Name

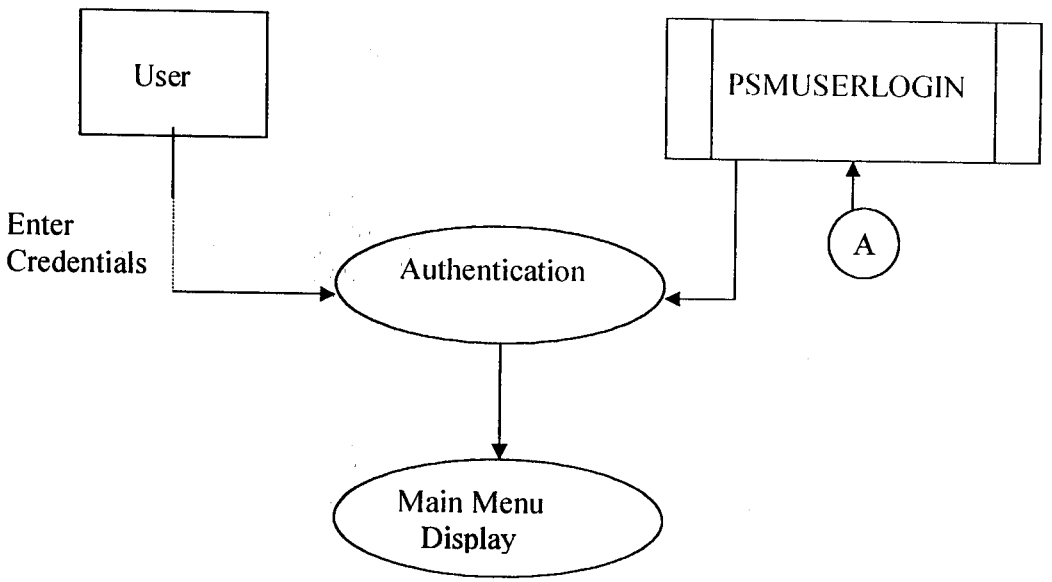
PSMPROFTAX

4.3.25.2 Structure

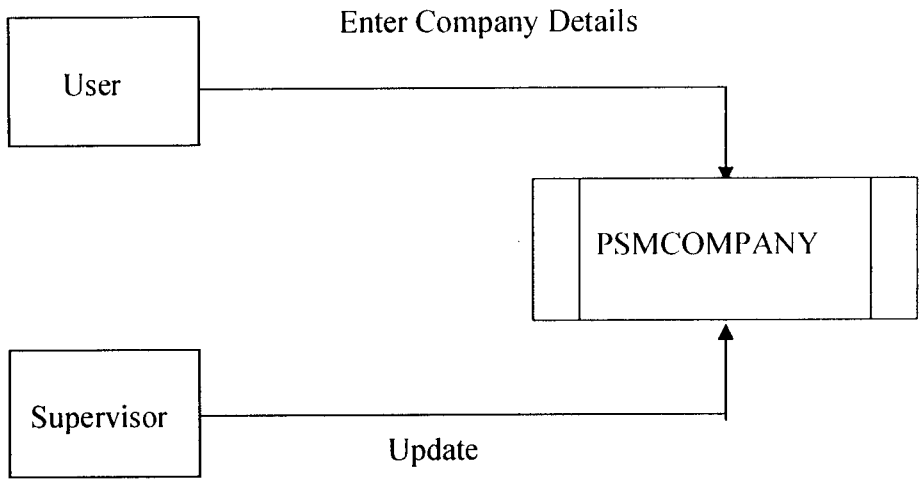
Sr.	Field Name	Type	Length	Decimals	Null	Unique	Description
1.	TAXID	Number	3		N	Y	Unique autogenerat tax id
2.	FROMAMT	Number	8	2	N		From amount
3.	TOAMT	Number	8	2	N		To amount
4.	PROFTAXAMT	Number	8	2	N		Professional tax amount
5.	EFFDT	Date	9		N		Effective date
6.	LSTUSER	Char	25		N		Last user name of th table
7.	LSTUPDT	Date	9		N		Date on which the la values are inserted

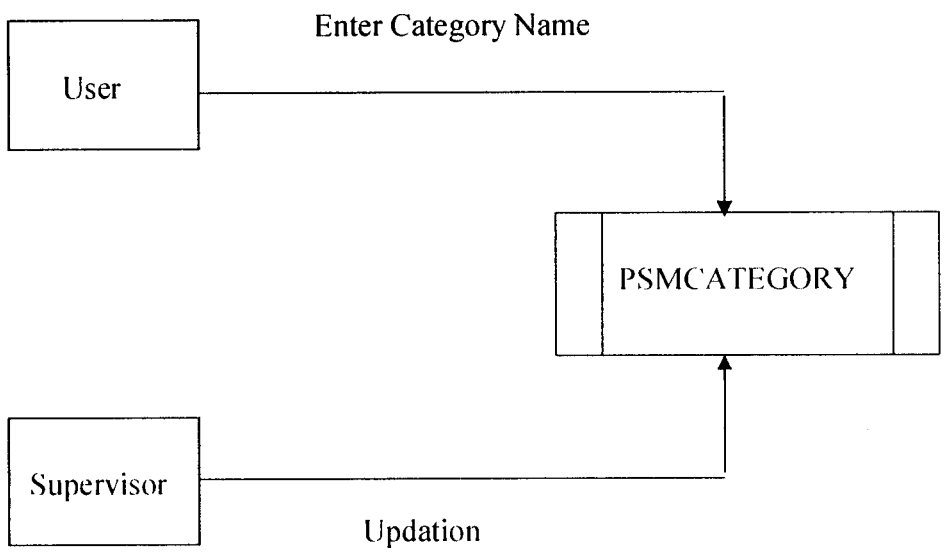
4.4 Process Design

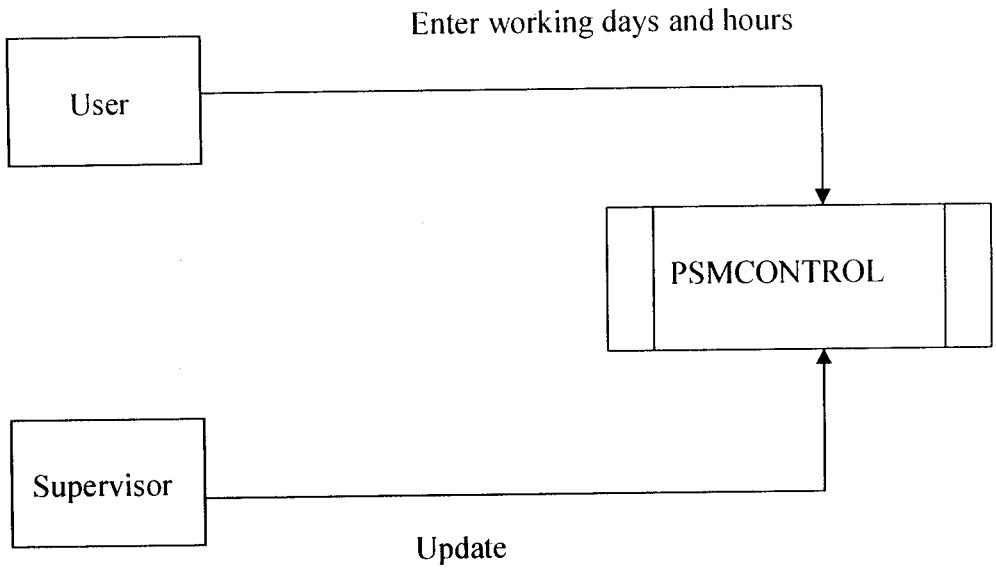
4.4.1 AUTHENTICATION MODULE.



4.4.2 MASTER MAINTAINANCE.



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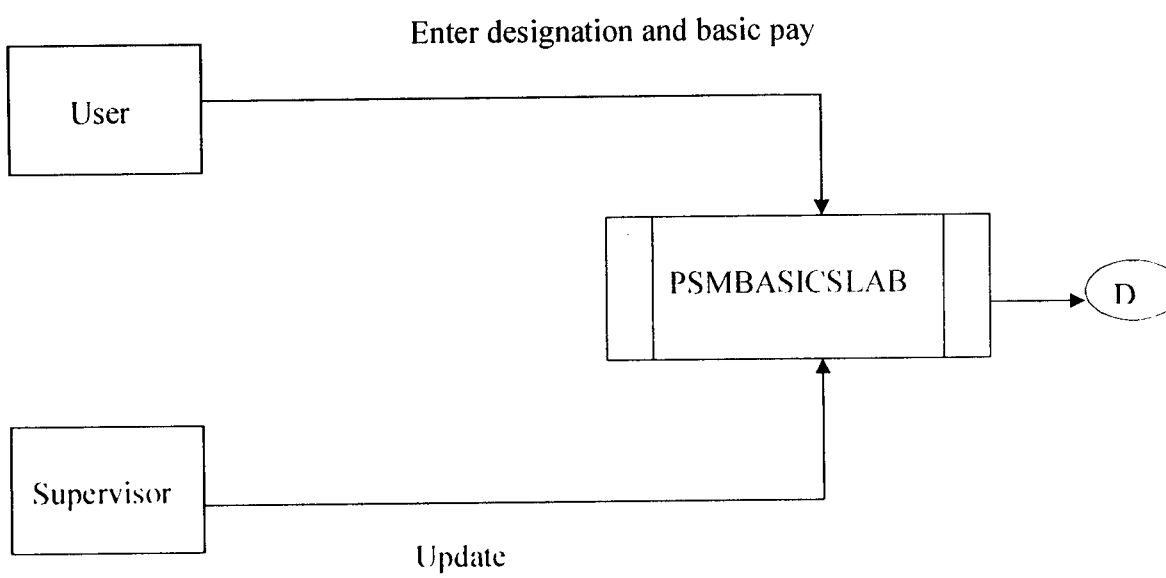
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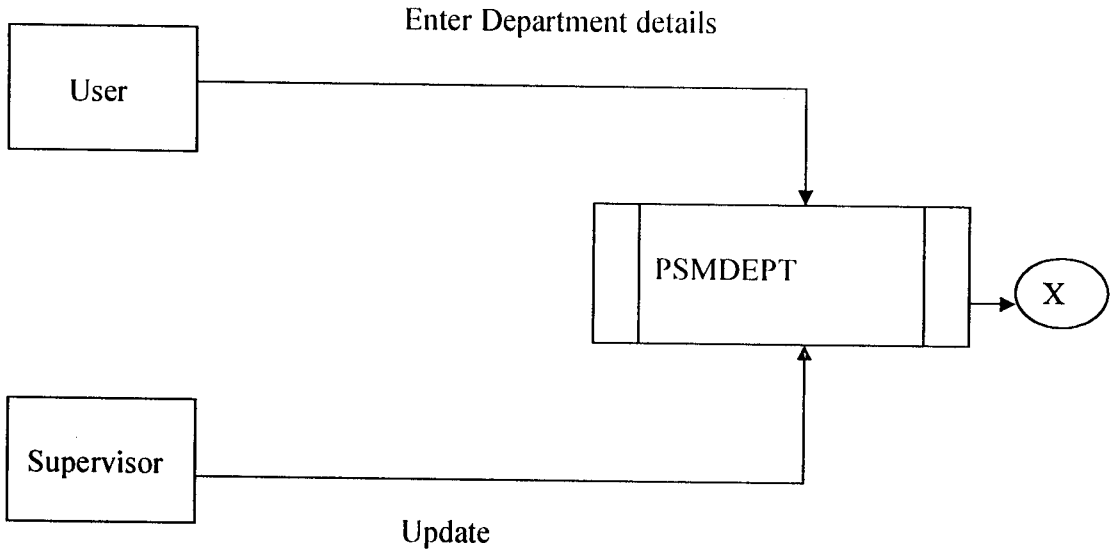
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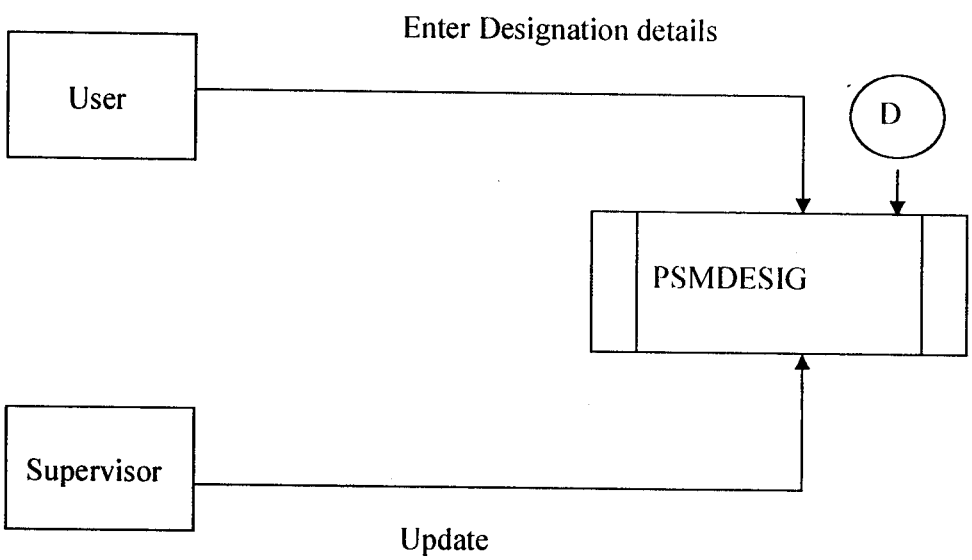
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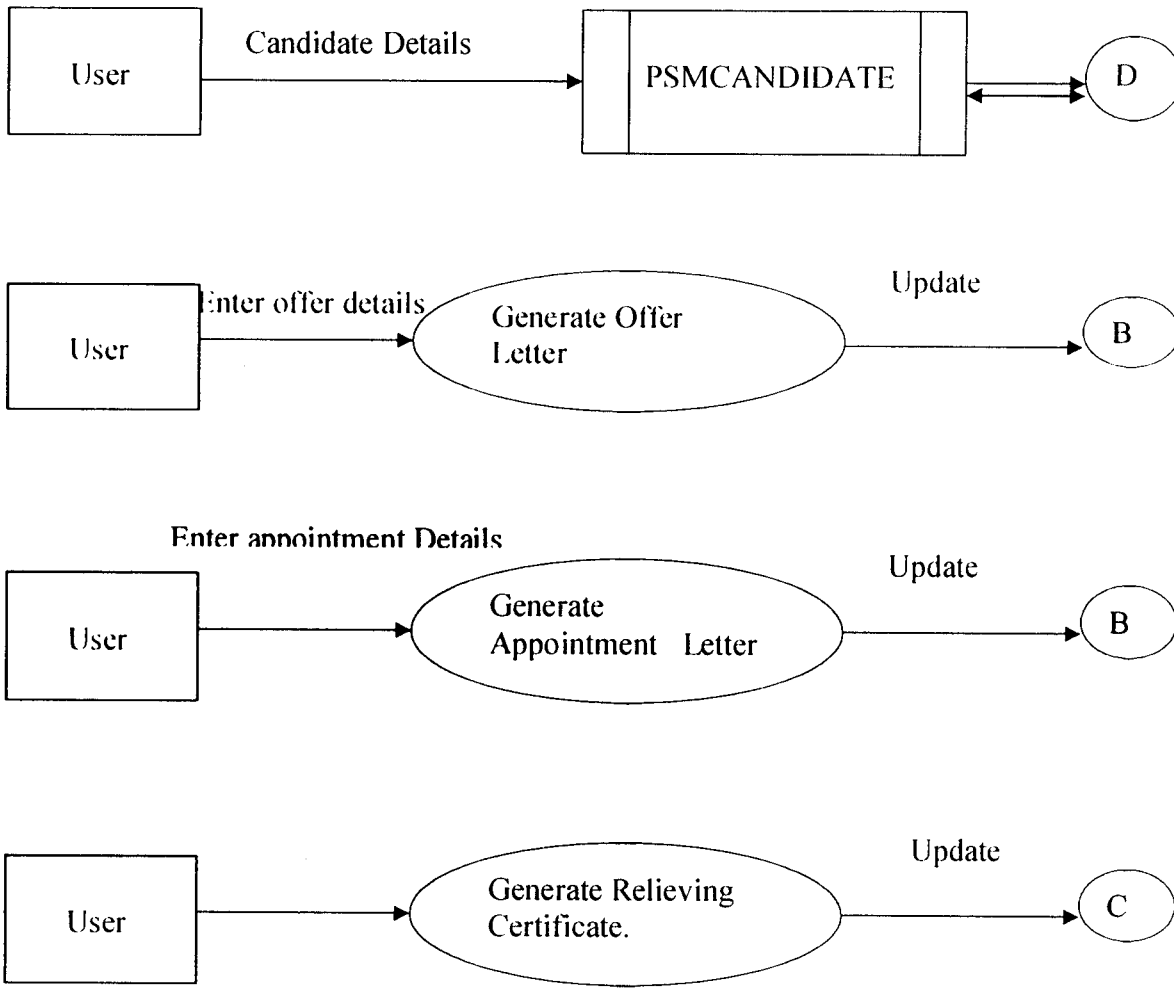

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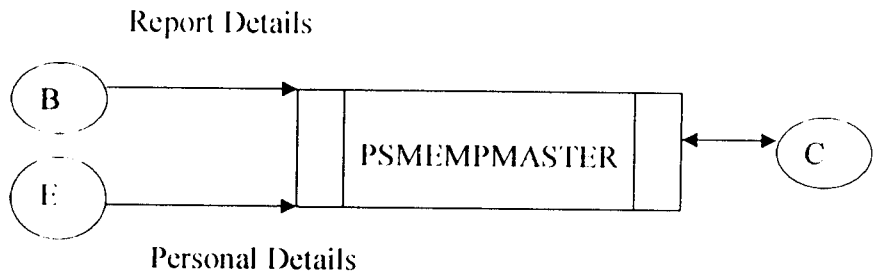

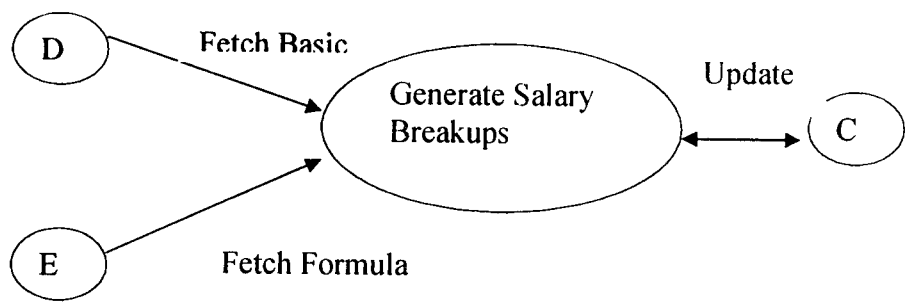

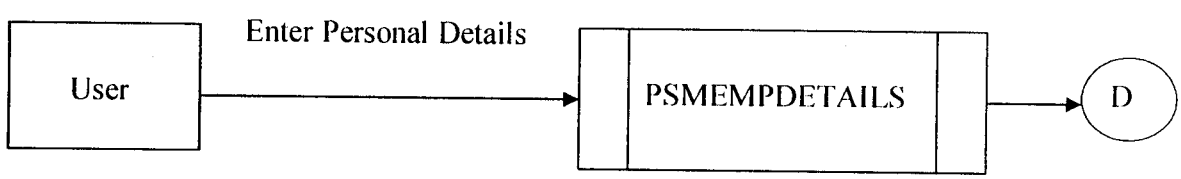

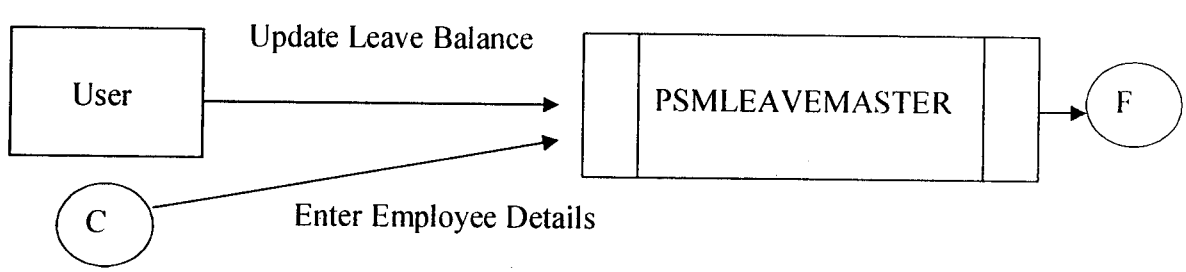

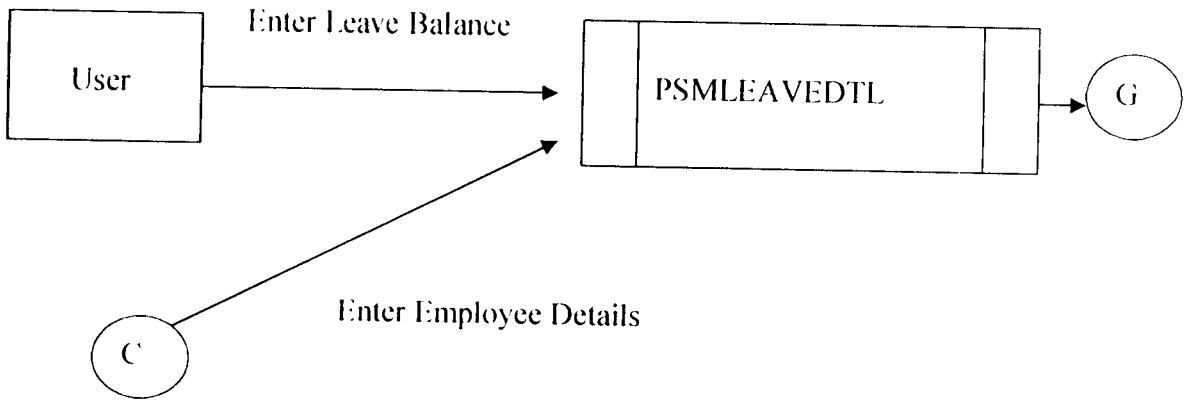
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C
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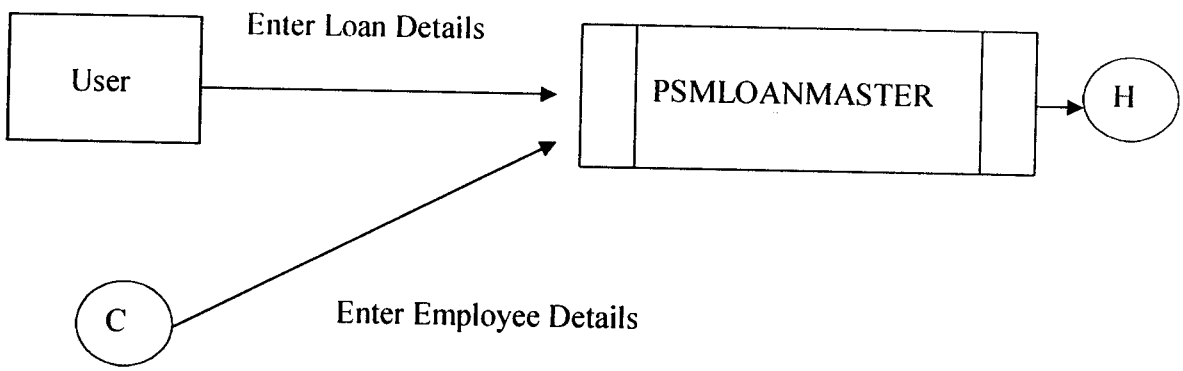
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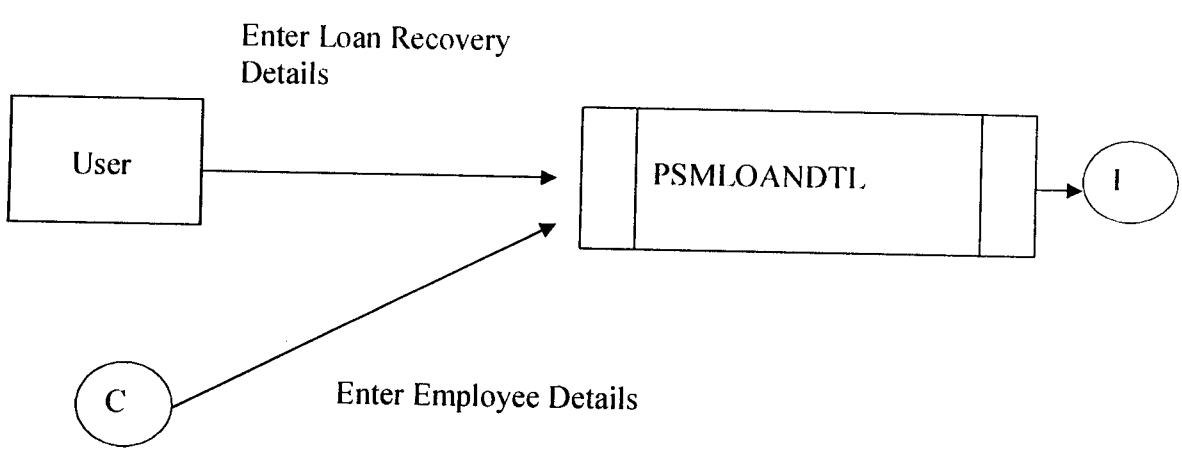
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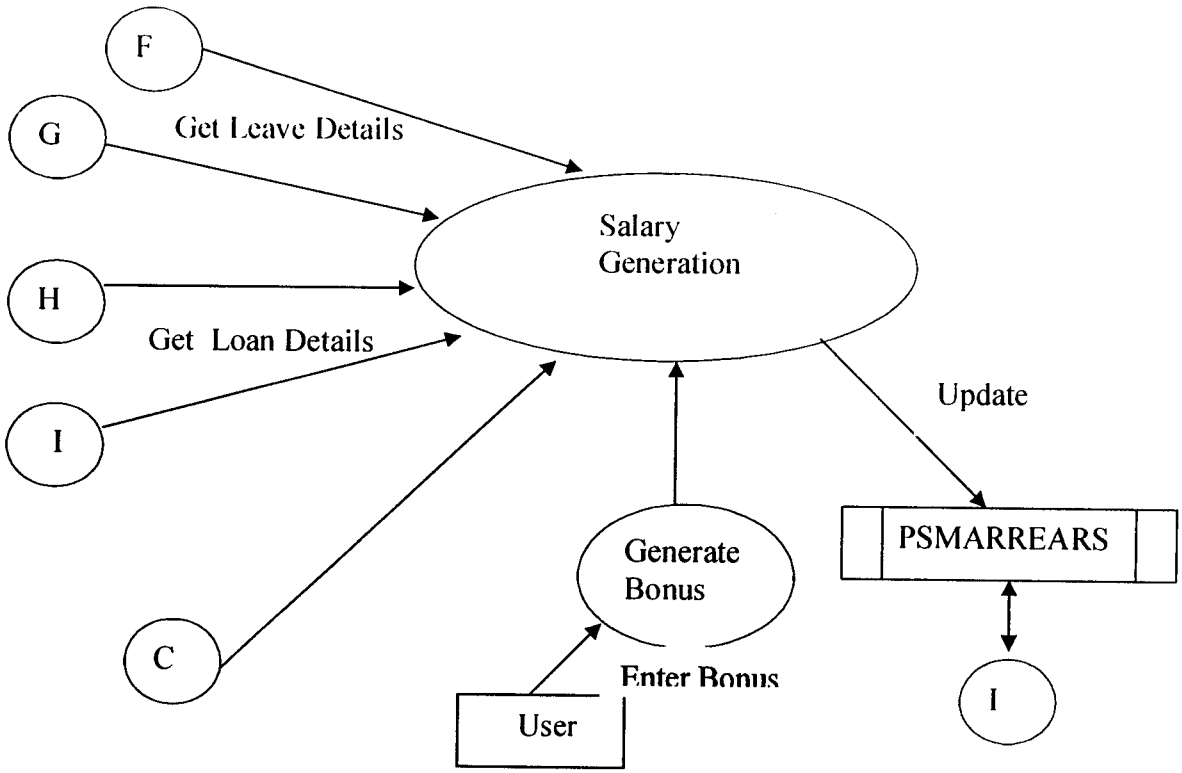

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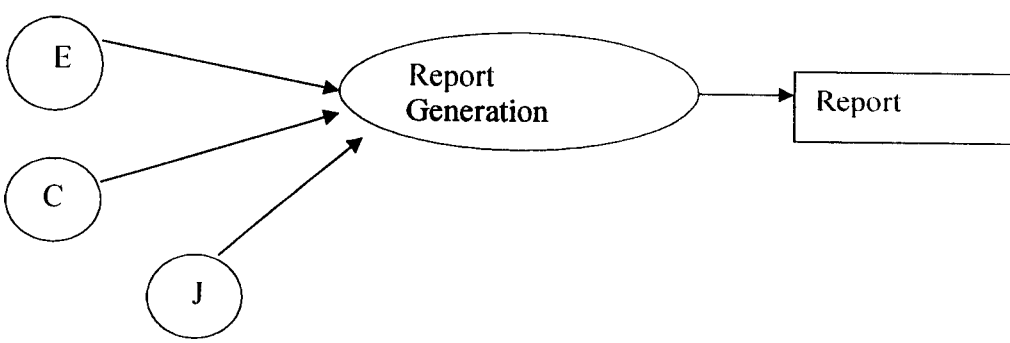
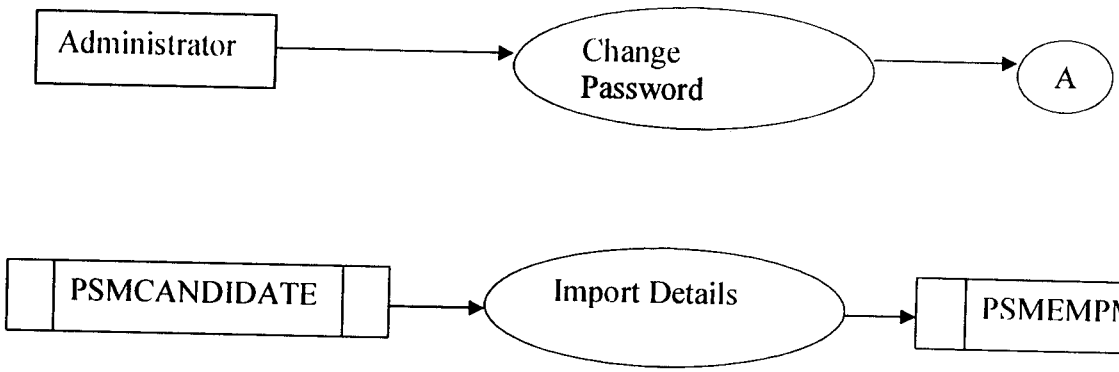
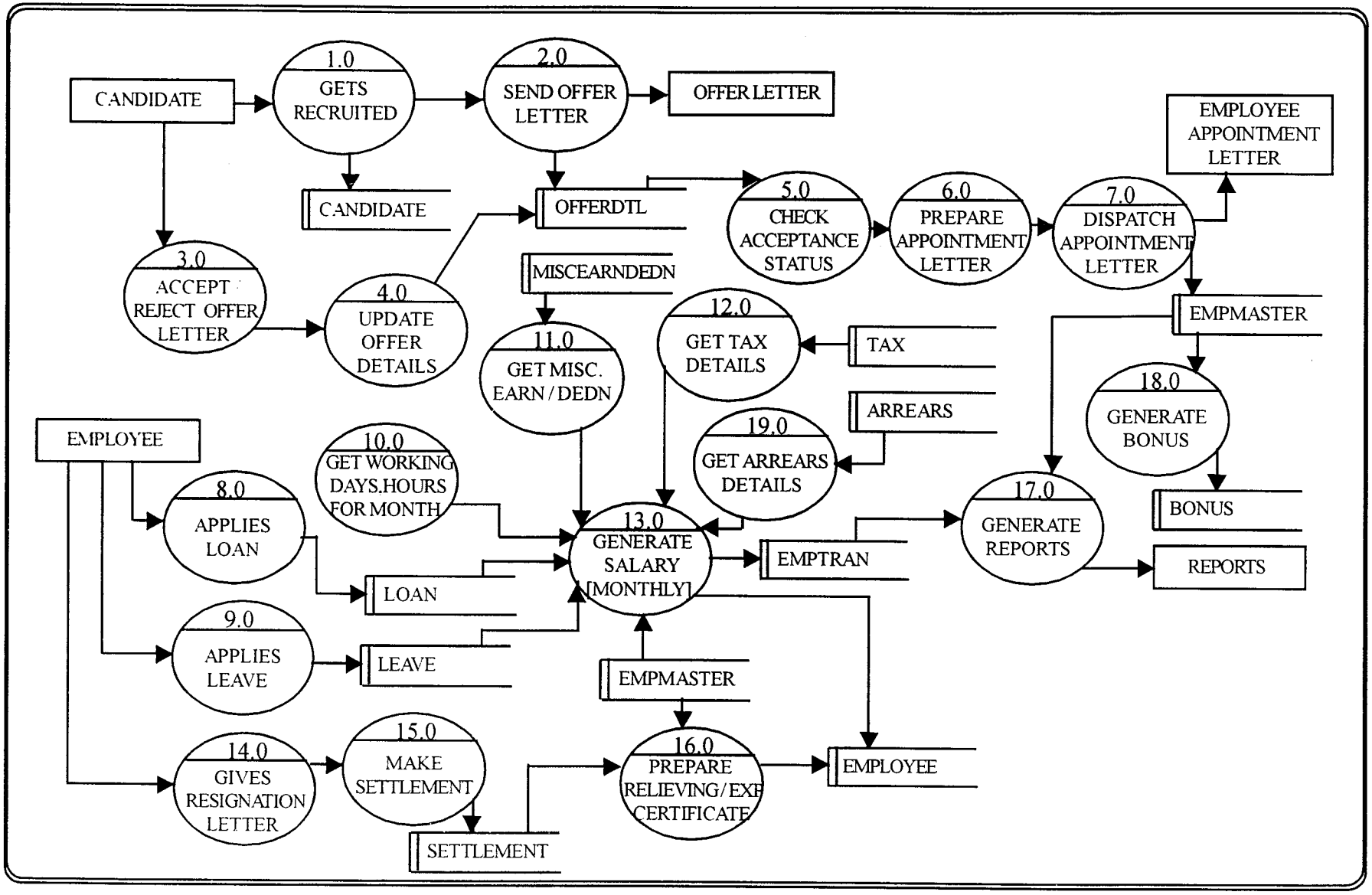


4.4.6 Utilities:

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CHECK ACCEPTANCE STATUS
6.0
PREPARE APPOINTMENT LETTER
7.0
DISPATCH APPOINTMENT LETTER
3.0
ACCEPT REJECT OFFER LETTER
4.0
UPDATE OFFER DETAILS
MISCEARNDEDN
11.0
GET MISC. EARN / DEDN
12.0
GET TAX DETAILS
TAX
EMPMASTER
18.0
GENERATE BONUS
ARREARS
19.0
GET ARREARS DETAILS
EMPLOYEE
10.0
GET WORKING DAYS.HOURS FOR MONTH
8.0
APPLIES LOAN
13.0
GENERATE SALARY [MONTHLY]
17.0
GENERATE REPORTS
BONUS
EMPTRAN
REPORTS
LOAN
9.0
APPLIES LEAVE
LEAVE
EMPMASTER
14.0
GIVES RESIGNATION LETTER
15.0
MAKE SETTLEMENT
16.0
PREPARE RELIEVING/EXP CERTIFICATE
EMPLOYEE
SETTLEMENT

SYSTEM IMPLEMENTATION AND TESTING

5.5 System Implementation and Testing.

5.1 System Implementation.

Implementation is the stage of project when the theoretical design is turned into a working model. A lot of planning has to go for the successful implementation of the system. The major steps that were carried out and the events that occurred in these stages are summarized below.

- Training was given to the users of the software application, both, theoretically as well as practically. They were briefed on the lines of the objectives of the system, how to operate the system and the benefits that would be reaped from the system.
- The system was tested in the user environment and the user was asked to give his / her suggestions. It was found that most of their responses were favourable to the effective use of the system.

The software application Integrated People Support Management System is incorporated at DSM Soft (P) Ltd. In order to enable and replace the existing work more effective, efficient and less time consuming.

5.2 System Testing

Software Testing is to test the success of the system and it requires a significant percentage of overall development time and effort. Testing is the process of executing a program with the explicit intention of finding errors, if any. A series of tests are performed over the proposed system before the system is ready for user acceptances.

Software Testing is done with the following objectives:

- Verification of software design by evaluating structural interfaces and procedural requirements.
- Validation of software requirements.
- To provide a method for systematic assembly of software.
- Definition of quality bonafide to which maintenance can be traced.

TESTING

Testing is vital to the success of the system. System testing makes a logical assumption that if all parts of the system are correct, the goal will be successfully achieved. Once program code has been developed, testing begins. The testing process focuses on the logical internals of the software, ensuring that all the statements have been tested, and on the functional externals, that is conducting tests to uncover errors and ensure that defined input will produce actual results that agree with required results.

Objective:

The objective is to test the system thoroughly so that it meets all the implicit and explicit requirements stated in the software requirement specification.

- Testing is a process of executing a program with the intent of finding an error.
- A good test case is one that has a higher probability of finding an unpredictable error.
- A successful test is the one that provides solution to that unpredictable error.

Testing process is as follows:

- Unit testing
- Walk-through testing
- White-box testing
- Integration testing
- System testing
- Specification testing
- Performance testing
- Validation testing
- Output testing

Unit testing:

After the completion of screen design and low-level design, as according to the requirements unit testing is performed. The aim is to test the functionality of modules in individual screens. Necessary changes are brought out after evaluation, which are compared with the sample results. These sample test cases were found successful with system.

Walk-through testing:

Once the system is tested for its working for the needs at the unit testing phase, the code is thoroughly checked for any redundancy, any deviations in the naming conventions of the variables, whether the code is optimized or not and so on.

White-box testing:

All the looping structures and conditional statements are checked for their correctness. At first the loops are checked whether they work for both the conditions properly and is branching takes place correctly. Now the boundary condition are checked how they work between boundaries and at the same time they are also checked outside the boundaries and are found everything goes on in right manner.

Integration testing:

This testing is carried out after integrating al the screen interfaces into one package. In this phase testing is basically concerned with all the integration issues that typically arises when all the modules were put together the system is tested so that there is a smooth navigation across the system without any integration errors.

Validation testing:

After integrating into single package, the validation test is conducted. A range of sample inputs are selected and checked whether the system raises errors for non-appropriate inputs and accepts the appropriate inputs.

Output testing:

The system is checked whether it produces desired output for input. In our system when a media file is run using multimedia player audio or video or audio and video will be produced as result in the speaker or on the display unit dependently.

System testing

The newly developed system is tested 'Test Case' are developed right before implementation testing. System testing is designed to uncover weakness that was found in earlier tests. This includes forced system failure and validation of the total system, as its users in the operational environment will implement it. The total system is also tested for recovery and fallback after various major failures to ensure that no data are list during the emergency.

Specification testing

The stated specification is tested with new system by test cases and it found that it fulfills the specification.

Performance testing

Performance of the new system based on time factor is tested and it is found to be good.

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3. Eric Brierley and Anthony Prince, Visual Basic 6 how to , Techmedia Publication pvt ltd, Singapore,1998.

Web sites

1. www.vbcodes.com as on 02-02-2002
2. www.oracle.com as on 10-03-2002
3. www.codeguru.com as on 15-03-2002
4. www.msdn.microsoft.com\vb as on 18-03-2002

CONCLUSION

6.Conclusion.

This real-time project entitled *"Integrated People Support Management System"* is entirely a menu driven application which has been tested with sample data and implemented for DSM SOFT (P) Ltd., Nungambakkam, Chennai with actual data.

This computerized system helps to generate reports like ESI Report, EPF Report, necessary Individual Reports and various Summary / Detail Reports etc. with less effort and thereby reduces the work done and time required to do manually.

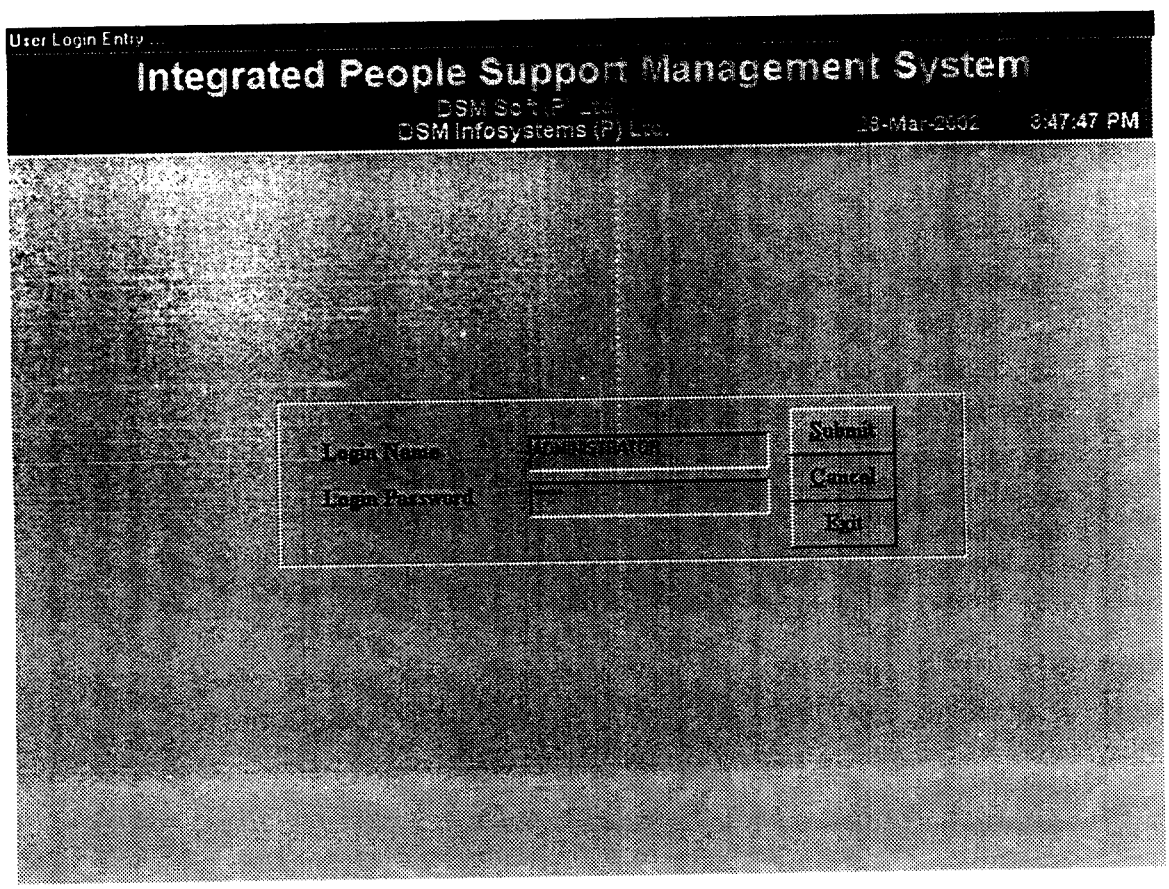
In future, this computerized system can be expanded to further client needs in transaction processing and to generate more reports. More modules can also be appended along with existing information. Thus, this system has been found to satisfy the client's requirements.

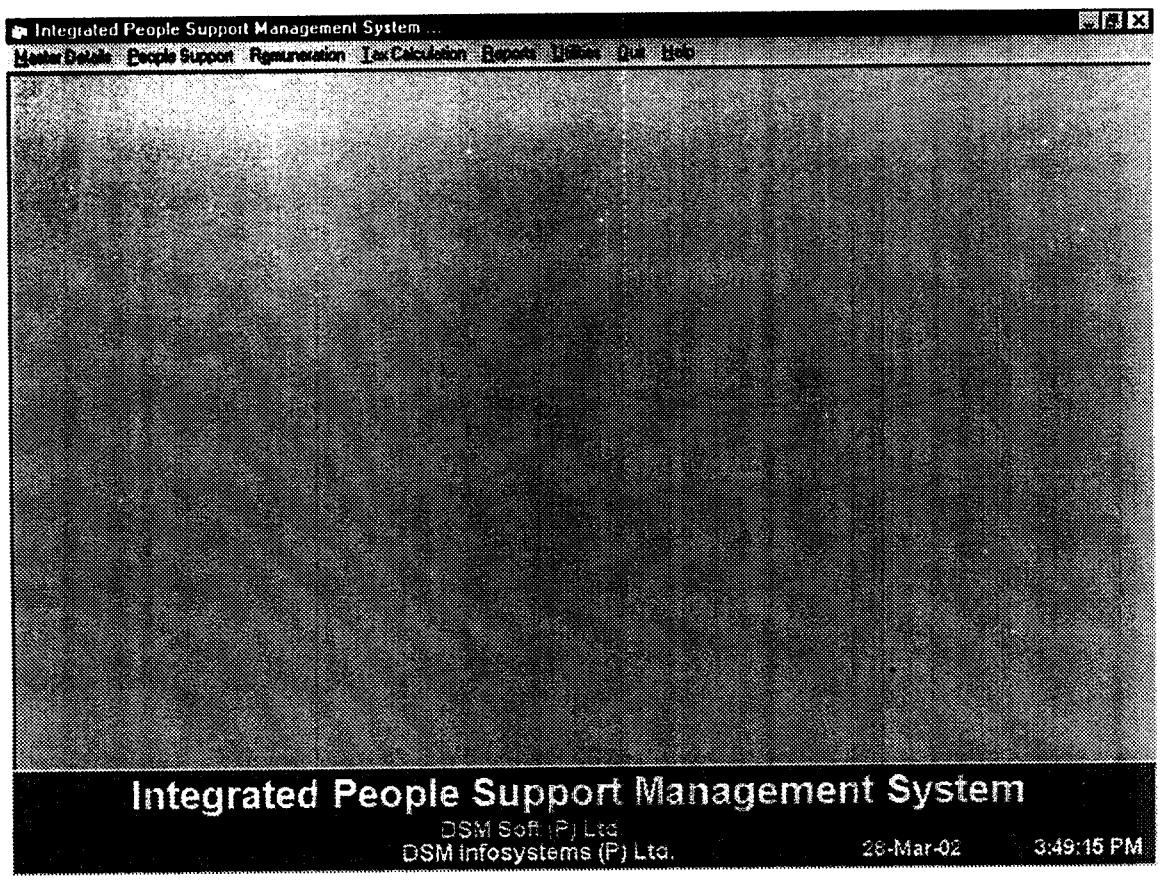
BIBLIOGRAPHY

SCREEN LAYOUTS

Appendices

Screens Design

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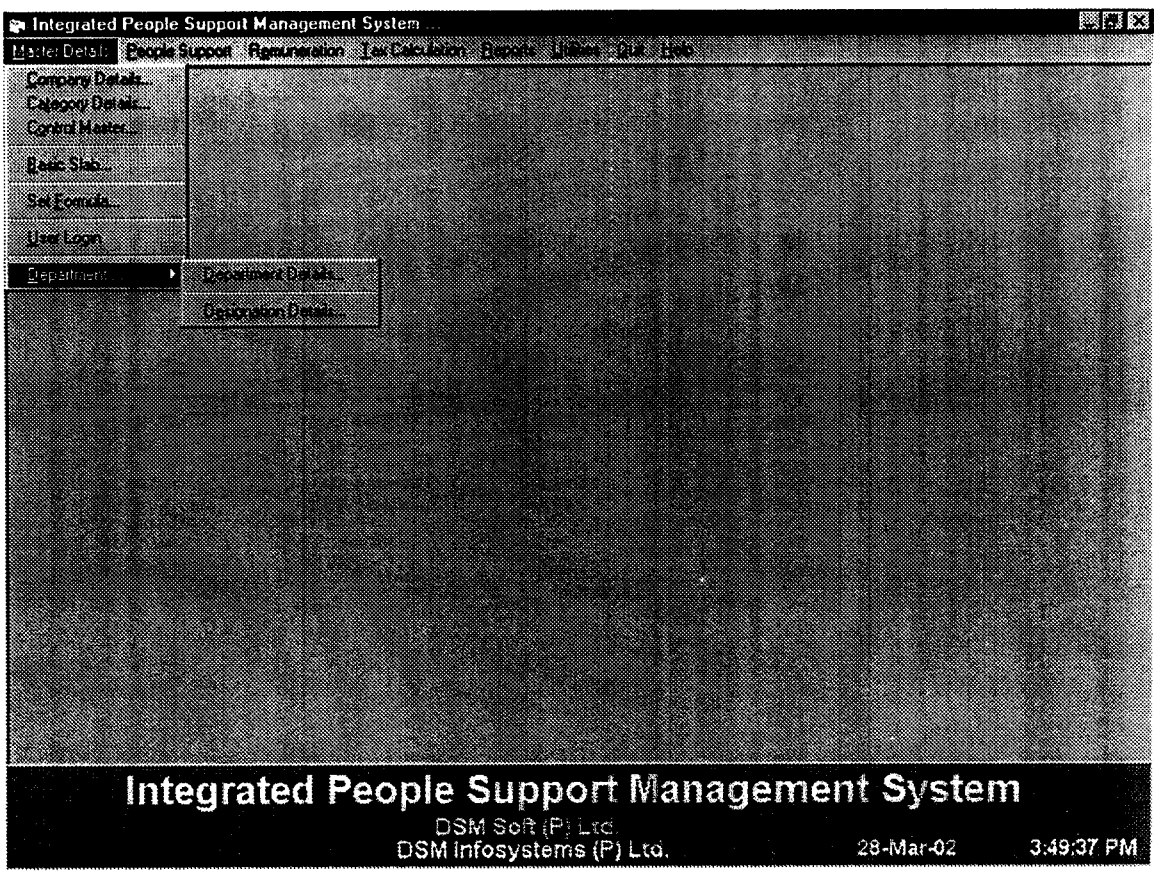
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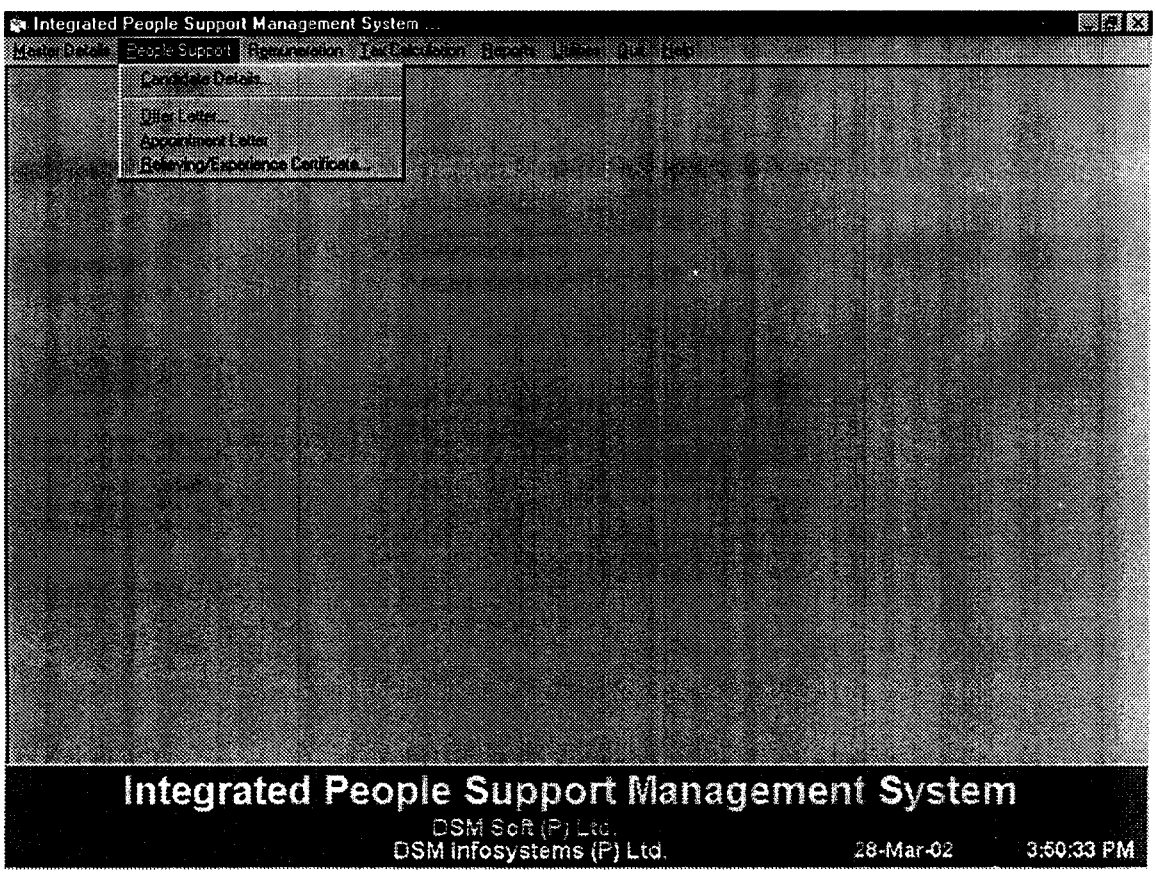

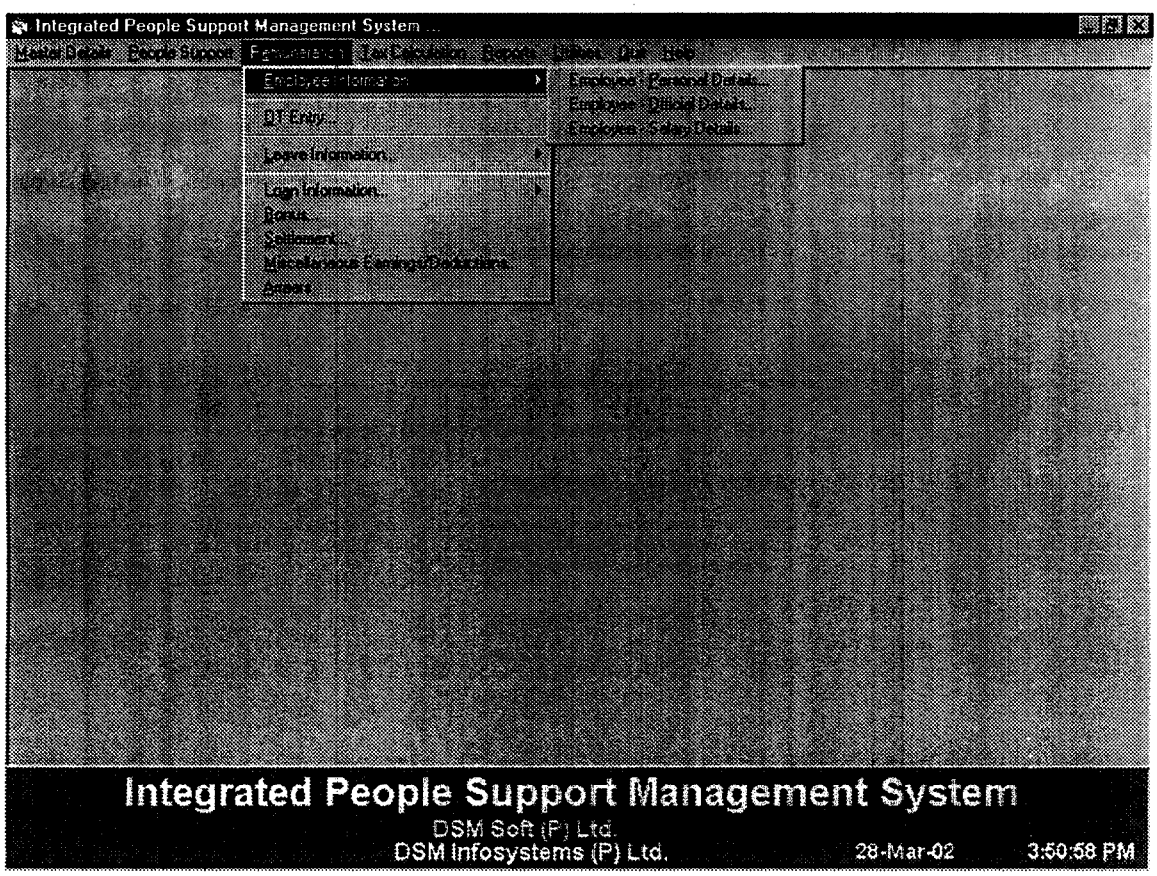
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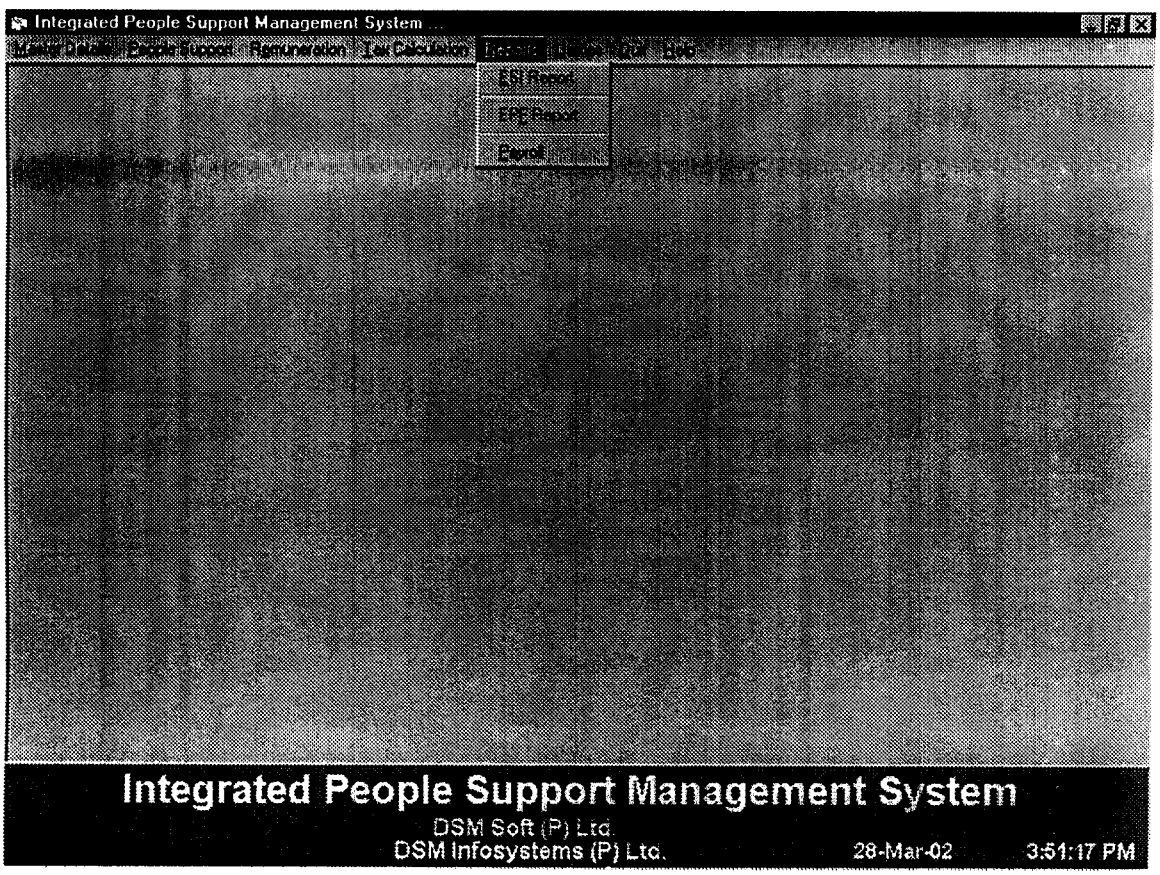
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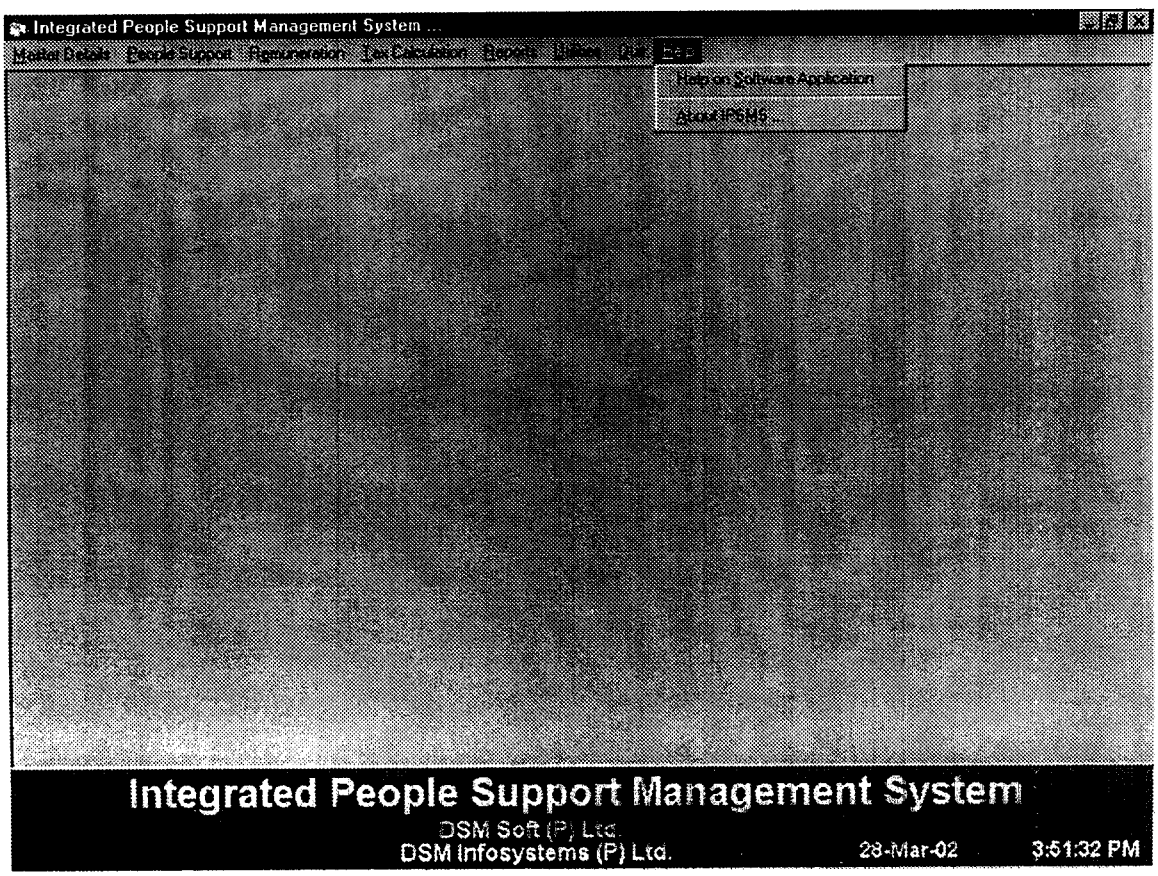

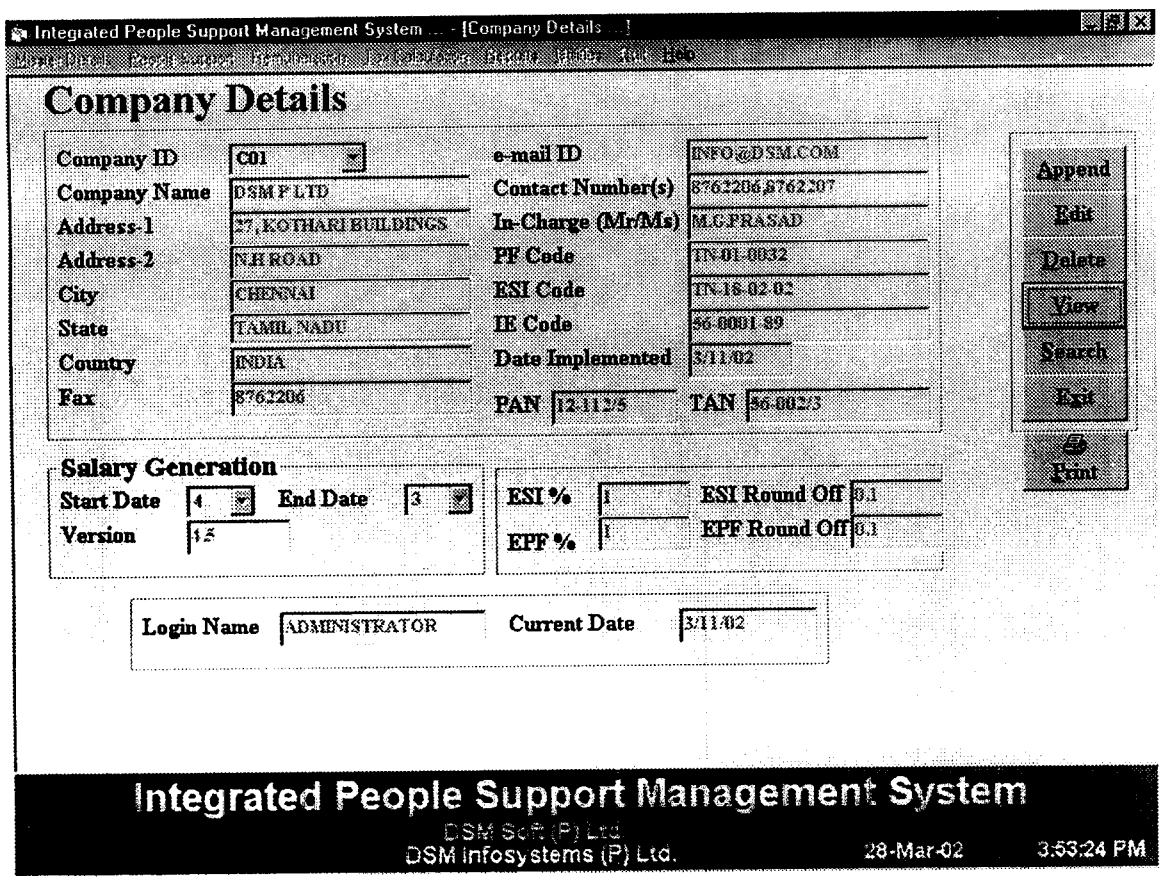
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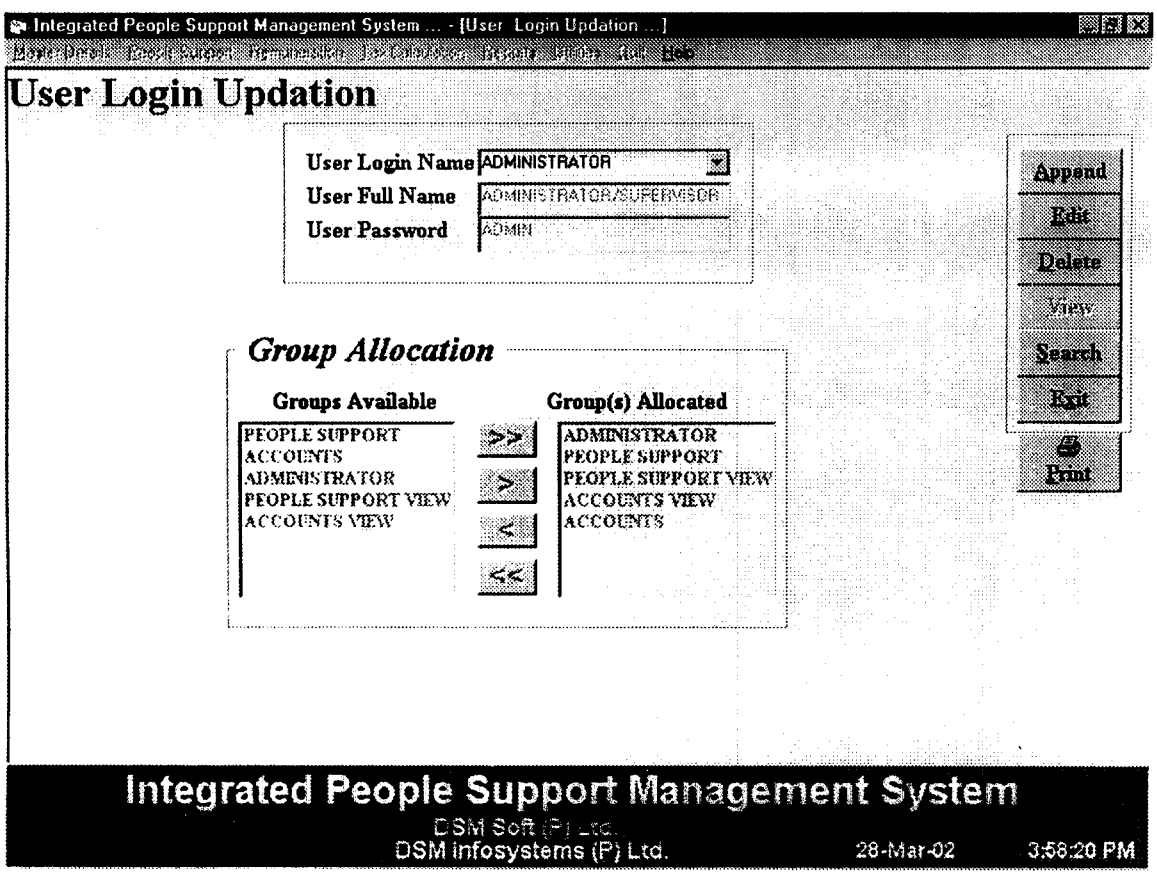
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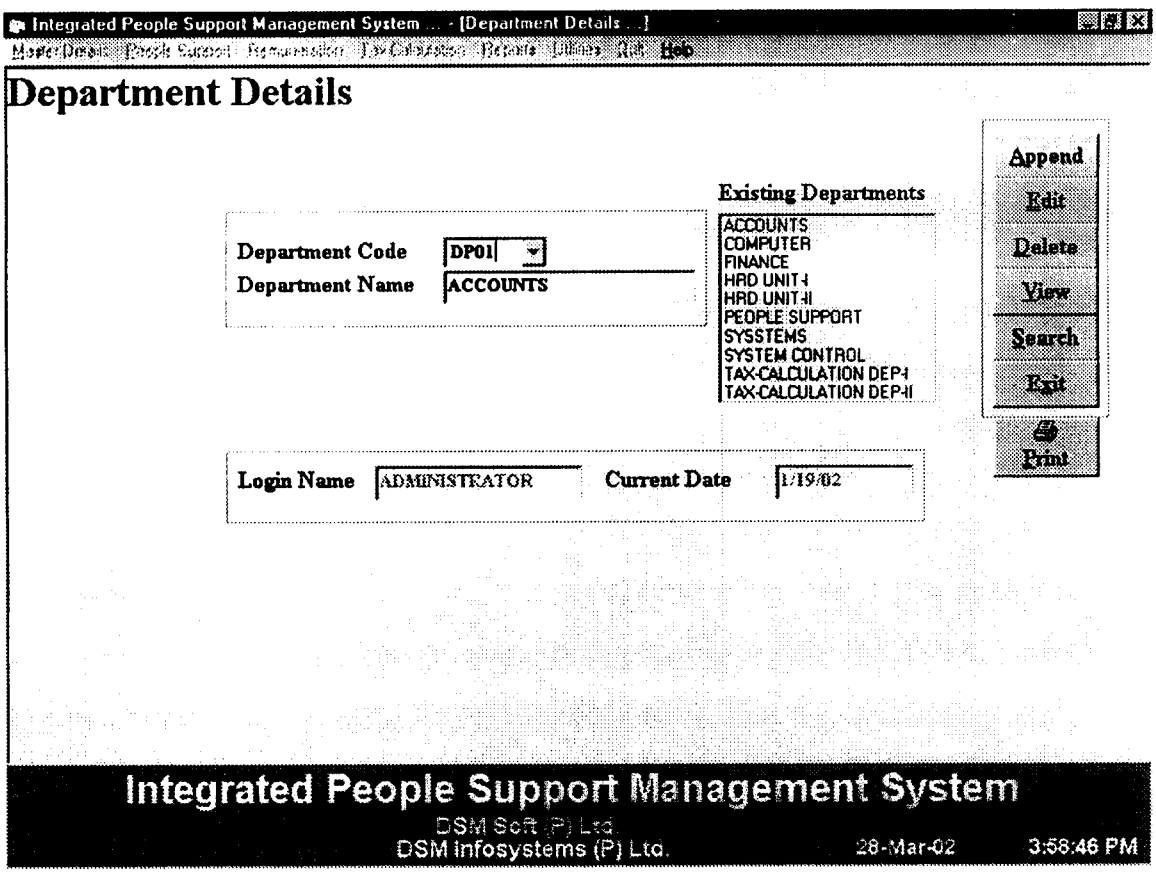
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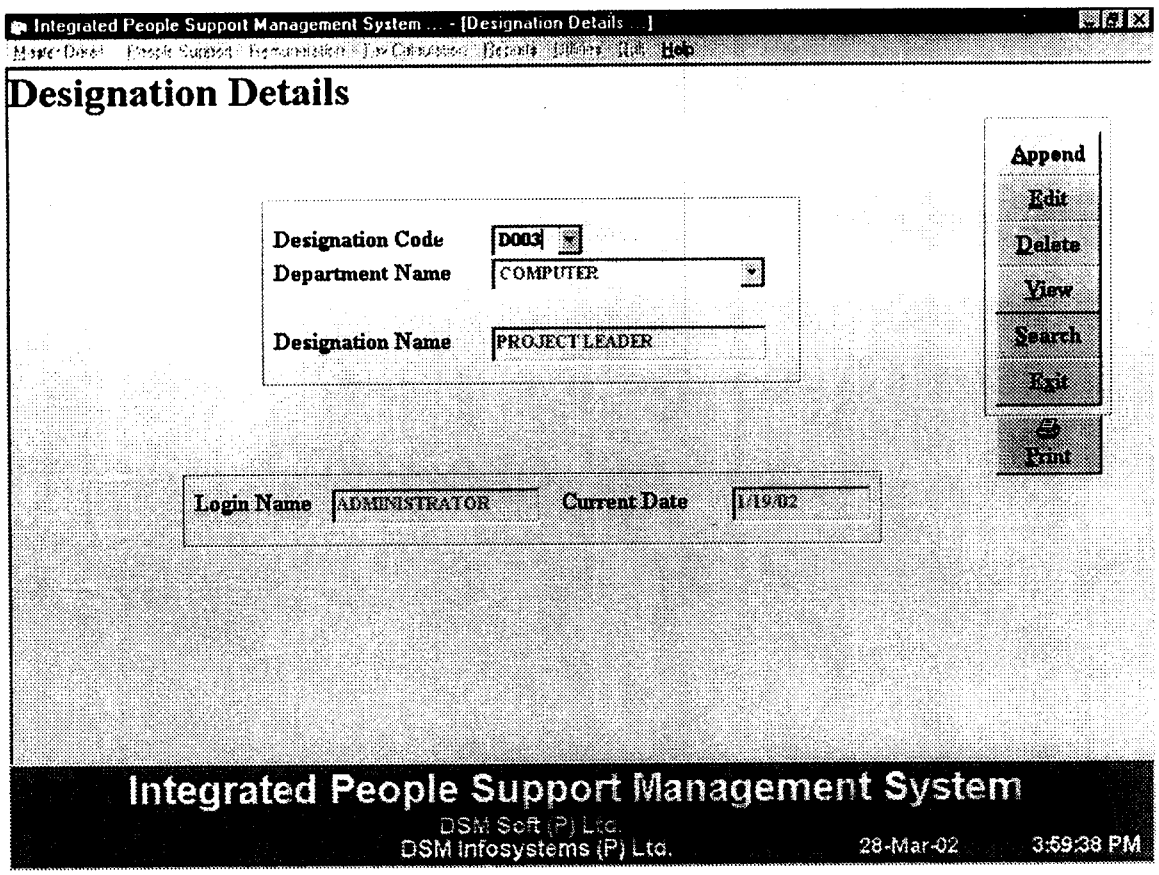
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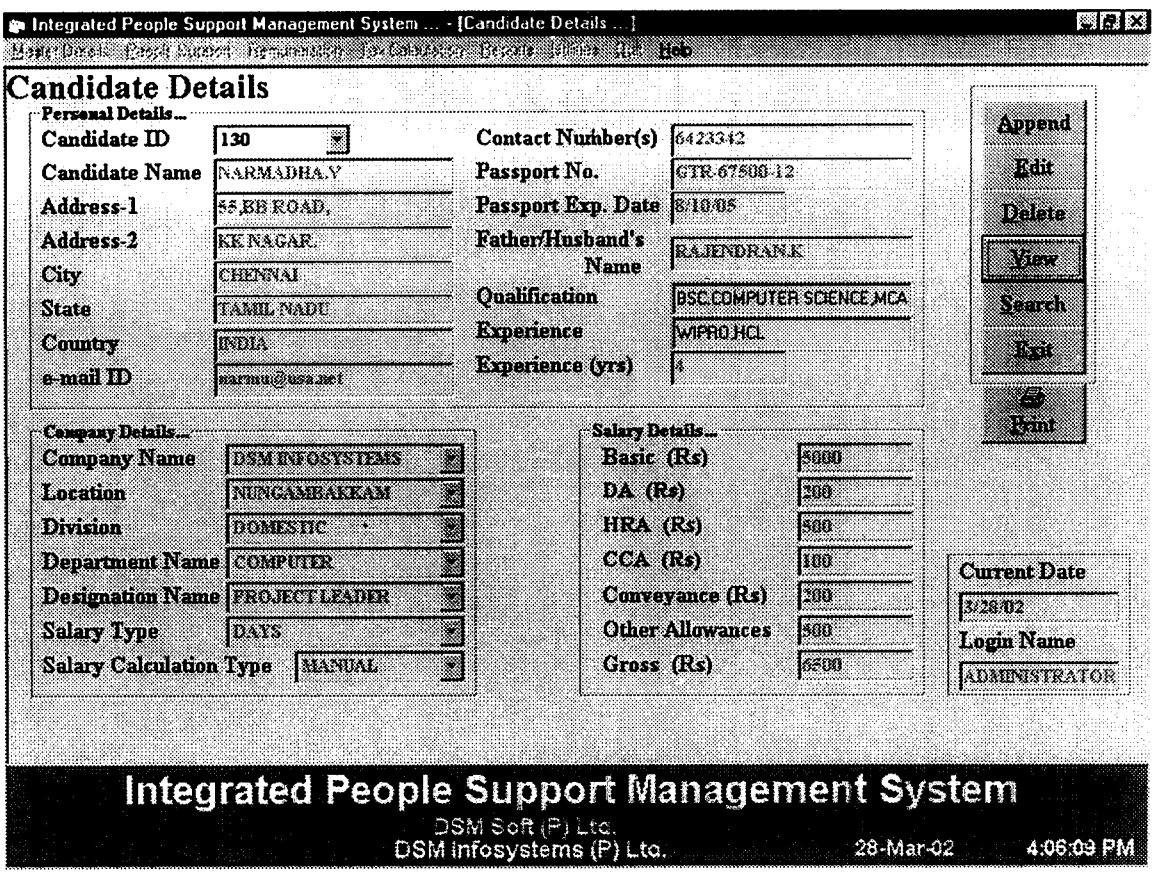
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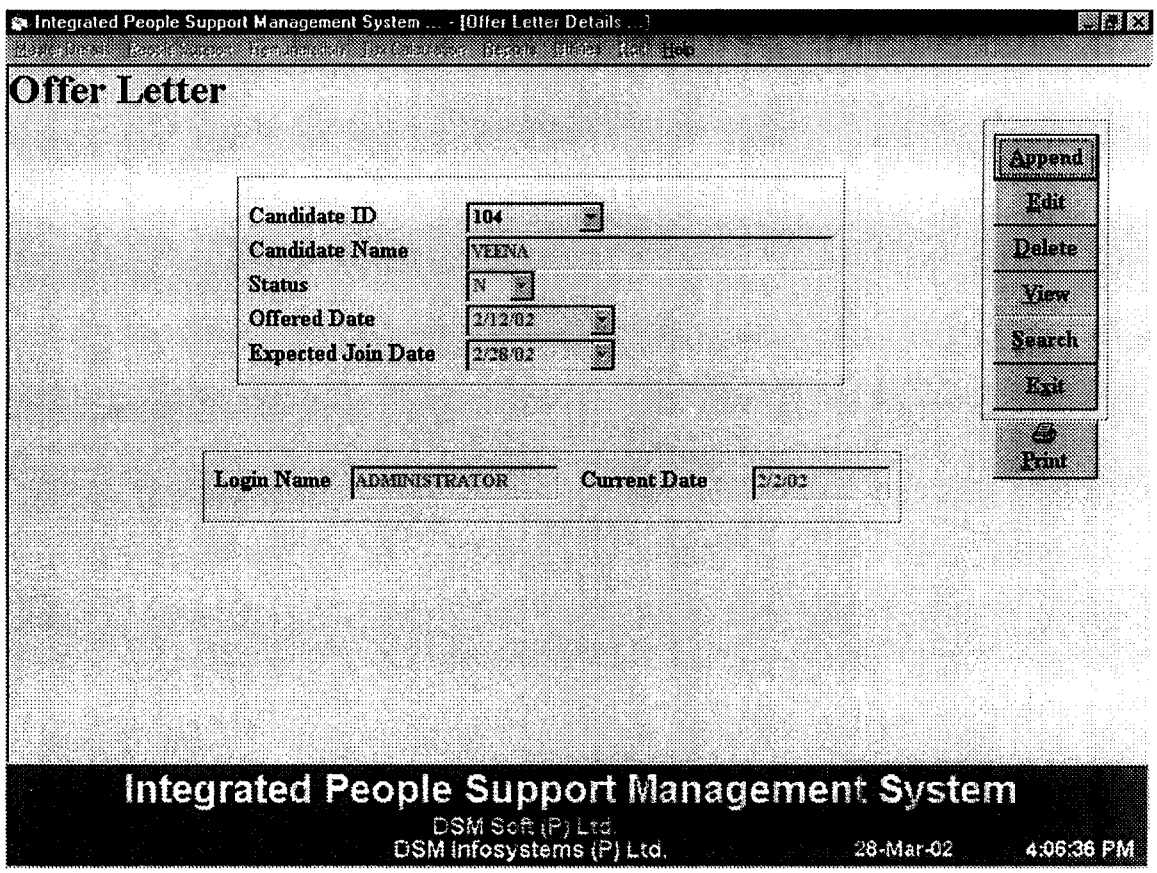
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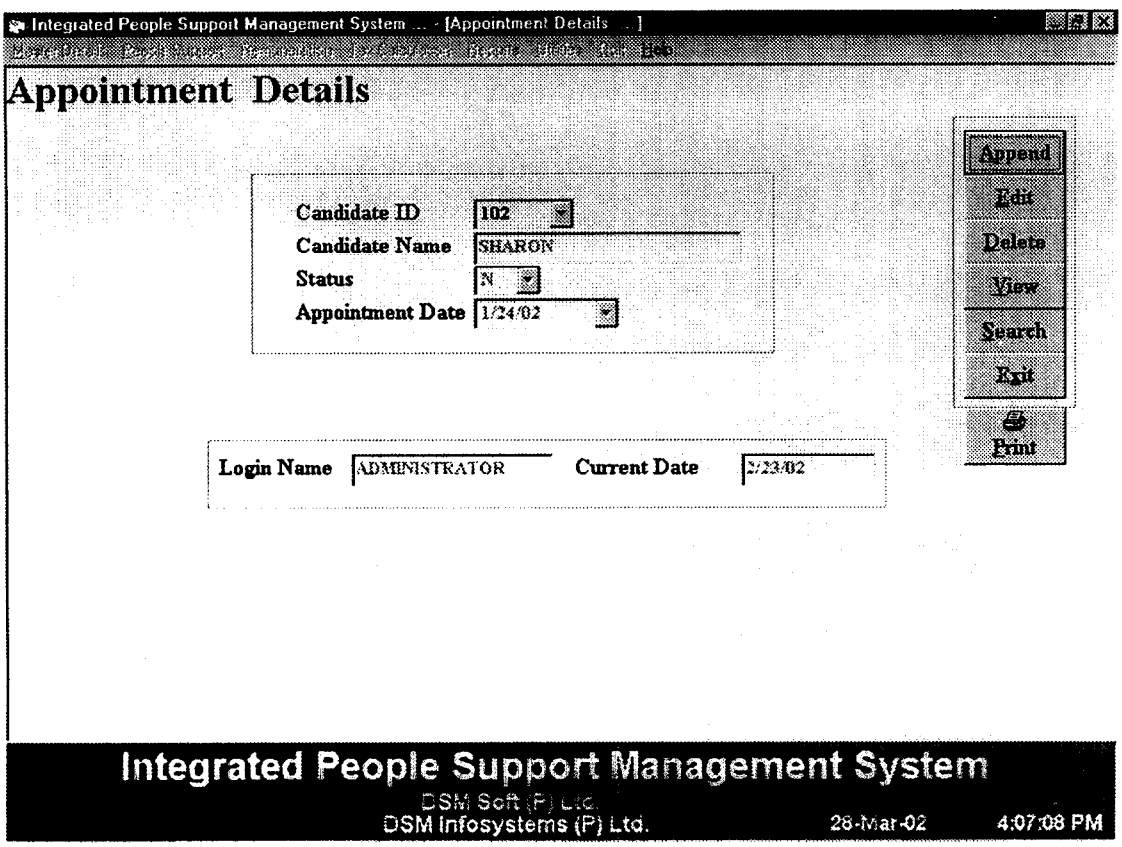
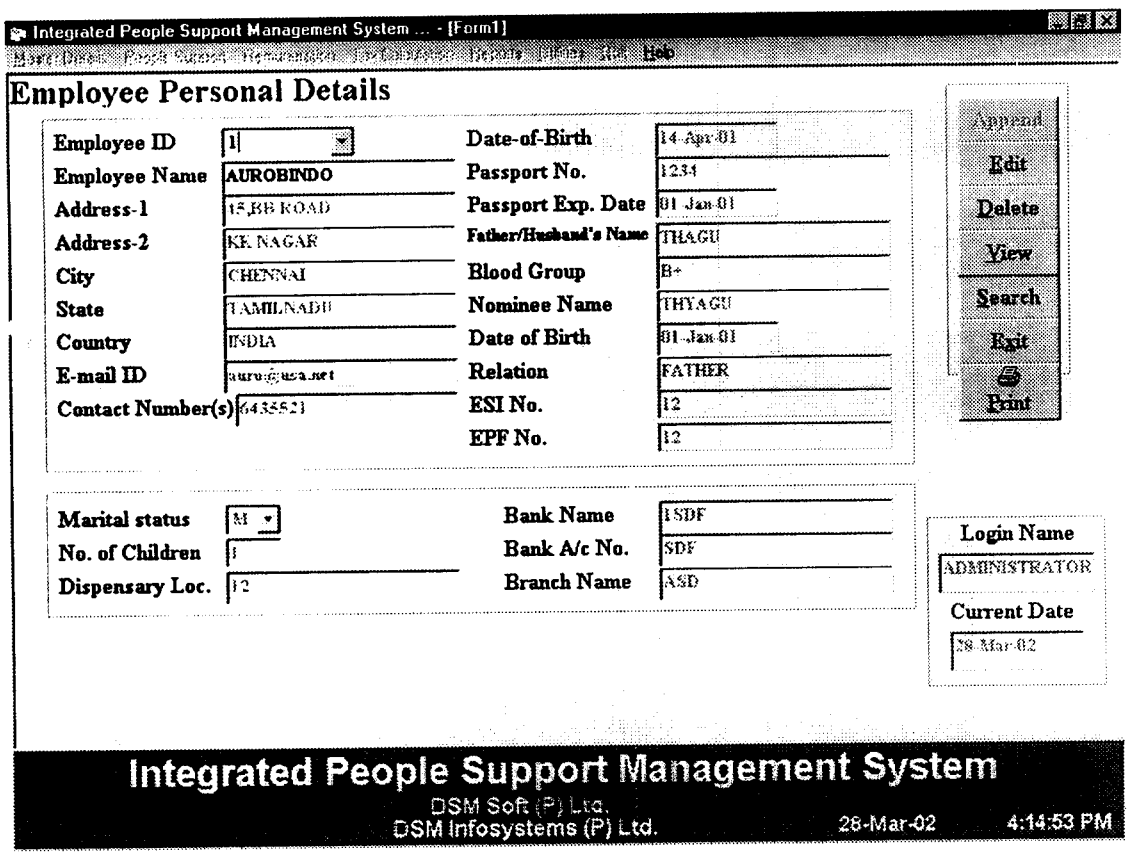
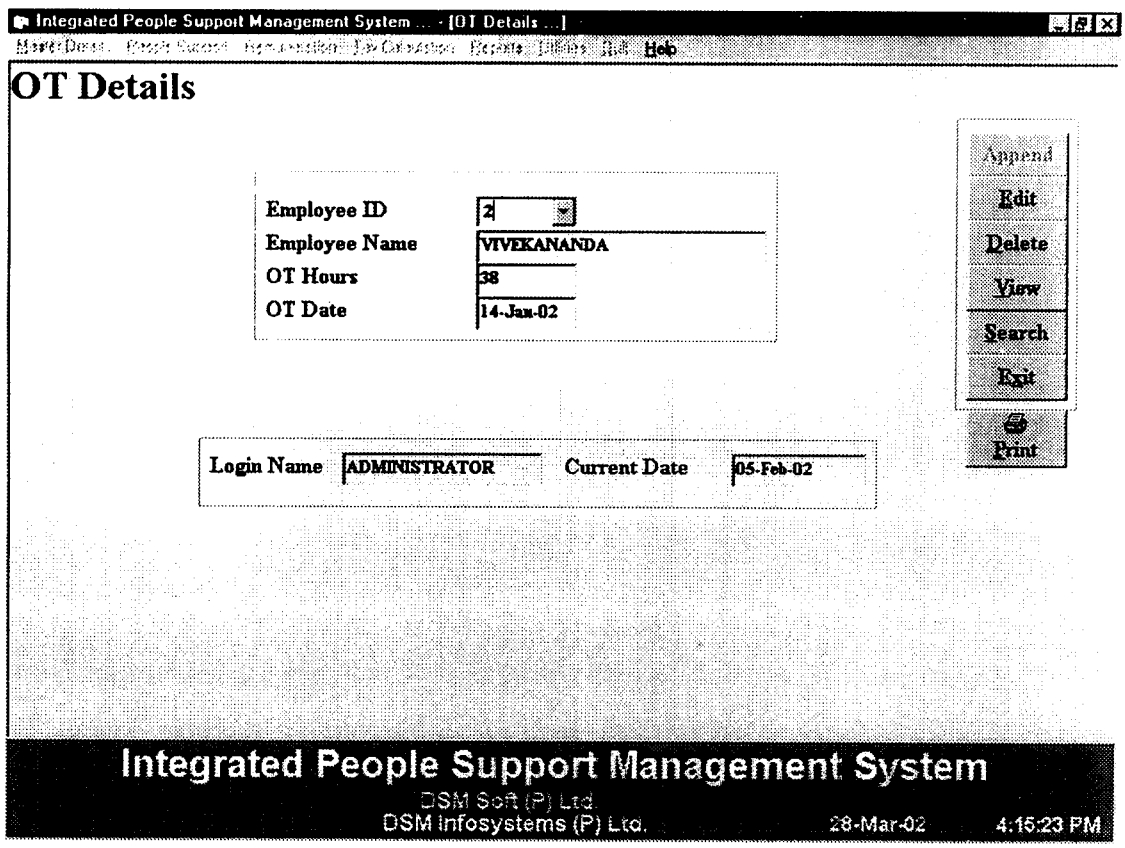
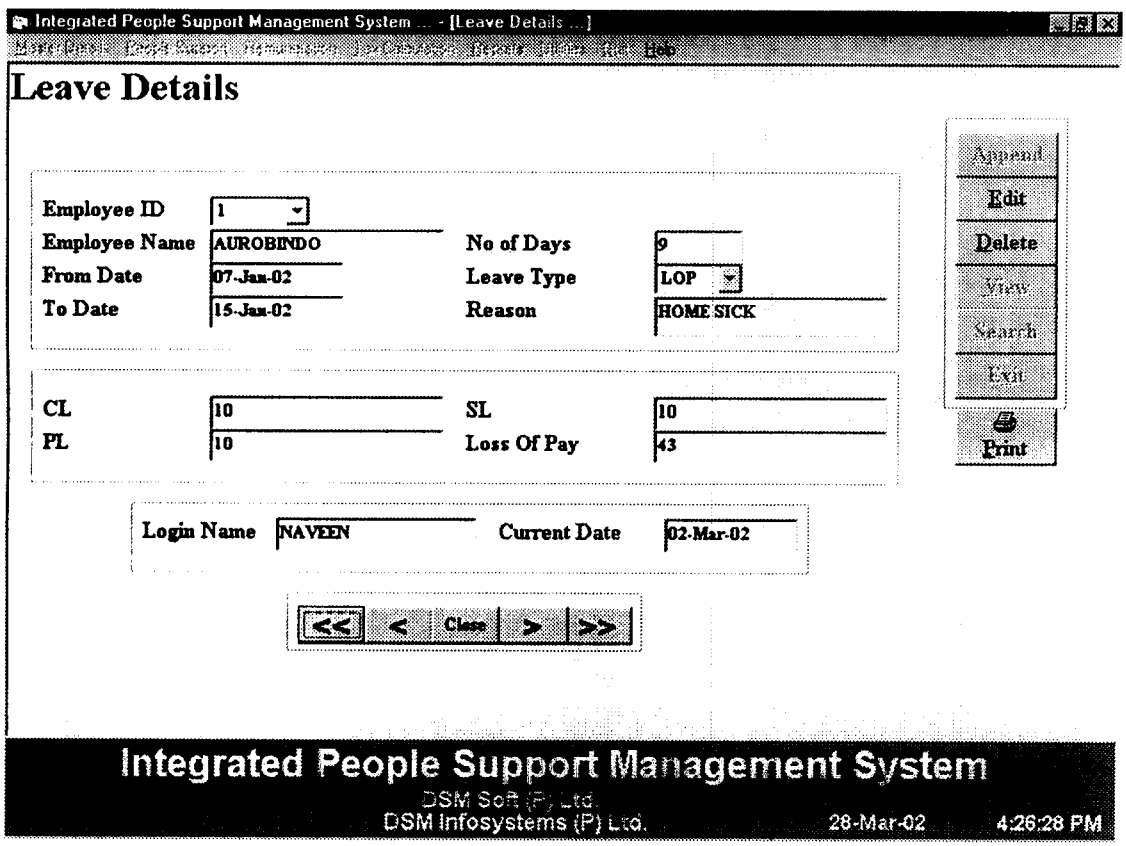
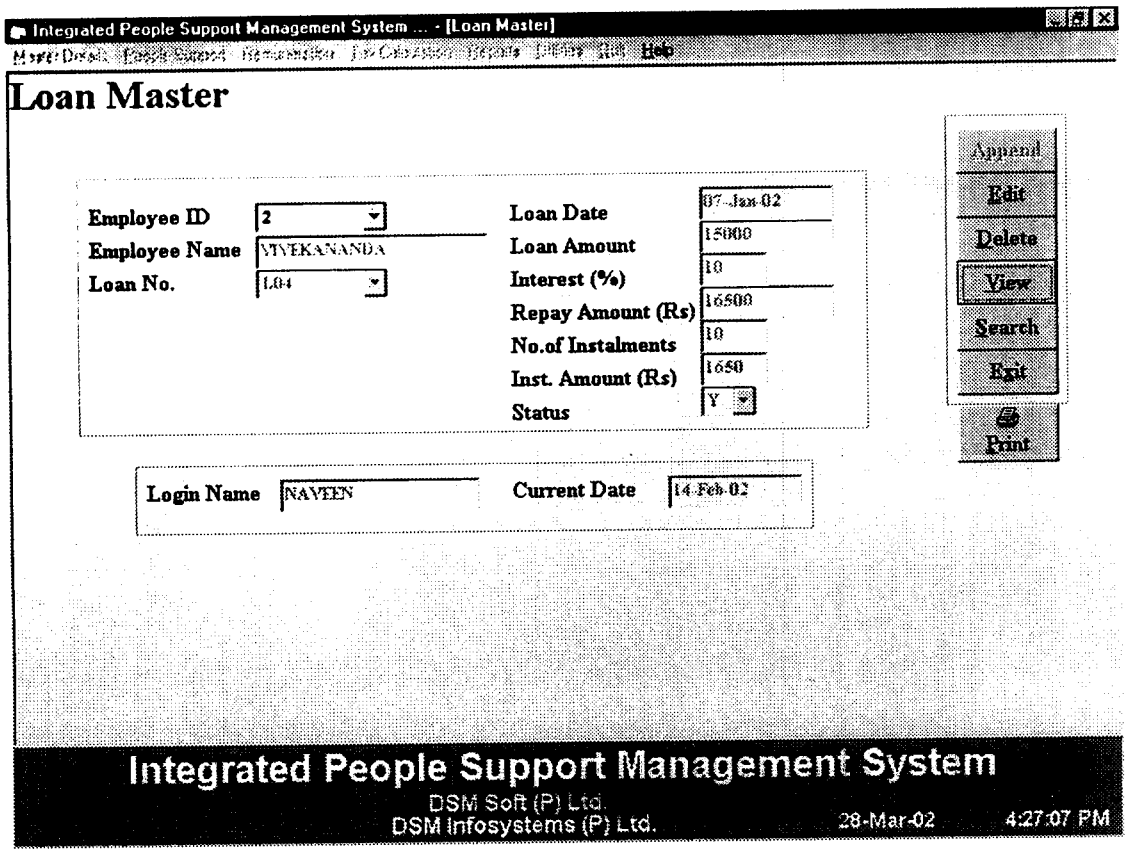
View
Search
Exit
Print
Integrated People Support Management System
DSM Soft (P) Ltd.
DSM Infosystems (P) Ltd.
28-Mar-02
4:06:36 PM

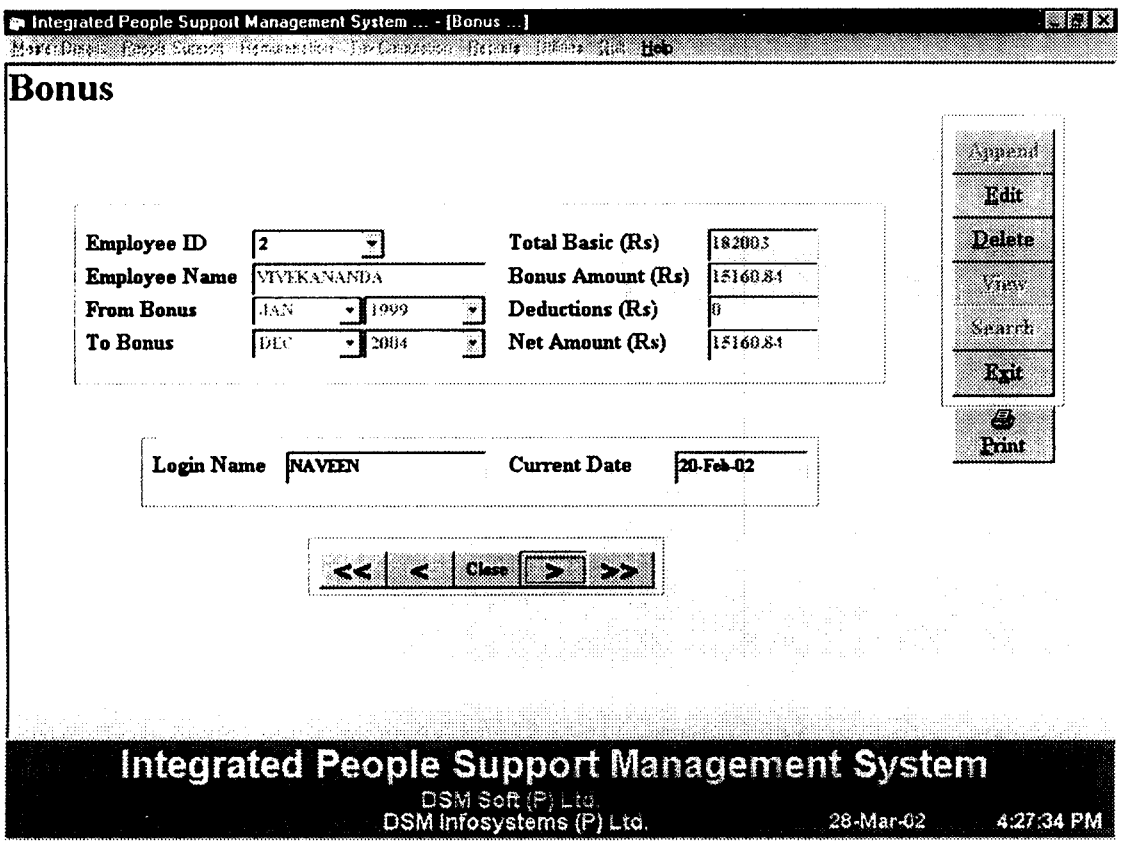

Integrated People Support Management System ... - [Appointment Details ...]
Appointment Details
Candidate ID
102
Candidate Name
SHARON
Status
N
Appointment Date
1/24/02
Append
Edit
Delete
View
Search
Exit
Print
Login Name
ADMINISTRATOR
Current Date
2/23/02
Integrated People Support Management System
DSM Soft (P) Ltd.
DSM Infosystems (P) Ltd.
28-Mar-02
4:07:08 PM

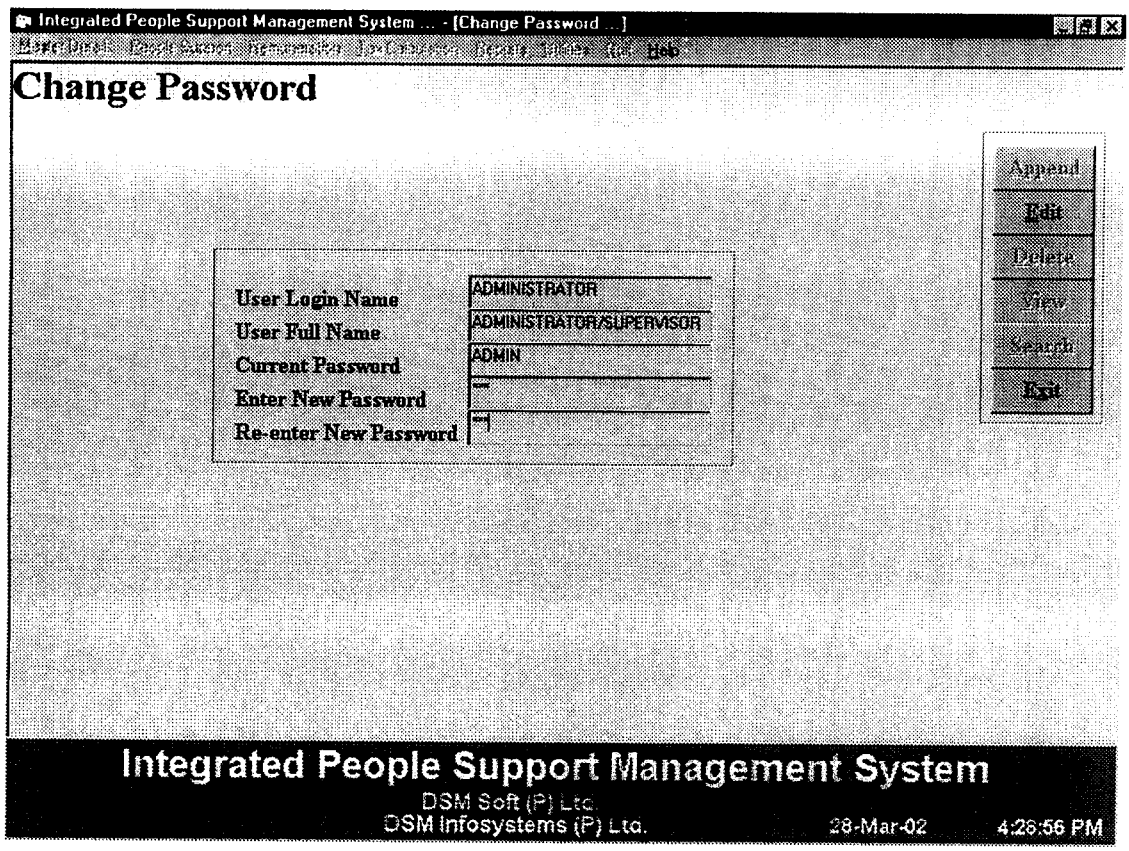

Integrated People Support Management System ... - [Form1]
Help
Employee Personal Details
Employee ID
1
Employee Name
AUROBINDO
Address-1
15,BB ROAD
Address-2
KK NAGAR
City
CHENNAI
State
TAMILNADU
Country
INDIA
E-mail ID
Contact Number(s)
6435521
Date-of-Birth
14-Apr-01
Passport No.
1234
Passport Exp. Date
01-Jan-01
Father/Husband's Name
THAGU
Blood Group
B+
Nominee Name
THYAGU
Date of Birth
01-Jan-01
Relation
FATHER
ESI No.
12
EPF No.
12
Append
Edit
Delete
View
Search
Exit
Print
Marital status
M
No. of Children
1
Dispensary Loc.
12
Bank Name
ISDF
Bank A/c No.
SDF
Branch Name
ASD
Login Name
ADMINISTRATOR
Current Date
28-Mar-02
Integrated People Support Management System
DSM Soft (P) Ltd.
DSM Infosystems (P) Ltd.
28-Mar-02
4:14:53 PM

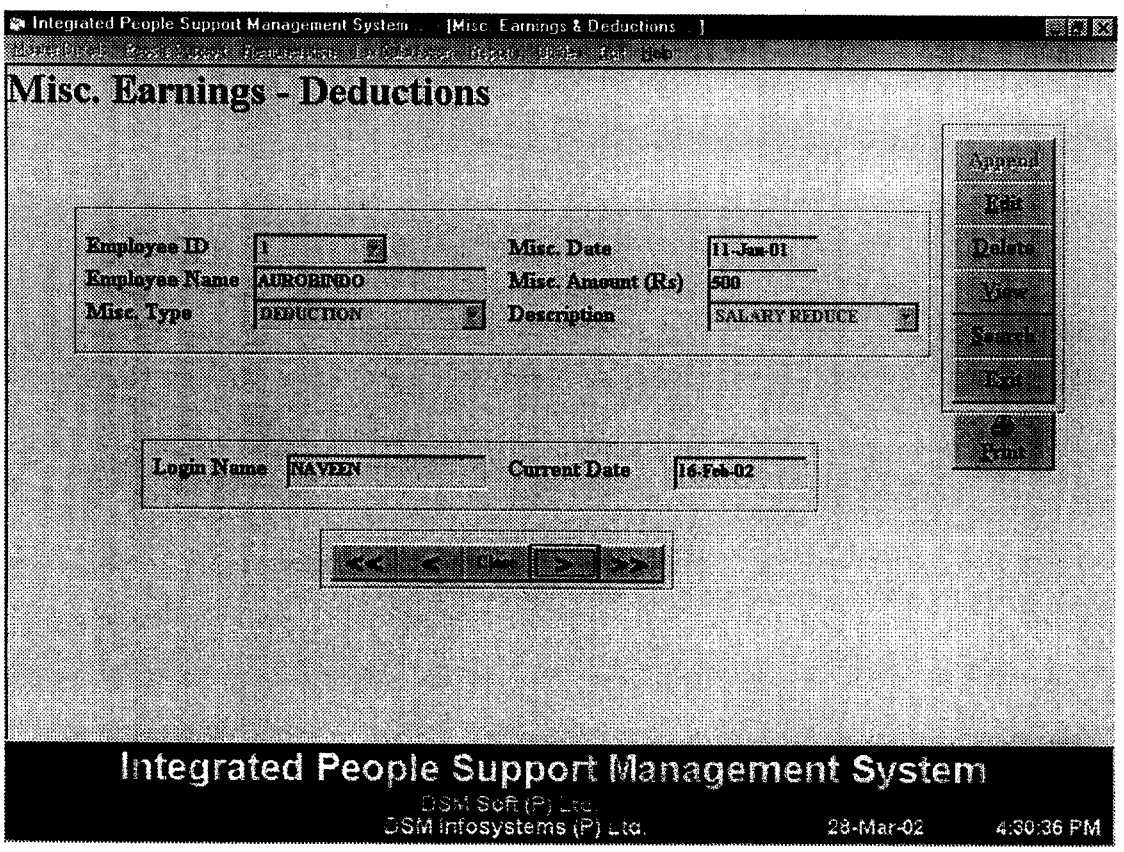

Integrated People Support Management System ... - [OT Details ...]
Help
OT Details
Employee ID
2
Employee Name
VIVEKANANDA
OT Hours
38
OT Date
14-Jan-02
Append
Edit
Delete
View
Search
Exit
Print
Login Name
ADMINISTRATOR
Current Date
05-Feb-02
Integrated People Support Management System
DSM Soft (P) Ltd
DSM Infosystems (P) Ltd.
28-Mar-02
4:15:23 PM

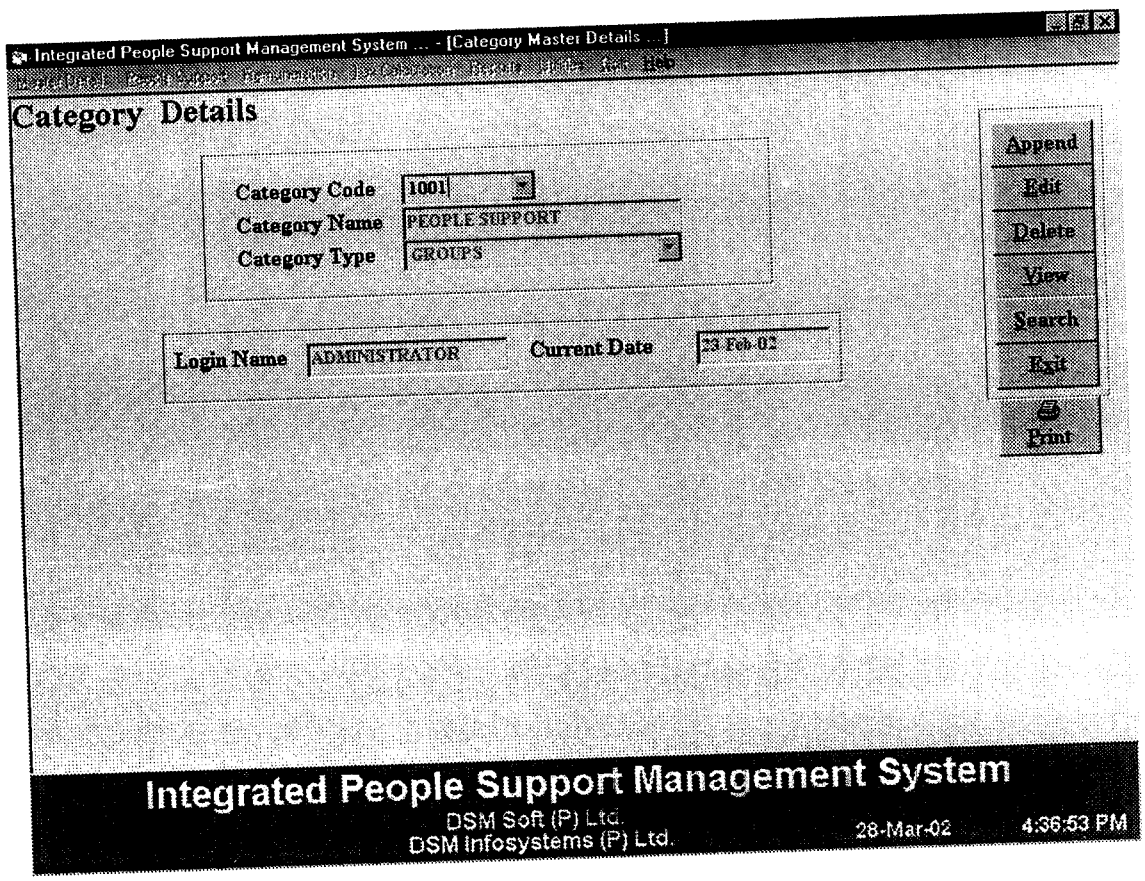

Integrated People Support Management System ... - [Leave Details ...]
Leave Details
Append
Edit
Delete
View
Search
Exit
Print
Employee ID
1
Employee Name
AUROBINDO
From Date
07-Jan-02
To Date
15-Jan-02
No of Days
9
Leave Type
LOP
Reason
HOME SICK
CL
10
PL
10
SL
10
Loss Of Pay
43
Login Name
NAVEEN
Current Date
02-Mar-02
<<
<
Close
>
>>
Integrated People Support Management System
DSM Soft (P) Ltd.
DSM Infosystems (P) Ltd.
28-Mar-02
4:26:28 PM

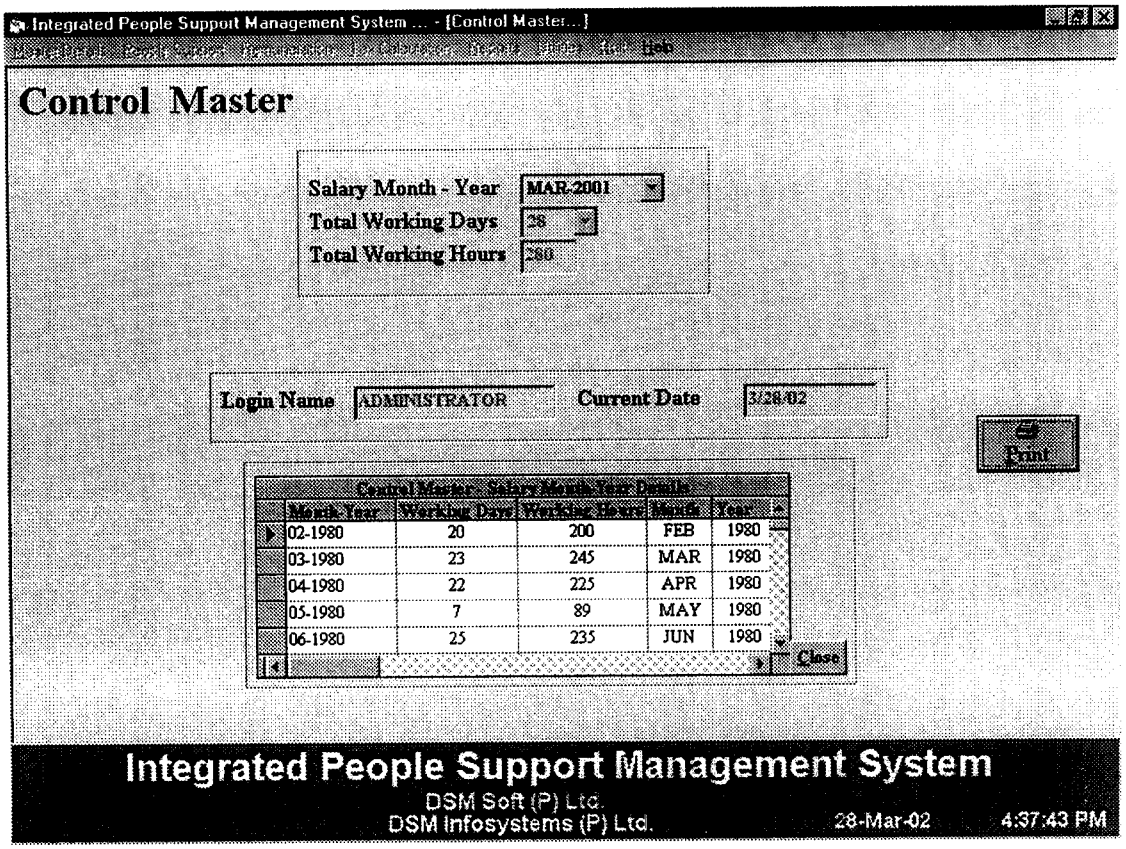

Integrated People Support Management System ... - [Loan Master]
Loan Master
Employee ID
2
Employee Name
VIVEKANANDA
Loan No.
L04
Loan Date
07-Jan-02
Loan Amount
15000
Interest (%)
10
Repay Amount (Rs)
16500
No.of Instalments
10
Inst. Amount (Rs)
1650
Status
Y
Append
Edit
Delete
View
Search
Exit
Print
Login Name
NAVEEN
Current Date
14-Feb-02
Integrated People Support Management System
DSM Soft (P) Ltd.
DSM Infosystems (P) Ltd.
28-Mar-02
4:27:07 PM

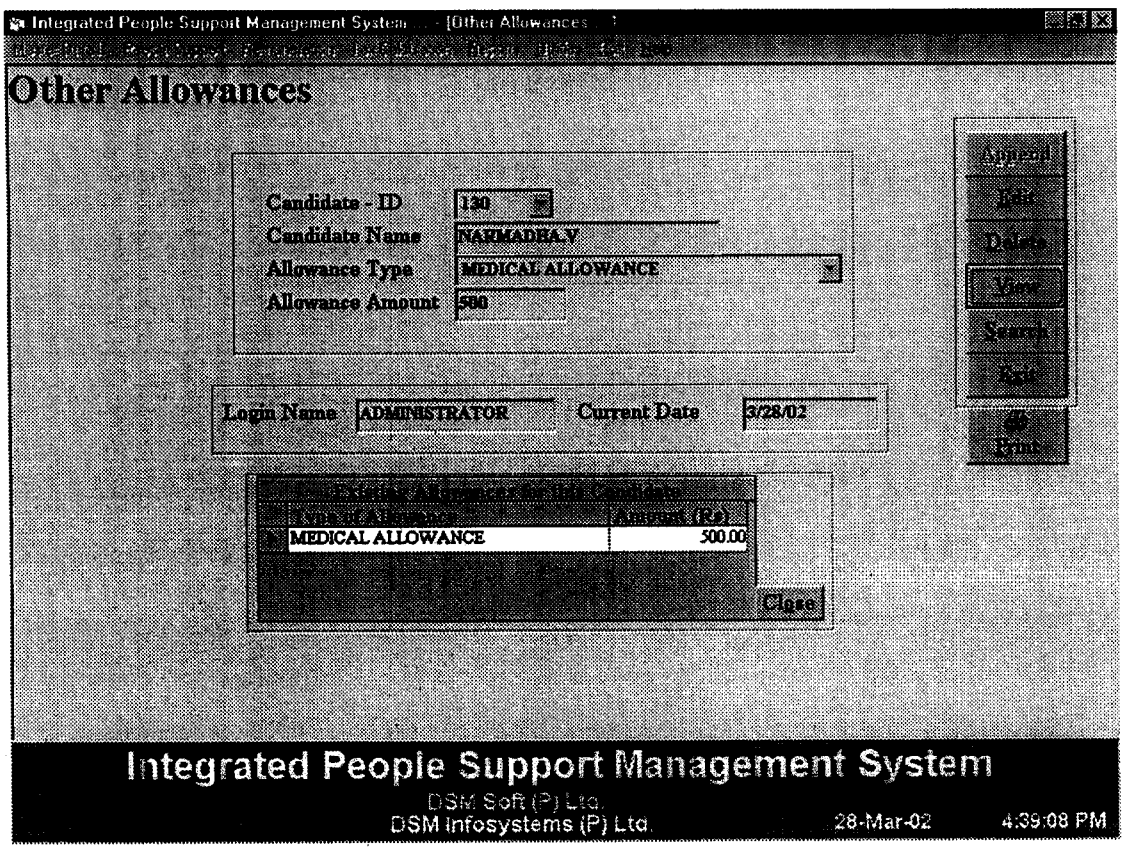

Integrated People Support Management System ... - [Bonus ...]
Bonus
Append
Edit
Delete
View
Search
Exit
Print
Employee ID
2
Employee Name
VIVEKANANDA
From Bonus
JAN
1999
To Bonus
DEC
2004
Total Basic (Rs)
182003
Bonus Amount (Rs)
15160.84
Deductions (Rs)
0
Net Amount (Rs)
15160.84
Login Name
NAVEEN
Current Date
20-Feb-02
<<
<
Close
>
>>
Integrated People Support Management System
DSM Soft (P) Ltd.
DSM Infosystems (P) Ltd.
28-Mar-02
4:27:34 PM

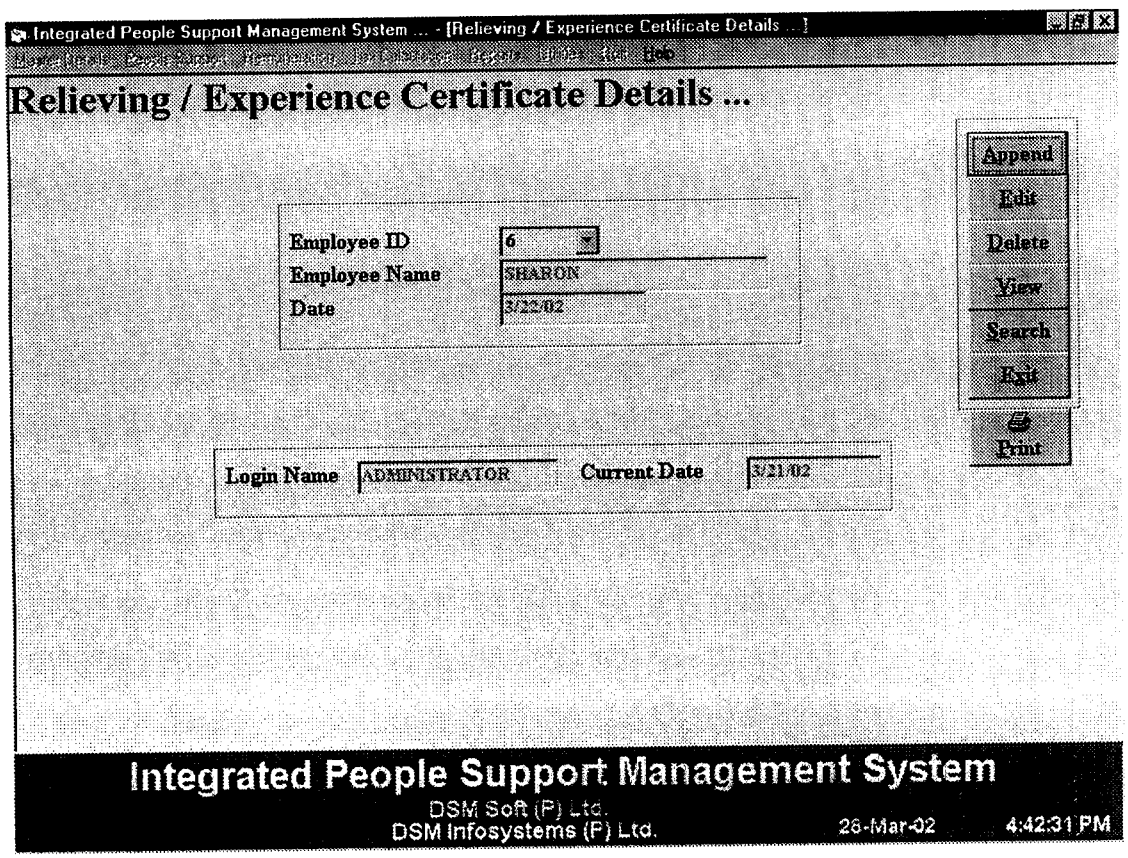

Integrated People Support Management System ... - [Change Password ...]
Change Password
Append
Edit
Delete
View
Search
Exit
User Login Name
ADMINISTRATOR
User Full Name
ADMINISTRATOR/SUPERVISOR
Current Password
ADMIN
Enter New Password
Re-enter New Password
Integrated People Support Management System
DSM Soft (P) Ltd.
DSM Infosystems (P) Ltd.
28-Mar-02
4:26:56 PM

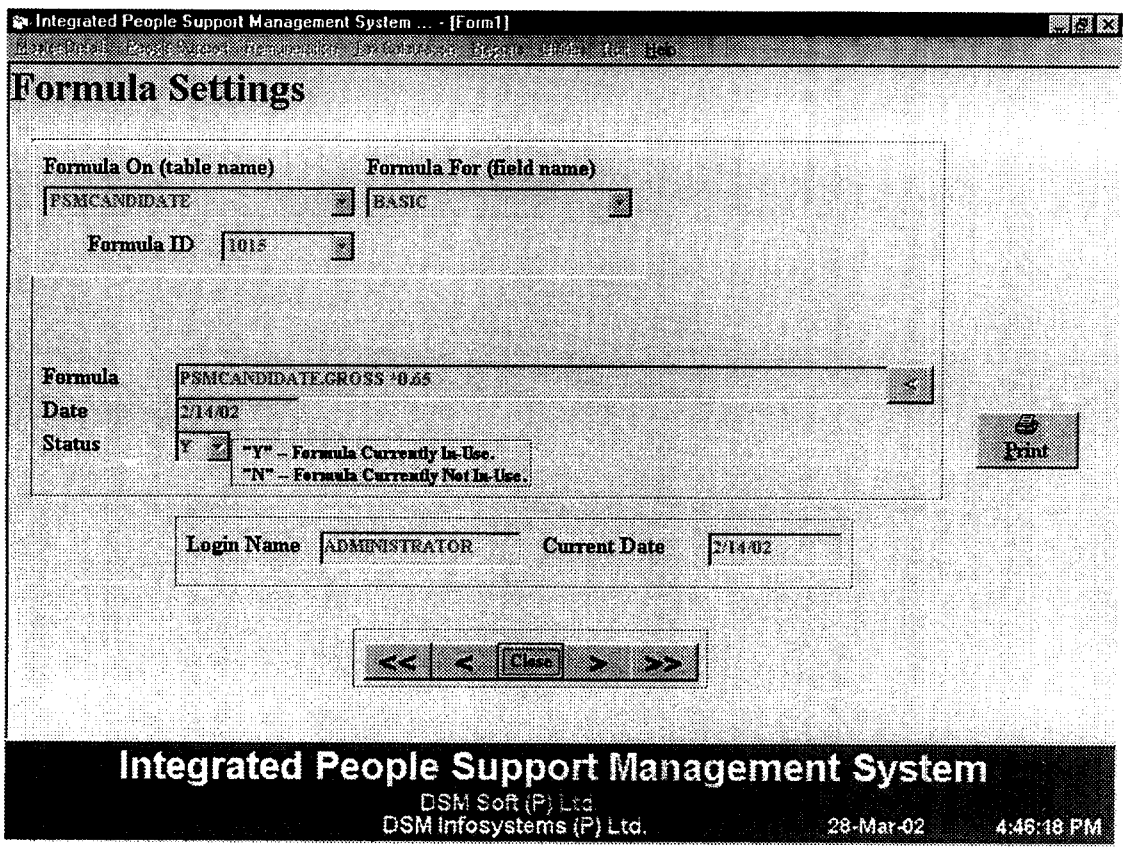

Integrated People Support Management System [Misc. Earnings & Deductions]
Misc. Earnings - Deductions
Employee ID
1
Employee Name
AUROBINDO
Misc. Type
DEDUCTION
Misc. Date
11-Jan-01
Misc. Amount (Rs)
500
Description
SALARY REDUCE
Append
Edit
Delete
View
Search
Exit
Print
Login Name
NAVEEN
Current Date
16-Feb-02
Integrated People Support Management System
DSM Soft (P) Ltd.
DSM Infosystems (P) Ltd.
28-Mar-02
4:30:36 PM


Integrated People Support Management System ... - [Category Master Details ...]
Category Details
Category Code
1001
Category Name
PEOPLE SUPPORT
Category Type
GROUPS
Login Name
ADMINISTRATOR
Current Date
23 Feb 02
Append
Edit
Delete
View
Search
Exit
Print
Integrated People Support Management System
DSM Soft (P) Ltd.
DSM Infosystems (P) Ltd.
28-Mar-02
4:36:53 PM


Integrated People Support Management System ... - [Control Master...]
Control Master
Salary Month - Year
MAR-2001
Total Working Days
28
Total Working Hours
280
Login Name
ADMINISTRATOR
Current Date
3/28/02
Print
Control Master - Salary Month-Year Details
Month-Year
Working Days
Working Hours
Month
Year
02-1980
20
200
FEB
1980
03-1980
23
245
MAR
1980
04-1980
22
225
APR
1980
05-1980
7
89
MAY
1980
06-1980
25
235
JUN
1980
Close
Integrated People Support Management System
DSM Soft (P) Ltd.
DSM Infosystems (P) Ltd.
28-Mar-02
4:37:43 PM


Integrated People Support Management System - [Other Allowances]
Other Allowances
Candidate - ID
130
Candidate Name
NARMADHA.V
Allowance Type
MEDICAL ALLOWANCE
Allowance Amount
500
Append
Edit
Delete
View
Search
Exit
Print
Login Name
ADMINISTRATOR
Current Date
3/28/02
Type of Allowance
Amount (Rs)
MEDICAL ALLOWANCE
500.00
Close
Integrated People Support Management System
DSM Soft (P) Ltd.
DSM Infosystems (P) Ltd.
28-Mar-02
4:39:08 PM


Integrated People Support Management System ... - [Relieving / Experience Certificate Details ...]
Relieving / Experience Certificate Details ...
Employee ID
6
Employee Name
SHARON
Date
3/22/02
Append
Edit
Delete
View
Search
Exit
Print
Login Name
ADMINISTRATOR
Current Date
3/21/02
Integrated People Support Management System
DSM Soft (P) Ltd.
DSM Infosystems (P) Ltd.
26-Mar-02
4:42:31 PM


Integrated People Support Management System ... - [Form1]
Formula Settings
Formula On (table name)
PSMCANDIDATE
Formula For (field name)
BASIC
Formula ID
1015
Formula
PSMCANDIDATE.GROSS *0.65
Date
2/14/02
Status
Y
"Y" -- Formula Currently In-Use.
"N" -- Formula Currently Not In-Use.
Print
Login Name
ADMINISTRATOR
Current Date
2/14/02
<<
<
Close
>
>>
Integrated People Support Management System
DSM Soft (P) Ltd.
DSM Infosystems (P) Ltd.
28-Mar-02
4:46:18 PM

REPORTS
LAYOUTS

DSM SOFT (P) LIMITED, SALARY SLIP FOR THE MONTH OF NOVEMBER 2001

EMPLOYEE CODE- 1 **DATE JOINED** 18.06.99

NAME OF EMPLOYEE- M.C.MAHESHWAR **ESI NO** 13139716

EMPLOYEE PROVIDENT FUND NO.TN/31979/289 **NO. OF WORKING DAYS** 31

EARNINGS				
BASIC	HRA	CONV	OTHERS	TOTAL
4680	2520	0	1900	**9,100**
GROSS SALARY				**9,100**

DEDUCTIONS						
LOW	ESI	EPF	TDS	PTAX	ADV	**TOTAL**
0	0	562	0	25	0	**587**
PAYMENT MODE	ICICI	**NET SALARY PAID**				**8,513**

HRA-HOUSE RENT ALLOWANCE
CONV-CONVEYANCE
ESI-EMPLOYEES STATE INSURANCE
EPF-EMPLOYEES PROVIDENT FUND
ADV-ADVANCE
LOW-LOSS OF WAGES
TDS-TAX DEDUCTED SOURCE
PTAX-PROFESSION TAX

DSM SOFT (P) LIMITED, SALARY SLIP FOR THE MONTH OF NOVEMBER 2001

DATE JOINED 18.09.2000

EMPLOYEE CODE- 2 **ESI NO** APPLIED FOR

NAME OF EMPLOYEE- DASARI KAMALAKAR **NO. OF WORKING DAYS** 31

EMPLOYEE PROVIDENT FUND NO.TN/31979/

EARNINGS				
BASIC	HRA	CONV.	OTHERS	TOTAL
4420	2380	0	0	6,800
			GROSS SALARY	6,800

DEDUCTIONS						
LOW	ESI	EPF	TDS	PTAX	ADV	TOTAL
0	0	530	0	25	0	555
PAYMENT MODE	ICICI	**NET SALARY PAID**				6,245

HRA-HOUSE RENT ALLOWANCE
CONV-CONVEYANCE
ESI-EMPLOYEES STATE INSURANCE
EPF-EMPLOYEES PROVIDENT FUND
ADV-ADVANCE
LOW-LOSS OF WAGES
TDS-TAX DEDUCTED SOURCE
PTAX-PROFESSION TAX

DSM SOFT (P) LIMITED, SALARY SLIP FOR THE MONTH OF NOVEMBER 2001

DATE JOINED 11.10.2000

EMPLOYEE CODE- 3 ESI NO APPLIED FOR

NAME OF EMPLOYEE- P.S.BALAJI **NO. OF WORKING DAYS** 31

EMPLOYEE PROVIDENT FUND NO.TN/31979/

EARNINGS				
BASIC	HRA	CONV.	OTHERS	TOTAL
2632	810	608	0	**4,050**
		GROSS SALARY		**4,050**

DEDUCTIONS						
LOW	ESI	EPF	TDS	PTAX	ADV	TOTAL
0	60	316	0	10	0	**386**
PAYMENT MODE	ICICI	**NET SALARY PAID**				**3,664**

HRA-HOUSE RENT ALLOWANCE
CONV-CONVEYANCE
ESI-EMPLOYEES STATE INSURANCE
EPF-EMPLOYEES PROVIDENT FUND
ADV-ADVANCE
LOW-LOSS OF WAGES
TDS-TAX DEDUCTED SOURCE
PTAX-PROFESSION TAX

DSM SOFT (P) LIMITED, SALARY SLIP FOR THE MONTH OF NOVEMBER 2001

DATE JOINED 13.10.2000

EMPLOYEE CODE- 4 **ESI NO** APPLIED FOR

NAME OF EMPLOYEE- RAGHURAM SRINIVASAN **NO. OF WORKING DAYS** 31

EMPLOYEE PROVIDENT FUND NO.TN/31979/

EARNINGS				
BASIC	HRA	CONV.	OTHERS	TOTAL
3249	1000	750	0	**4,999**
		GROSS SALARY		**4,999**

DEDUCTIONS					
LOW	ESI	EPF	TDS	PTAX	ADV	TOTAL
0	74	390	0	10	800	**1,274**
PAYMENT MODE	ICICI	**NET SALARY PAID**				**3,725**

HRA-HOUSE RENT ALLOWANCE
CONV-CONVEYANCE
ESI-EMPLOYEES STATE INSURANCE
EPF-EMPLOYEES PROVIDENT FUND
ADV-ADVANCE
LOW-LOSS OF WAGES
TDS-TAX DEDUCTED SOURCE
PTAX-PROFESSION TAX

DSM SOFT (P) LIMITED, SALARY SLIP FOR THE MONTH OF NOVEMBER 2001

DATE JOINED 13 10 2000

EMPLOYEE CODE- 5 **ESI NO** APPLIED FOR

NAME OF EMPLOYEE- T.ANANDAKUMAR **NO. OF WORKING DAYS** 31

EMPLOYEE PROVIDENT FUND NO.TN/31979/

EARNINGS				
BASIC	HRA	CONV.	OTHERS	TOTAL
3120	960	720	0	**4,800**
		GROSS SALARY		**4,800**

DEDUCTIONS					
LOW	ESI	EPF	TDS	PTAX	ADV	TOTAL
0	71	374	0	10	500	**955**
PAYMENT MODE	ICICI	**NET SALARY PAID**				**3,845**

HRA-HOUSE RENT ALLOWANCE
CONV-CONVEYANCE
ESI-EMPLOYEES STATE INSURANCE
EPF-EMPLOYEES PROVIDENT FUND
ADV-ADVANCE
LOW-LOSS OF WAGES
TDS-TAX DEDUCTED SOURCE
PTAX-PROFESSION TAX

Ecode	Employee Name	Date Joined	Basic	Hra	Gross	Esi
1	BALAJI.P.S.	11.10.2000	2,632.00	810.00	3,442.00	60.00
2	RAGHURAM	13.10.2000	3,249.00	1,000.00	4,249.00	74.00
3	ANANDAKUI	13.10.2000	3,120.00	960.00	4,080.00	71.00
4	KUMARAN.B	16.10.2000	2,958.00	910.00	3,868.00	68.00
5	BALAJI.G.	20.12.2000	3,120.00	960.00	4,080.00	71.00
	GRAND TOTAL		**15,079.00**	**4,640.00**	**19,719.00**	**344.00**

Total Wages	19,719.00
Employees' Contribution - 1.75%	344.00
Employers' Contribution - 4.75%	937.00
	1,281.00

Form 5

SlNo	EPF A/C No	Name of the Employee	Father's Name	Date of birth	Sex	Date of Joining the Fund
1	TN/31979	M.C.MAHESWAR	M.K.CHAND	18.10.75	M	18.06.1999
2	TN/31979	DASARI KAMALAKAR	D.SUDARSAM RAO	22.5.76	M	18.09.2000
3	TN/31979	BALAJI.P.S	P.K.SRINIVASAN	25.8.76	M	11.10.2000
4	TN/31979	RAGHURAM SRINIVASAN	SRINIVASAN	10.4.76	M	13.10.2000
5	TN/31979	T.ANAND KUMAR	P.THANGAVELU	12.5.76	M	13.10.2000

Form 10

SlNo	EPF A/C No	Name of the Employee	Father's Name	Date Left
1	TN/31979	M.C.MAHESWAR	M.K.CHAND	Nil
2	TN/31979	DASARI KAMALAKAR	D.SUDARSAM RAO	Nil
3	TN/31979	BALAJI.P.S	P.K.SRINIVASAN	Nil
4	TN/31979	RAGHURAM SRINIVASAN	SRINIVASAN	Nil
5	TN/31979	T.ANAND KUMAR	P.THANGAVELU	Nil