



Kumaraguru College of Technology

Department of Computer Science and Engineering

Coimbatore- 641006.

April 2003

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INTEGRATED PEOPLE SUPPORT MANAGEMENT SYSTEM

Project work done at

**EASTBAY TECHNOLOGIES PVT LTD.,
Chennai.**

PROJECT REPORT

**Submitted in partial fulfillment of the
Requirements for the award of the degree of
Master of Computer Applications
Bharathiar University, Coimbatore**

Submitted by

KARTHIKEYAN.M

Reg.No: 0038M1030

Internal Guide

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External Guide

Mr. N.VENKATESH

Projects Manager

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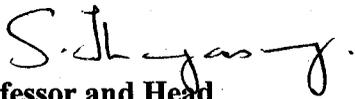
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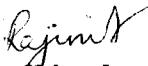
This is to certify that the project work entitled
INTEGRATED PEOPLE SUPPORT MANAGEMENT SYSTEM

Submitted to the
Department of Computer Science and Engineering
Kumaraguru College of Technology

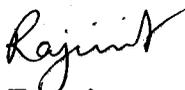
In partial fulfillment of the requirements for the award of the degree of Master of Computer Applications is a record of original work done by Karthikeyan.M, Reg.No.0038M1030 during his period of study in the Department of Computer Science and Engineering, Kumaraguru College of Technology, Coimbatore under my supervision and this project work has not formed the basis of award of any Degree/Diploma Associateship/Fellowship or similar title to any candidate of any university.



Professor and Head


Staff-in-charge

Submitted for University Examination held on .16/04/2003



Internal Examiner


External Examiner



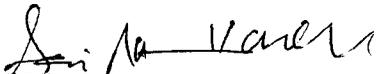
EASTBAY TECHNOLOGIES PVT. LTD.

28/03/03

TO WHOMSOEVER IT MAY CONCERN

This is to certify that the project work entitled “**INTEGRATED PEOPLE SUPPORT MANAGEMENT SYSTEM**” is the bonafide work done at the company by **M.KARTHIKEYAN** who is currently pursuing his MCA degree at **Kumaraguru college of Technology**.

I also certify that the project was successfully completed by him. During the period of work from Dec'-02 to March-03 his attendance and commitment to the work was exemplary.


Director,

DECLARATION

DECLARATION

I hereby declare that the project work, 'INTEGRATED PEOPLE SUPPORT MANAGEMENT' submitted by me (Karthikeyan.M, 0038M1030) towards the fulfillment of the degree of Master of Computer Applications from Bharathiar University has not formed the basis for the award of any degree, diploma or association of similar titles. The project work is done independently by me under the guidance of Ms.S.Rajini (Internal Guide) and Mr.N.Venkatesh (External Guide).



Karthikeyan.M

ACKNOWLEDGEMENT

ACKNOWLEDGEMENT

I take this opportunity to extend my heartiest gratitude to the **Dr.K.K.Padmanabhan Ph.D**, principal, Kumaraguru College of Technology, Coimbatore, for giving me this opportunity to do a project.

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I admit my heartfelt thanks to **Mr.A.Muthukumar M.C.A, M.Phil**, Course Coordinator, Master of Computer Applications, Kumaraguru College of Technology, Coimbatore for being supportive throughout the tenure of my project.

I gratefully acknowledge and express thanks to my internal guide **Miss.S.Rajini B.E**, Lecturer, Kumaraguru College of Technology for his valuable support and constant encouragement to complete this project.

I express my sense gratitude and sincere thanks to **Mr.C.K.Sai Saravanan**, Director.,East Bay Technologies., Chennai., for giving me an opportunity to do a project in their esteemed organization.

I also pay my sincere thanks to **Mr.N.Venkatesh** Project Manager, East Bay Technologies, Chennai for his support and guidance he offered.

I finally thank my friends and all those good people who have helped me to complete this project.

SYNOPSIS

SYNOPSIS

This software project entitled as "*Integrated People Support Management System*" is developed at EastBay Technologies (P) Ltd., AnnaNagar, Chennai.

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 of time and money spent during manual maintenance.

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.

The new "*Integrated People Support Management System*" is developed in a Mainframe Simulation environment using COBOL and CICS with OS/2 as operating system and DB2 as database.

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INTRODUCTION

1. INTRODUCTION

1.1 ORGANIZATION PROFILE

EAST BAY TECHNOLOGIES PVT LTD., a software development cum consulting company was founded in the year 2000. Its mainline of business are providing customized solutions in the area of retail, manufacturing, financial etc. The company actively involves in application development in the area of Client/server, Internet technologies and mainframe applications. EAST BAY has experienced a very good growth due to its technical excellence. Its clients are from top Corporate to Maintenance companies.

CORE SEGMENTS

Software Development

BPO Services

Project Consulting

Resource Augmentation.

PARTIAL LIST OF CLIENTS

Mphasis Software Ltd.

Mascon Global Services Ltd.

Mascot Systems Ltd.

Infosys Technologies Ltd.

Tata Consultancy Services

EDS (Electronic Data Systems).

E-FUNDS International India P Ltd.

Comdus Solutions.

1.2 PROBLEM DEFINITION

Integrated People Support Management System

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 of time and money spent during manual maintenance.

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.

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.

SYSTEM STUDY AND ANALYSIS

2.1 EXISTING SYSTEM

The existing system of the “Integrated People Support Management System” is done manually by the company persons. If the entry made in a book is wrong then it becomes a tedious job for them to rectify it. So they have to follow many rules to overcome it. So this lead to a complicated process. The record keeping also 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 is a very tedious job for then to compensate their loss. And careless manual work will lead to a redundancy. So to overcome the limitations in their manual work they have decided to develop the software for their requirement.

2.2 PROPOSED SYSTEM

The proposed system, “Integrated People Support Management System” is to reduce the time involved 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

2.3 HARDWARE SPECIFICATION

- Server S390-E
- IBM PC Compatible
- RAM 128 MB
- Hard Disk 40 GB
- Keyboard Standard Keyboard with 104 Keys

2.4 SOFTWARE SPECIFICATION

- Host Language COBOL (Common Business Oriented Language)
- Front-End CICS (Customer Information Control System)
- Back-End DB2
- Editor ISPF/TSO

COBOL (Common Business Oriented Language)

COBOL is a high-level programming language suitable for business data processing. COBOL source program must be written in a format acceptable to the COBOL compiler. For this reason, COBOL programs are written on COBOL coding sheets. There are 80 characters positions on each line of the coding sheet and these positions are grouped into five fields of which positions 8 to 72 will actually contain the COBOL code

CICS (Customer Information Control System)

CICS provides the control and service functions of the database / data communication (DB/DC) system as a package. CICS itself is not a DB/dc system unless applications accompany it, because it provides only the control environment for the DB/DC system. This is why CICS is categorized as a DB/DC control system.

CICS System Components

CICS provide the control and service functions of the database/data communication (DB/DC) system as package. CICS users can develop their own customized DB/DC system by concentrating on the application development based on their own needs, freed from detailed considerations for the operating system and computer hardware, including communication terminals.

CICS itself is not a DB/DC system unless applications accompany it, because CICS provides only the control environment for the DB/DC system. That is why CICS is categorized as a DB/DC control system.

CICS positions itself between the operating system and application programs. The essential role of CICS is, therefore, to interface between application programs and the operating system as the DB/DC control system. To this end, CICS consists of five major system components, each of which provides the various specialized CICS services as follows.

- **Data-Communication Functions**

The component of data-communication functions provides an interface between CICS and terminals or other systems.

- To interface to telecommunication access methods.
- To free application programs from terminal hardware through Basic Mapping Support (BMS), that provides device independence and format independence.
- To provide multi region operation (MRO), through which more than one CICS region can communicate.
- To provide Intersystem Communication, through which a CICS region s in other systems or other non-CICS region.

- **Data-Handling Functions**

This component of data-handling functions provides an interface between CICS and data.

- To interface with data access methods.
- To interface with database access methods.
- To maintain data integrity.

- **Application Program Services**

The component of application program services provides an interface between CICS and application programs.

- To interface with COBOL, PL/1 and Assembler programs.
- Command level translator.
- Execution diagnostic facility.
- Command interpreter.
- Screen definition facility.
- Trace and dump functions.

- **System Services**

The component of system services provides an interface between CICS and operating system.

- Program control, such as load and release of application programs.
- Storage control, such as acquiring and freeing of storage.
- Task control, such as task scheduling based on the task priority.

- **Monitoring Functions**

The component of monitoring functions monitors various events within CICS and provides a series of statistics to be used for system tuning.

DB2

“DB2” is an abbreviation for “IBM DATABASE 2”. It is a Relational Database Management System. It allows users to build access and maintain relational databases, using the well-known relational language SQL (“Structured Query Language”).

Briefly, a relational system is a system in which

- The data is perceived by the user as tables
- The operators at the user’s disposal (ex., for query) are operators that generate new tables from old.

MAJOR COMPONENTS

System Services Components

This component supports system operation, operator communication logging and similar functions.

Locking Services Components

This component provides the necessary controls for managing concurrent access to data.

Database Services Components

This component supports the definition, retrieval, and update of user and system data.

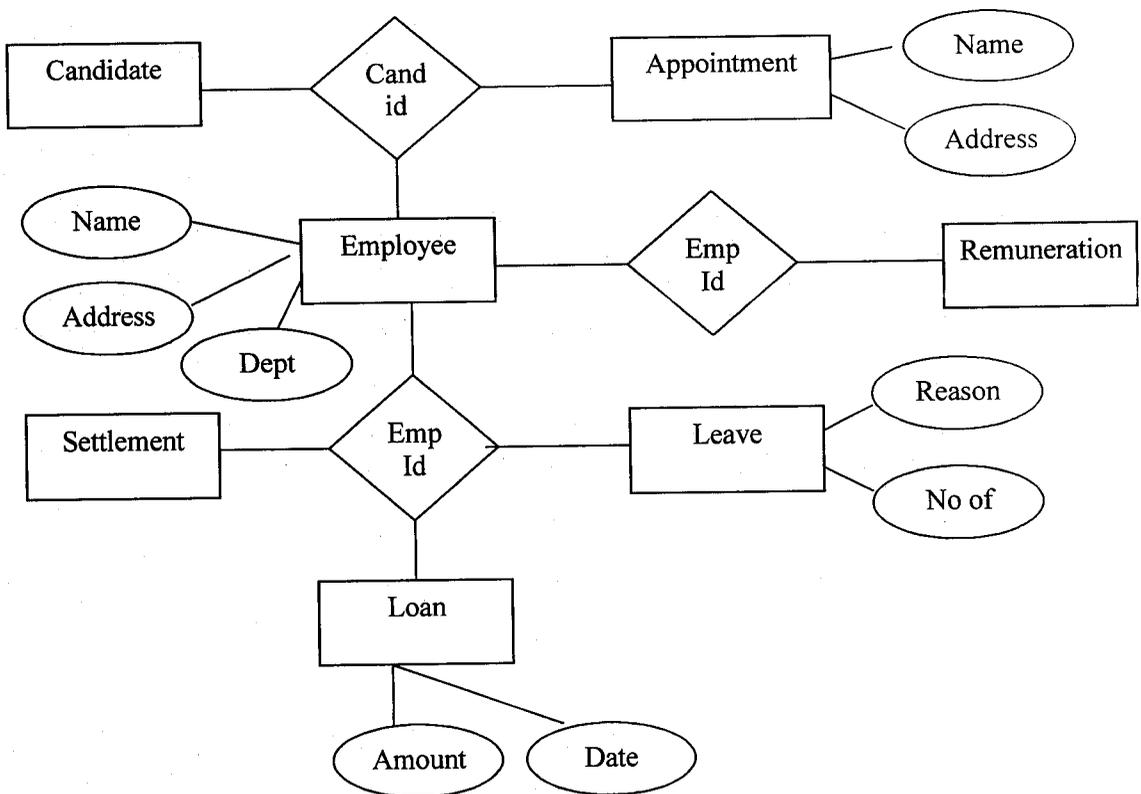
Distributed Data Facility Components

This component provides DB2’s distributed database support.

SYSTEM DESIGN

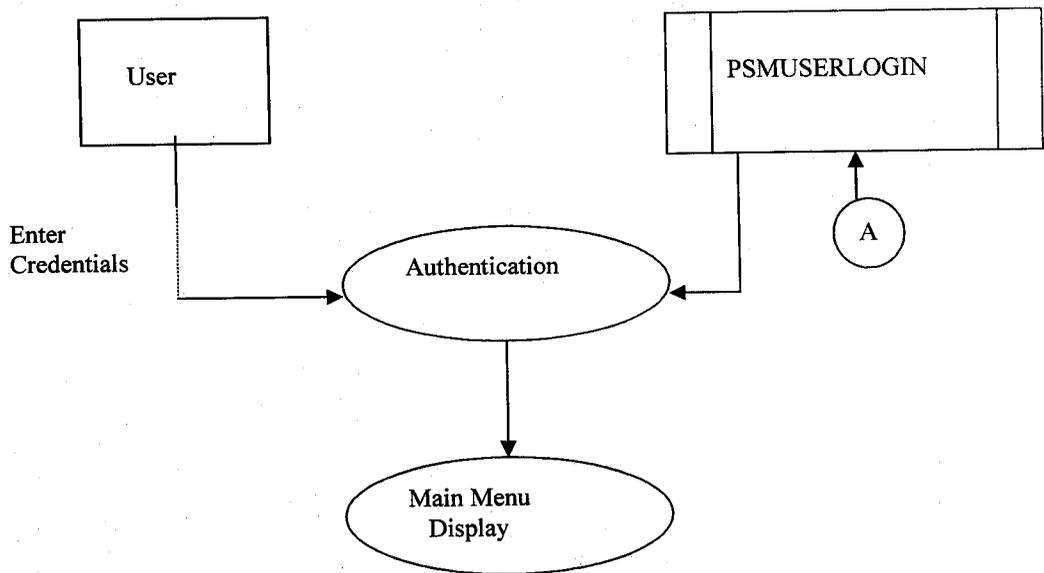
3. SYSTEM DESIGN

3.1. ENTITY RELATIONSHIP DIAGRAM

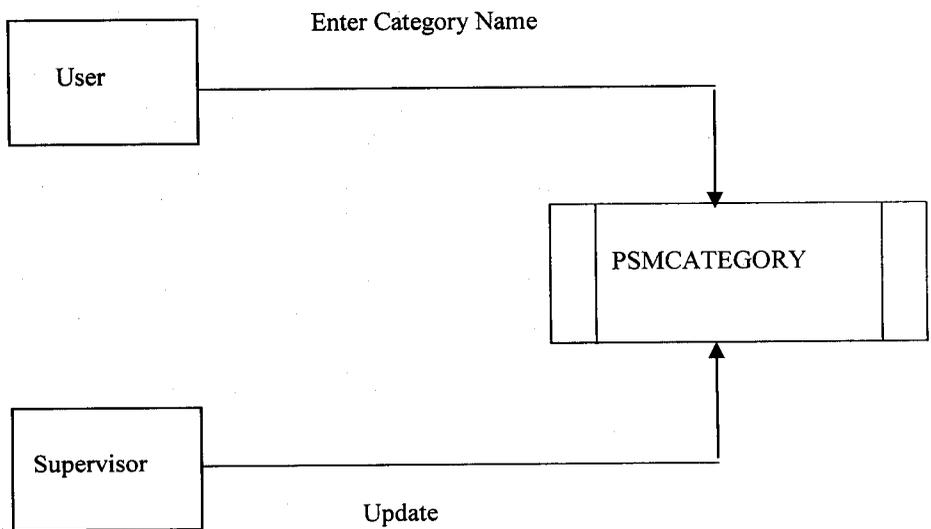
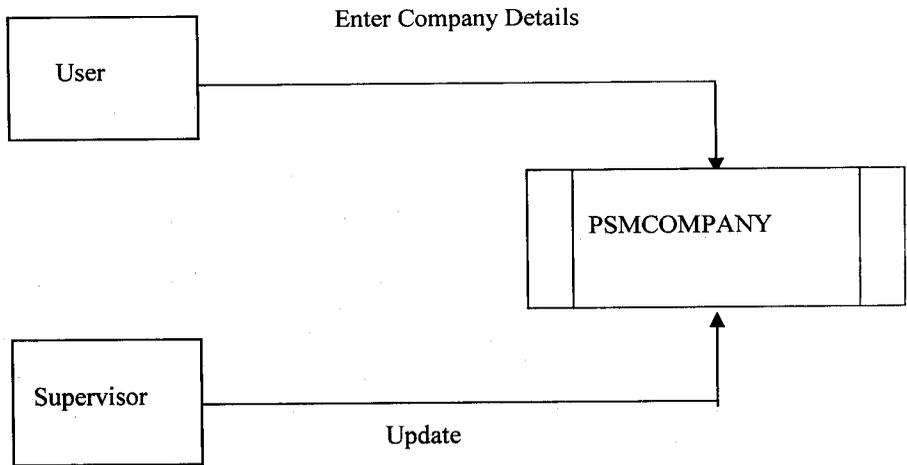


3.2. DATAFLOW DIAGRAM

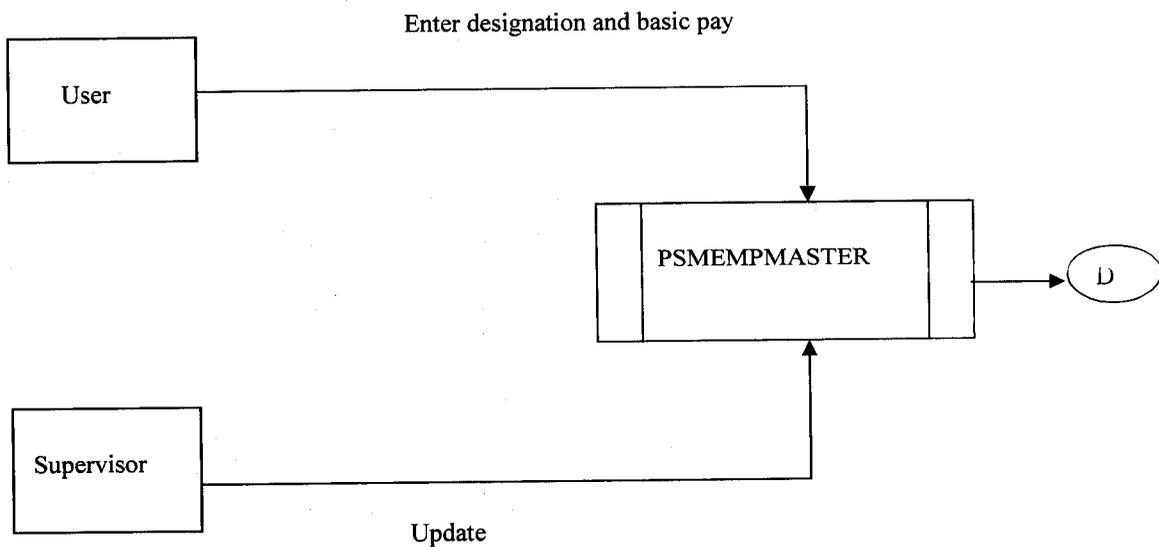
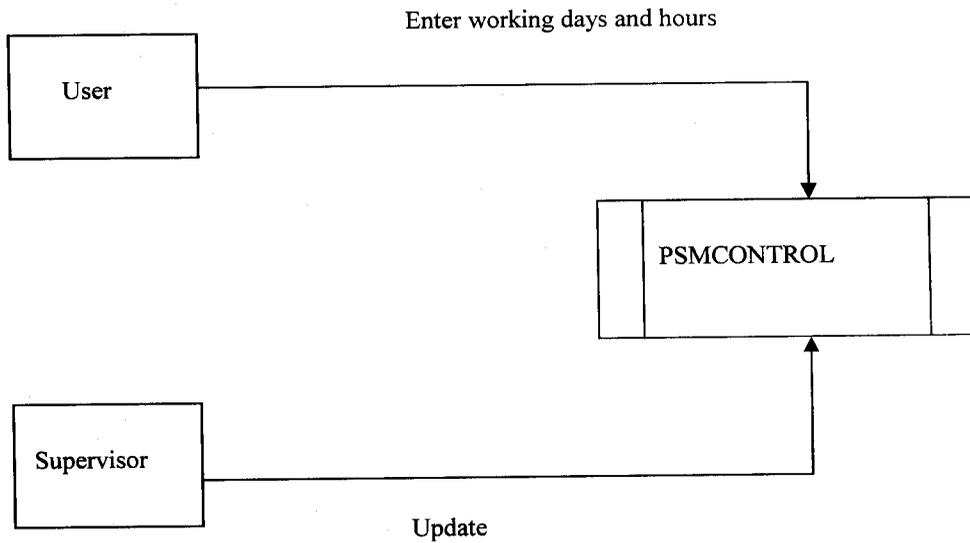
AUTHENTICATION MODULE



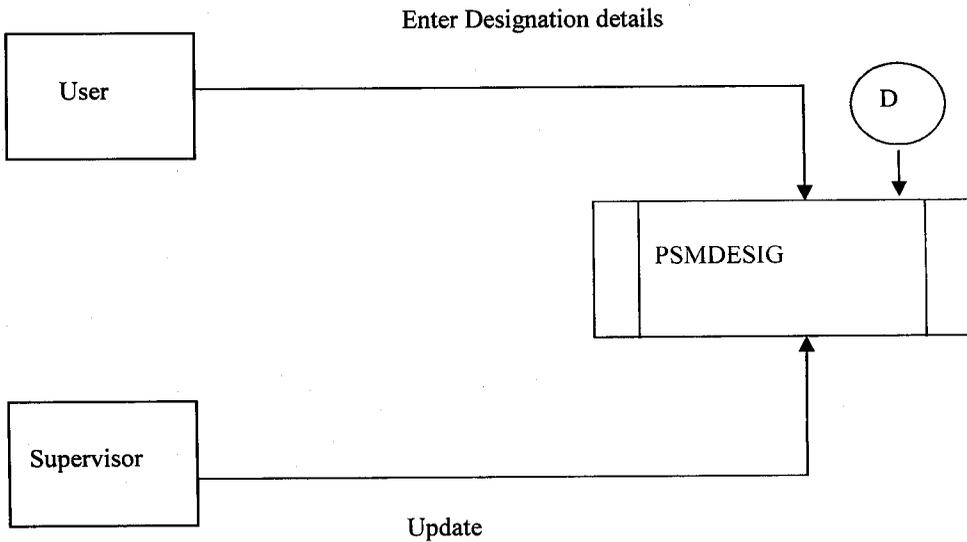
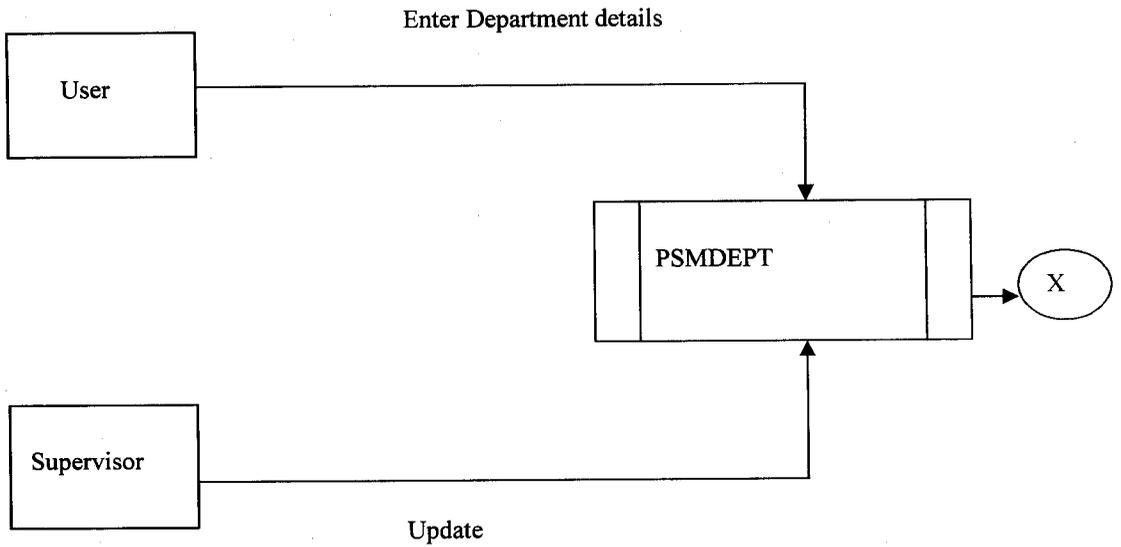
MASTER MAINTENANCE



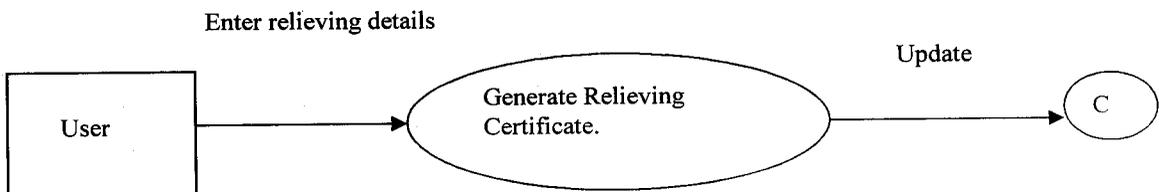
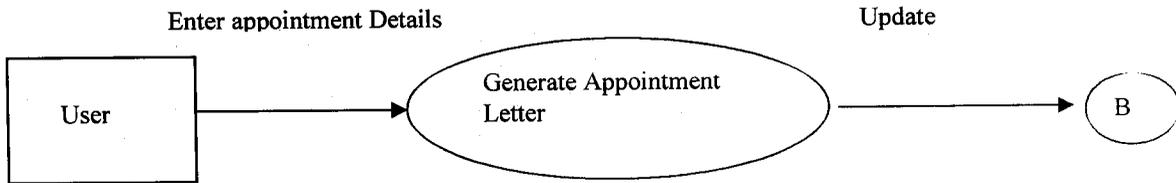
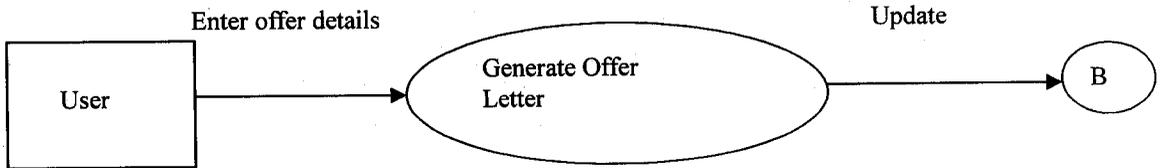
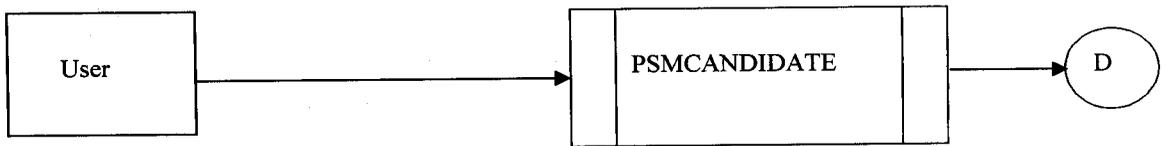
INTEGRATED PEOPLE SUPPORT MANAGEMENT SYSTEM



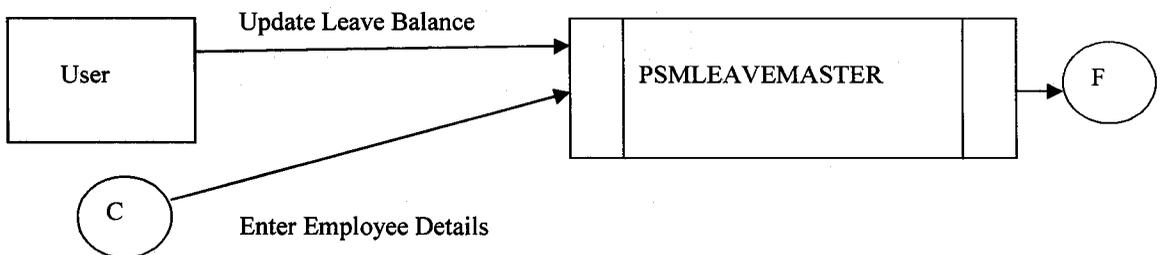
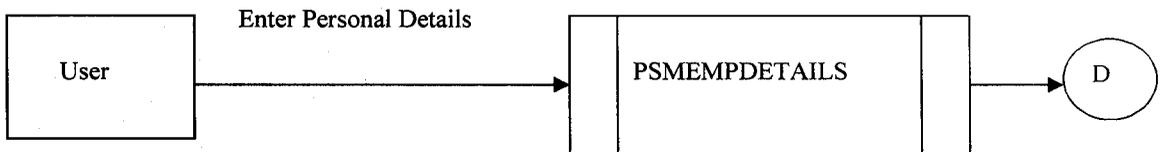
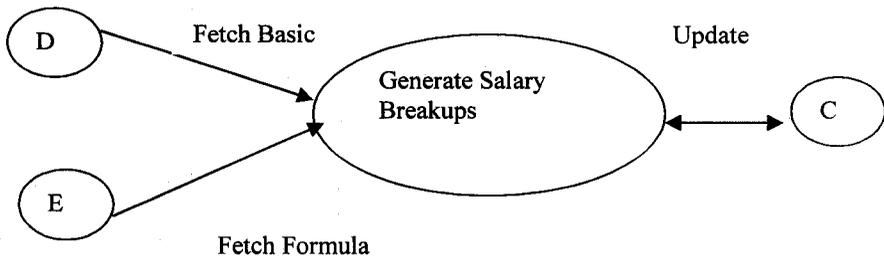
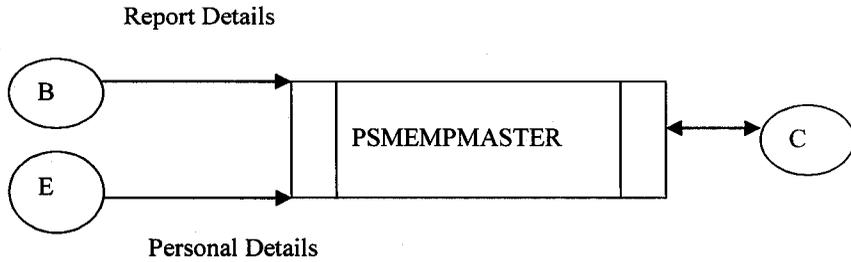
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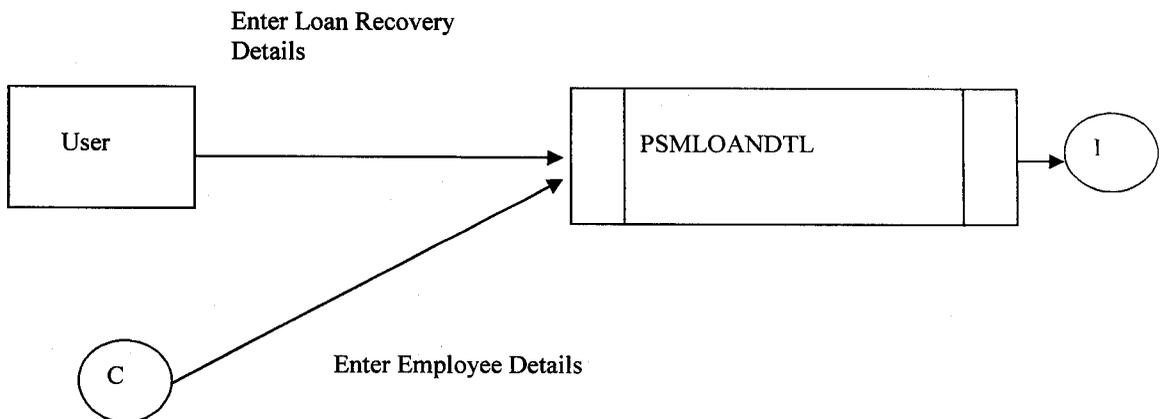
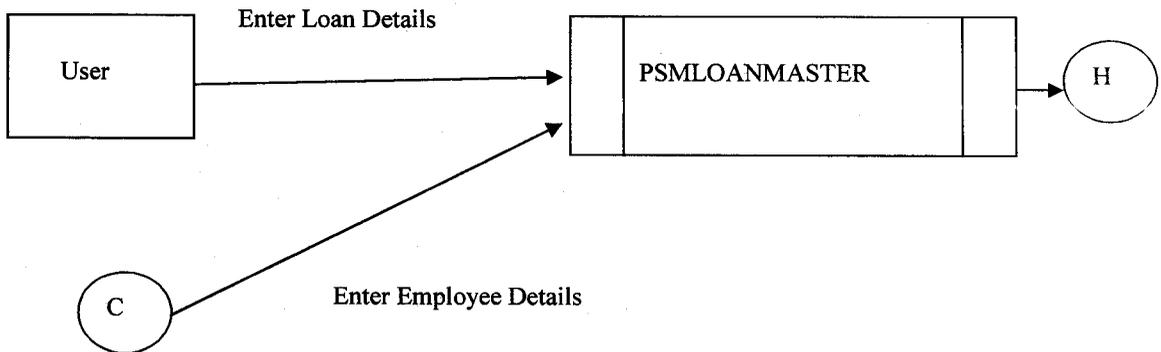
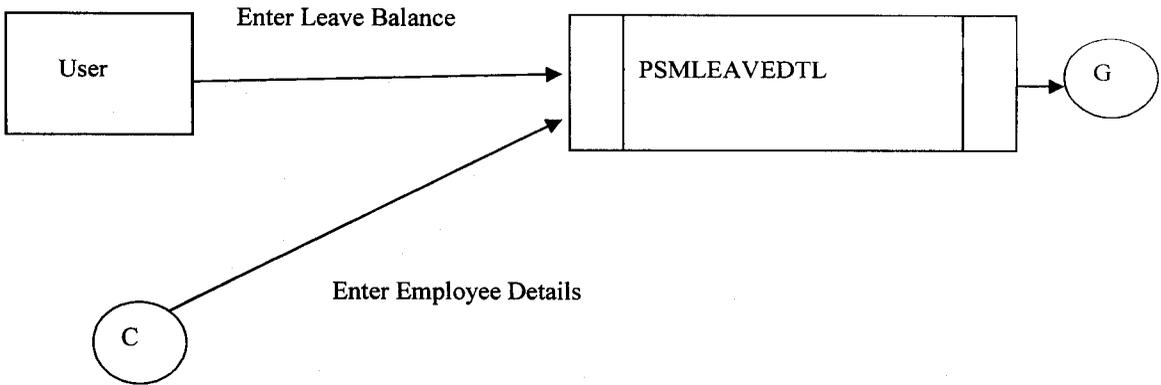
PEOPLE SUPPORT MAINTENANCE



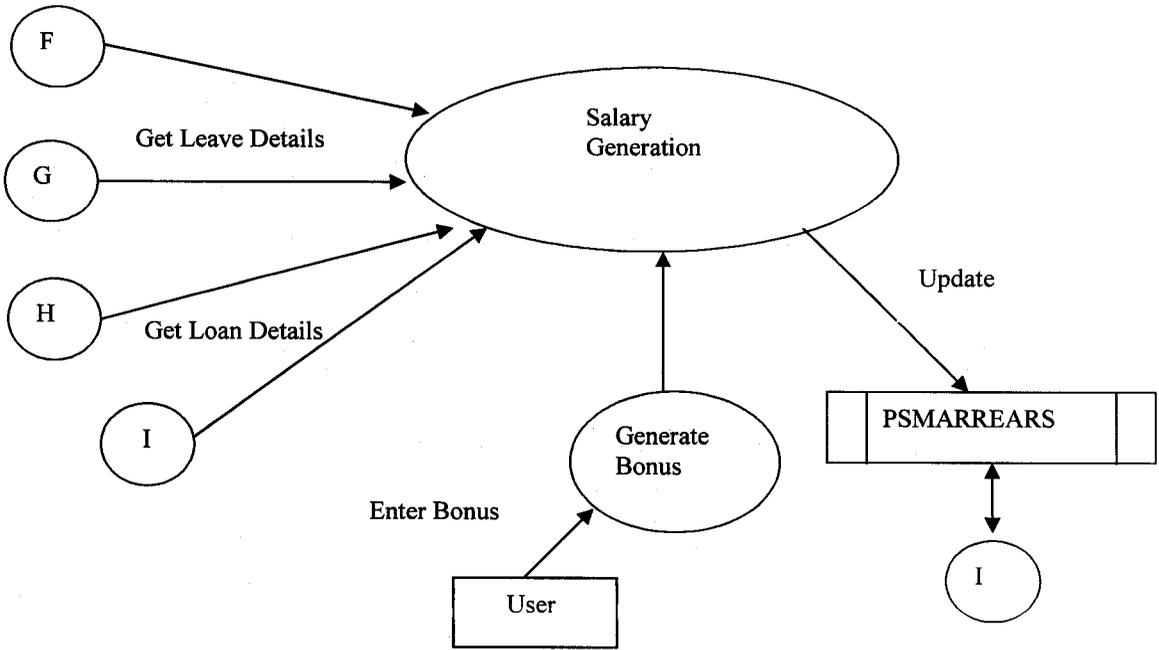
REMUNERATION MAINTENANCE



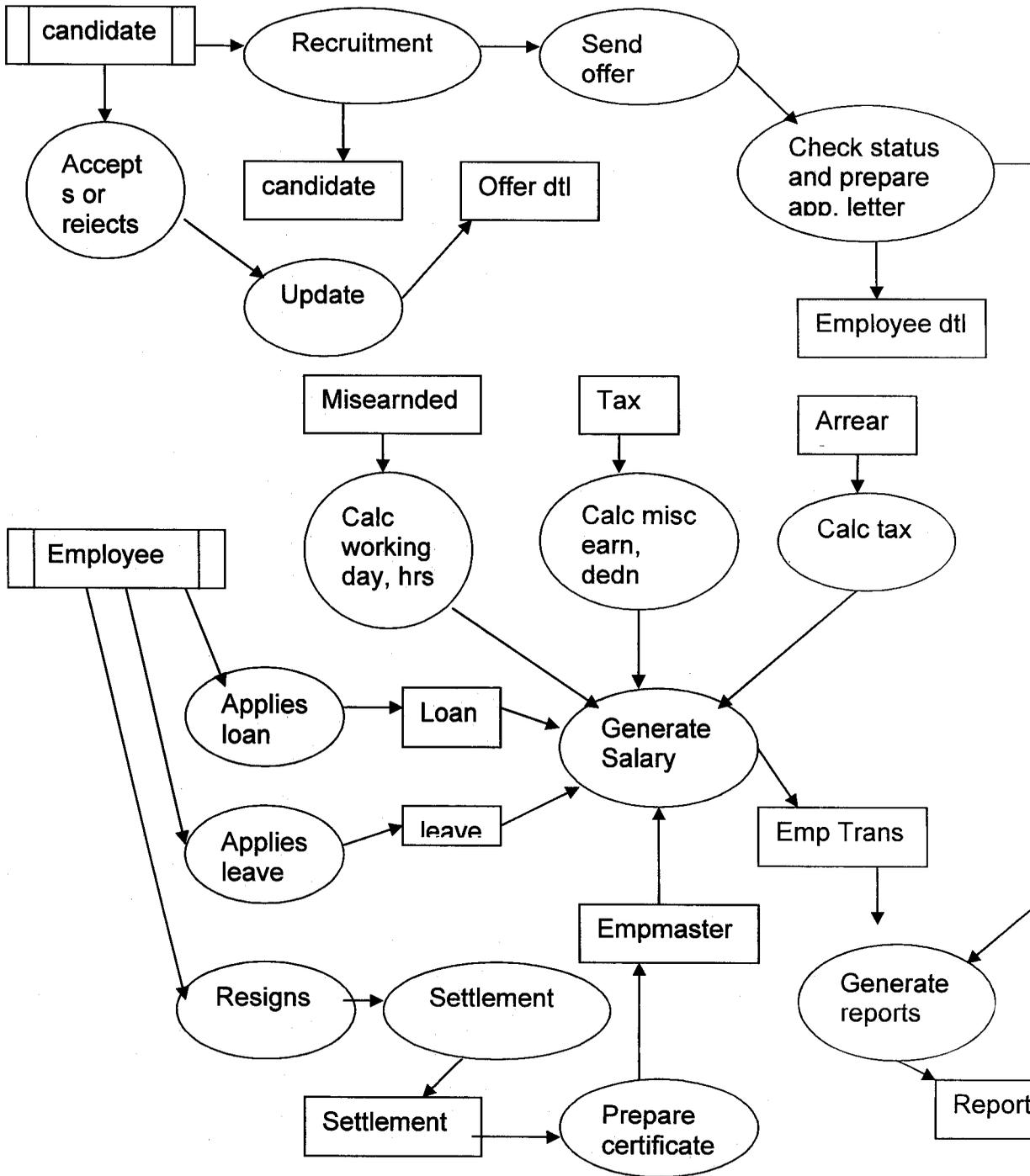
INTEGRATED PEOPLE SUPPORT MANAGEMENT SYSTEM



INTEGRATED PEOPLE SUPPORT MANAGEMENT SYSTEM



INTEGRATED PEOPLE SUPPORT MANAGEMENT SYSTEM



3.3. MODULAR DESCRIPTION

Automation of the People Support System covers the following functions.

- Master Details maintenance
- People Support Details maintenance
- Remuneration Maintenance
- Tax calculation
- Report generation
- Utilities

MASTER DETAILS 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 details
- Control master
- Set formula
- User login
- Department master
- Designation master

- **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, emails, branch details, company's PF code, and ESI codes 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 milestone 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 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 as 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**

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

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.

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 whereas 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 whereas 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 as only a person in Supervisor/Administrator group can do any changes, other users are restricted from editing.

PEOPLE SUPPORT DETAILS 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.

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
- Misc. Earning/Deductions

- **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.

- **O.T 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, 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.

- **Loan Information**

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

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.

TAX CALCULATION

Here we calculate all the tax, which should be paid by the company, Employee's investments for TDS purpose. Thus we can maintain all the details of the tax information.

REPORT GENERATION

The report will have the following options. They are

- EPF
- Payroll

UTILITIES

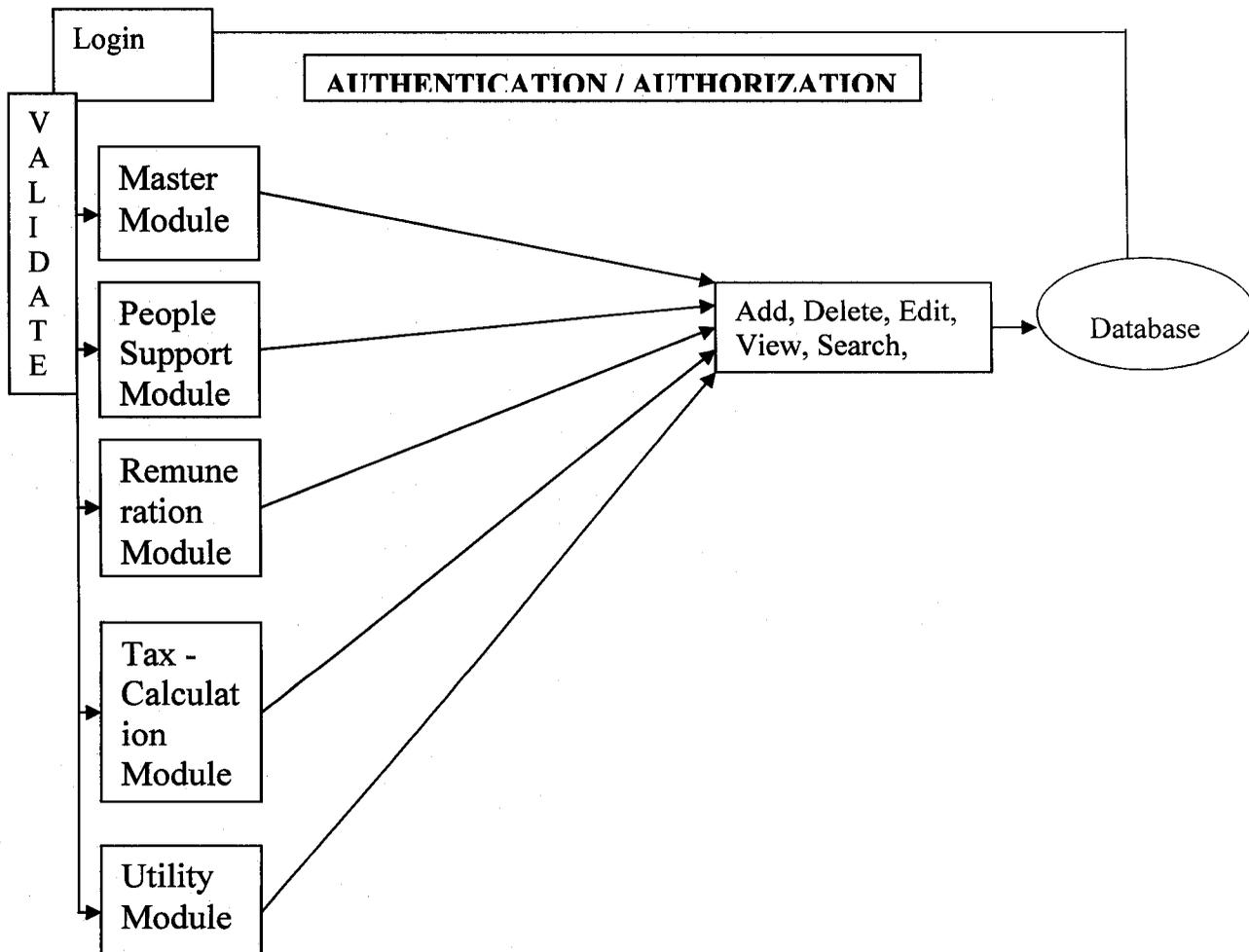
- **Change Password**

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

- **Import Candidate Details**

This option allows importing candidate details from candidate table used by PSD to Employee table.

MODULAR INTERACTION DIAGRAM



SYSTEM TESTING

4. SYSTEM TESTING

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 all 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.

SYSTEM IMPLEMENTATION

5. 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 favorable to the effective use of the system.

CONCLUSION

6. CONCLUSION

This project entitled "*Integrated People Support Management System*" is entirely a menu driven application which has been tested with sample data and implemented at EastBay Technologies (P) Ltd., AnnaNagar, Chennai.

This computerized system helps to generate reports various Summary and Detail Reports 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

7. BIBLIOGRAPHY

AUTHOR	BOOK	PUBLICATION	YEAR
M.K.Roy & D.Ghosh Dastidar	COBOL Programming	Tata McGraw Hill	1982
Nancy Stern & Robert.A.Stern	Structured COBOL Programming	Wiley	1994
Kaga Yama	CICS Handbook	McGraw Hill	1989
C.J.Date & Colin.J.White	A Guide to DB2	Addison-Wesley	1990

APPENDIX

8. APPENDIX

8.1. DATABASE DESIGN

PSMCOMPANY

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

PSMCATEGORY

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

PSMCONTROL

Sr.	Field Name	Type	Length	Decimals	Null	Unique	Description
1.	SALMONTH	Varchar	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	Varchar	3		N		Salary month
5.	SALYR	Varchar	4		N		Salary Year
4.	LSTUSER	Varchar	25		N		Last user name of the table
5.	LSTUPDT	Date	9		N		Date on which the last values are inserted

PSMSETFORMULA

Sr.	Field Name	Type	Length	Decimals	Null	Unique	Description
1.	FID	Number	5		N	Y	Unique auto generated Formula id
2.	TBLENAME	Varchar	30		N		Name Of the table the formula belong to
3.	FLDNAME	Varchar	20		N		Name of the field the formula is for.
4.	FORMULA	Varchar	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	Varchar	1		N		Whether the formula is currently on use. Y-Using N-Not using
7.	LSTUSER	Varchar	25		N		Last user name of the table
8.	LSTUPDT	Date	9		N		Date on which the last values are inserted

PSMUSERLOGIN

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

INTEGRATED PEOPLE SUPPORT MANAGEMENT SYSTEM

PSMUSERDTL

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

PSMDEPT

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

PSMDESIG

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

PSMCANDIDATE

Sr.	Field Name	Type	Length	Decimals	Null	Unique	Description
1.	CANDID	Number	5		N	Y	Auto generated candidate ID
2.	CANDNAME	Varchar	25		N		Name Of the Candidate.
3.	ADDRESS1	Varchar	30		N		Address of the Candidate
4.	ADDRES2	Varchar	30				Address Of the Candidate
5.	CITY	Varchar	15		N		City in which the candidate located
6.	STATE	Varchar	20		N		State in which the candidate is located
7.	COUNTRY	Varchar	15		N		Country in which the candidate is located
8.	PHONE	Varchar	30		N		The candidate phone number
9.	E-MAIL ID	Varchar	30		N		E-Mail id of the company
10.	PPTNO	Varchar	20				Passport number.
11.	PPTEXPDT	Date	9		N		Passport expiry date
12.	FHNAME	Varchar	30		N		Father/husband name
13.	QALIFN	Varchar	150		N		Qualification of the candidate.
14.	EXPERIENCE	Varchar	1000		N		Experience of the candidate
15.	EXPINYR	Number	4	1	N		Experience in years.
16.	COMPID	Varchar	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

INTEGRATED PEOPLE SUPPORT MANAGEMENT SYSTEM

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	Varchar	15		N		Salary category type.
28.	GROSS	Number	8	2	N		Gross pay for the candidate.
29.	LSTUSER	Varchar	25		N		Last user name of the table
30.	LSTUPDT	Date	9		N		Date on which the last values are inserted

PSMOFFERDTL

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

PSMAPPOINTMENT

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

PSMRELIEVE

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

PSMEMPMASTER

Sr.	Field Name	Type	Length	Decimals	Null	Unique	Description
1.	EMPID	Number	5		N		Employee id auto-generated
2.	EMPNAME	Varchar	30		N		Name Of the employee
3.	COMPID	Varchar	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	Varchar	4		N		Department code of the employee
7.	DESIGNCODE	Varchar	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

INTEGRATED PEOPLE SUPPORT MANAGEMENT SYSTEM

18.	PROMOTE DT	Date	9		N		Promotion date of the employee
19.	REVNO	Number	3		N		Revision number
20.	REVDT	Date	9		N		Revision date
21.	REVFLG	Varchar	1		N		Revision flag
22.	CCA	Number	8	2	N		City compensation allowance
23.	LSTUSER	Varchar	25		N		Last user name of the table
24.	LSTUPDT	Date	9		N		Date on which the last values are inserted

PSMEMPTRAN

Sr.	Field Name	Type	Length	Decimals	Null	Unique	Description
1.	EMPID	Number	5		N	Y	Employee id auto- generated
2.	SALMONTH	Varchar	8		N		Salary month to be calculated
3.	EMPWRKDA YS	Varchar	10		N		Employee work type
4.	EMPWRKHA RS	Number	3		N		Employee work amount
5.	LEAVEDAYS	Number	3		N		Employee leave days
6.	OTHS	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.	EALLOWAN CE	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

INTEGRATED PEOPLE SUPPORT MANAGEMENT SYSTEM

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	Varchar	1		N		Status of the salary details
22.	PPF	Number	8	2	N		PPF for the employee.
23.	LSTUSER	Varchar	25		N		Last user name of the table
24.	LSTUPDT	Date	9		N		Date on which the values are inserted

PSMEMPDDETAILS

Sr.	Field Name	Type	Length	Decimals	Null	Unique	Description
1.	EMPID	Number	5		N		Employee id
2.	EMPADDRESS1	Varchar	30		N		Employee address1
3.	EMPADDRESS2	Varchar	30		N		Employee address2
4.	EMPCITY	Varchar	15		N		Employee city name
5.	EMPSTATE	Varchar	20		N		Employee state name
6.	EMPCNTRY	Varchar	15		N		Employee country
7.	PHONE	Varchar	30		N		Employee phone number
8.	EMAILID	Varchar	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 expiry date
12.	FHNAME	Varchar	30		N		Father/husband name
13.	ESINO	Varchar	12		N		Esi no of the employee

INTEGRATED PEOPLE SUPPORT MANAGEMENT SYSTEM

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

PSMLEAVEMASTER

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		PI leave amount
4.	SL	Number	3		N		Sick leave amount
5.	LSTUSER	Varchar	25		N		Last user name of the table
6.	LSTUPDT	Date	9		N		Date on which the values are inserted

PSMLEAVEDTL

INTEGRATED PEOPLE SUPPORT MANAGEMENT SYSTEM

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.	NOOFDAY S	Number	3		N		Total number of days this leave is for
5.	LEAVETYP	Number	5		N		The type of leave.
6.	REASON	Varchar	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	Varchar	25		N		Last user name of the table
9.	LSTUPDT	Date	9		N		Date on which the values are inserted

PSMLOANMASTER

Sr.	Field Name	Type	Length	Decimals	Null	Unique	Description
1.	Loanno	Varchar	4		N		Loan number for the loan to the employee
2.	Empid	Number	5		N		Employee id
3.	Loandt	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	Varchar	1		N		Status for the employee
10.	Lstuser	Varchar	25		N		Last user of the table
11.	Lstupdt	Date	9		N		Last updated or last inserted date.

PSMLOANDTL

INTEGRATED PEOPLE SUPPORT MANAGEMENT SYSTEM

Sr.	Field Name	Type	Length	Decimals	Null	Unique	Description
1.	Loanno	Varchar	4		N	Y	Loan number of the particular employee
2.	Mnth	Varchar	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	Varchar	25		N		Last user name of the table
6.	Lstupdt	Date	9		N		Date on which the values are inserted

PSMMISCEARNDEDN

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.	Misc typ	Varchar	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	Varchar	25		N		Last user name of the table
7.	Lstupdt	Date	9		N		Date on which the values are inserted

INTEGRATED PEOPLE SUPPORT MANAGEMENT SYSTEM

Sr.	Field Name	Type	Length	Decimals	Null	Unique	Description
1.	Empid	Number	5		N	Y	Employee id
2.	Mnth	Varchar	8		N		Month the arrears is pending
3.	Revdtd	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	Varchar	25		N		Last user name of the table
19.	Lstupdt	Date	9		N		Date on which the last values are inserted

PSMBONUS

Sr.	Field Name	Type	Length	Decimals	Null	Unique	Description
1.	Empid	Number	5		N	Y	Employee id
2.	Bonfromyr	Varchar	9		N		Bonus from year
3.	Bontoyr	Varchar	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	Varchar	25		N		Last user name of the table
9.	Lstupdt	Date	9		N		Date on which the last values are inserted

PSMCANDALLOW

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

PSMEMPOT

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

PSMPROFTAX

Sr.	Field Name	Type	Length	Decimals	Null	Unique	Description
1.	TAXID	Number	3		N	Y	Unique auto generated 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	Varchar	25		N		Last user name of the table
7.	LSTUPDT	Date	9		N		Date on which the last values are inserted

8.2. SCREEN LAYOUTS

Integrated People Support Management System				
Company Details				PRESS - ' F10 ' 1. APPEND 2. EDIT 3. DELETE 4. VIEW 5. SEARCH 6. EXIT
Company name :	EASTBAY TECH	Phone :		
Company Id :	C102	E-mail :		
Address -1 :	ANNA NAGAR	PF Code :	TN-01-0032	
Address-2 :		ESI Code :	TN-18-02-02	
City :	CHENNAI	PAN :	12-112/5	
State :	TAMIL NADU	TAN :	56-002/3	
Country :	INDIA	Start Date :	4	
Fax :	8662482	End Date :	3	
Login Name : ADMINISTRATOR				
F1-Master Details	F2-People Support	F3-Renumeration	F4-Taxcalculation	15-Mar-03
F5-Reports	F6-Utilities	F7-Quit	F8-Help	11:31

Integrated People Support Management System

Offer Letter

Candidate ID : 104
 Name : RAJA
 Status : N
 Offer Date : 2-DEC-02
 Expected Join Date : 12-MAY-03

PRESS -' F10 '

- 1. APPEND**
- 2. EDIT**
- 3. DELETE**
- 4. VIEW**
- 5. SEARCH**
- 6. EXIT**

Login Name : ADMINISTRATOR

F1-Master Details F2-People Support F3-Renumeration F4-Taxcalculation
 F5-Reports F6-Utilities F7-Quit F8-Help

15-Mar-03

11:36

Integrated People Support Management System

User Login Updation

User Login Name : ADMINISTRATOR
 User Full Name : ADMINISTRATOR
 User Password : ADMIN
Groups (Y/N)
 Administrator : Y
 People Support : Y
 Accounts : Y

PRESS -' F10 '

- 1. APPEND
- 2. EDIT
- 3. DELETE
- 4. VIEW
- 5. SEARCH
- 6. EXIT

Login Name : ADMINISTRATOR

F1-Master Details F2-People Support F3-Renumeration F4-Taxcalculation
 F5-Reports F6-Utilities F7-Quit F8-Help

15-Mar-03

11:37

Integrated People Support Management System

Leave Details

Employee Id	: 110	No of Days	: 9
Employee name	: VIKRAM	Leave Type	: LOP
From Date	: 07-JAN-02	Reason	: HOME SICK
To Date	: 15-JAN-02		
CL	: 10	SL	: 10
PL	: 10	Loss of Pay	: 15

PRESS -' F10 '

- 1. APPEND**
- 2. EDIT**
- 3. DELETE**
- 4. VIEW**
- 5. SEARCH**
- 6. EXIT**

Login Name : ADMINISTRATOR

F1-Master Details	F2-People Support	F3-Renumeration	F4-Taxcalculation
F5-Reports	F6-Utilities	F7-Quit	F8-Help

15-Mar-03

11:40

Integrated People Support Management System

Formula Settings

Formula On (Table Name) : PSMEMPTRANS
 Formula For (Field Name) : HRA
 Formula Id : 1013
 Date : 14-FEB-02
 Status (Y/N) : Y

Formula : PSMEMPLOYEE.BASIC*PSMEMPLOYEE.HRA

PRESS -' F10 '

- 1. APPEND
- 2. EDIT
- 3. DELETE
- 4. VIEW
- 5. SEARCH
- 6. EXIT

Login Name : ADMINISTRATOR

F1-Master Details F2-People Support F3-Renumeration F4-Taxcalculation
 F5-Reports F6-Utilities F7-Quit F8-Help

15-Mar-03

11:45

Integrated People Support Management System

Master Details

1. Company Details
2. Category Details
3. Contraol Master
4. Set Formula
5. User Login
6. Department Details
7. Designation Details

Select The Choice : 5

Login Name : ADMINISTRATOR

F1-Master Details	F2-People Support	F3-Renumeration	F4-Taxcalculation	15-Mar-03
F5-Reports	F6-Utilities	F7-Quit	F8-Help	11:40

Integrated People Support Management System

OT Details

Employee Id : 110
 Employee Name : VIKRAM
 OT Hours : 30
 OT Date : 14-JAN-02

- 1. FIRST
- 2. PREVIOUS
- 3. NEXT
- 4. LAST

PRESS -'ESC'
 TO EXIT

Login Name : ADMINISTRATOR

F1-Master Details F2-People Support F3-Renumeration F4-Taxcalculation
 F5-Reports F6-Utilities F7-Quit F8-Help

15-Mar-03

11:45

Integrated People Support Management System

Password Change

User Login Name : ADMINISTRATOR
 User Full Name : ADMINISTRATOR
 User Password : ADMIN
 Enter New Password : *****
 Re-Enter New Password : *****

PRESS -' F10 '

- 1. APPEND**
- 2. EDIT**
- 3. DELETE**
- 4. VIEW**
- 5. SEARCH**
- 6. EXIT**

Login Name : ADMINISTRATOR

F1-Master Details F2-People Support F3-Renumeration F4-Taxcalculation
 F5-Reports F6-Utilities F7-Quit F8-Help

15-Mar-03

11:37