

# Resource Planning Tool with Charts and Reports

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*Abstract*— Our application allows you to perform all the functions like it contain employee contact information for emergency contacts for their time in and time off, performance and more so you can be retrieve the information you need. With all that vital information at our fingertips we can truly turn our employees' information into an advantage by generating report and business analytics. People are the most important asset to a business and human resource management help look after your people. By effectively utilizing this software we can make your people an more greater asset by ensuring your business, maximizes the investments made in your workforce. Operating system and application monitoring and penetration testing though to encryption of both stored sensitive data and your connections with our application there is no one who takes the security of your data more seriously. An information system refers to the information and processes the intersection between resource management and information technology. It combines human resource management as an discipline and particularly some of its HR activities and then process with the information technology field and whereas the data processing systems are evolved into some standard packages of enterprise resource planning (ERP) software. As in whole, these ERP systems work on software that combines the information from different applications into single huge database. It establish links between financial module and human resource module through one database and this the most important to the individually developed database, and hence this makes this application rigid and flexible.

**Key words:** ERP, HR

## I. INTRODUCTION

The function of the human resource department is generally in administrative and that is common to all of the organizations. The organizations may also have formalized selections, evaluations, and the payroll process. The efficient and effective managements of an "human capital" is progressed to increasingly complex and imperative process. The HR functions consisting of tracking the existing employee data and that traditionally includes the personal history, skills, capability, awards and the salary of the employees. In order to decrease the manual workloads of the administrative activity department, the organizations start to electronically automate the many of these processes by introducing the specialized human resource management systems.

The payroll modules automate the pay processes by gathering the data of the employees and it is calculated by considering the employee time and their attendance, various deductions and tax, and collecting periodic pay cheque and the reports. Data is generally fed into the systems by the human resources and the time keeping modules to calculate the automatic deposit and the manual cheque writing capability. This module will encompass all of the

employees-related transactions and it also integrates it with the existing financial management system.

The time and the attendance modules it will gather the standardized time and the work related efforts. The flexibility in the data collection method, labors distribution capability and the data analysis features can be made broad with the help of most advance modules. And the most primary function is the Cost analysis and the efficiency metrics.

The benefits of administration module it provides a system for the organizations in order to administer and track the employee participation in a benefits program. These typically encompass the profit sharing, insurance, compensation, and the retirement.

The HR management modules it is a component that covers many of other HR aspects from an application to retirement. This system will records the basic capability and skills management, selection, training and the development, demographic and address data, compensation planning records and other related activity. Leading edge systems provides an ability to "read" the applications and also to enter an relevant data to the applicable database fields, then notify the employers and provide the position management and the position control. Human resource management includes functions like the evaluation, placements, recruitment, compensation and the development of the employees in an organization. But in the starting, businesses used the computer based information systems to:

- 1) Produce Pay The Check And The Payroll Report
- 2) Maintenance Of Personnel Records
- 3) Pursued Talent Management.

Online recruiting system has become one of the primary methods for recruiting the employees by HR departments i.e. to recruit the candidates for available positions within the organization.

The training modules provide a system for the organizations in order to administer and track the employees training and the development efforts. This system is normally called as a "learning management system" (LMS) it is an standalone product that allows the HR to track the education qualifications, skills of an employee, and also outlining what are the training courses, books, CDs, and the web base learning or the materials that are available to develop the skills. Course can be offered on a date specific session, with a delegate and the training resources that is being mapped and managed within a same system. Sophisticated LMS will allow the managers to approve the training, budget and the calendars along with the performance management and the appraisal metrics.

The employee self-service modules it will allow the employees to query the HR's related data and to perform some the HR transactions over the system. Employees can query their attendance record from a system without telling the information to HR personnel. This module will also allow the supervisors request from the subordinates through

a system without overloading the task on the HR department.

*A. Disadvantages:*

*1) Unauthorized Access:*

When an organization collects the personal data about the employees in an HRMS, some of the security risks may also arise. The organizations spend lot of funds in order to keep the employee private information in a secure manner against the internal and external threats. One main disadvantage of the electronic HRMS is that the organization must collect all the information like who accesses the employee private information. This data requires following up with the audit process, which can also could result in the discipline or prosecute the employee who access the employee data without an authorization or without an official purpose.

*B. Advantages:*

- 1) Maintains collaboration, partnership, goodwill and willingness of entity's people.
- 2) Encourages employee to gain maximum performance from them.
- 3) Treats people individually and use this motivated workforce to gain competitive advantage.
- 4) Helps employee to turn their work environment to a better place and minimizes stress.
- 5) Enables long-term communication and collaboration between employee and management.
- 6) Creates equal chance for opportunity to each individual in the company.

## II. SCOPE OF THE SYSTEM

Enterprise Resources Planning is a planning whose philosophy is enabled with the software that attempts to integrate all of the business process of the different departments and the functions across the company onto a single computer system that will serves the particular needs of the different department.

Before the ERP implementation, each of the department has its own computer systems that are optimized for the requirements that are needed by a department. Each of the department will maintain a separate database and the design applications as per the functionality. And these will result in the local optima it includes overall very poor result across all of the departments or within a company.

## III. MODULE DESCRIPTION

*A. Performance:*

Tracing time off can be very time taking and physical task especially you need to have more handfuls of employees. Application allows you to trace all the employee time off and defines your own time off various types so you can trace the things which can be important to you and then all the appearances are shown on a calendar of company, so that you can see the snapshot of who is off. When employees can manage their own time off while managers accepts the requests through self service making it a very simple and efficient process with very powerful and highly customizable time off options you can sure of searching a solution which meets your requirement time off.

- Customizable review types

- Schedule a review with Email reminders
- Review
- Metrics
- Add warnings

*B. Report and Employee Management:*

We can access the information that we need and we view in the format that require with regenerated report and charts, which has option to export them to CSV and PDF, you should sure to search the information when you need it. Once you have record of employee created, you can then extend to your managers and employees for self services, then employees can do the things they need, without any guidance, they can perform time off, tracking timesheets to do the simple things like changing employees address they can do it all other online, any time. When employees request time off, the log time sheets are send to managers and approves through notification by Email and also have a flow of work on their home page by showing list of all the duties which need to be complete for employees including time off and timesheets.

- Extensive reporting
- Bulk upload employees using CSV file
- Add employee salary
- Add employee bonuses
- Add employee benefits like pension, healthcare and more
- Add employee proof of right to work details

*C. Security:*

As part of an overall employee interaction we have social following stream built into our offering where workers can contribute information and collaborate we have build social platform with own fully integrated social platform into Application which allows you and your employees to recognize the good work and hence the managers can automatically post notification for promotions, new job requests and many more.

- Cloud based
- Secure data communications
- Regular off site backups
- External PCI-DSS class security screening and scanning

*D. Information:*

- Add company information
- Audit trail to capture important activities within the application
- Site / office information
- Customizable departments
- Customizable job titles
- Customizable job status
- Set up internal users with different access levels e.g. manager or HR

## IV. EXISTING SYSTEM

Number of tools and the software's are available for tracking the task or the work that is given or allotted to all the employees the tools like training managements, planning commits etc but all these lack in some features that may leads to the following: these are very expensive in case of

the new categories of "light" solutions. Existing systems are often seen to be too rigid and very difficult for adapting to a specific workflow and the business process for some of the companies this is counted as one of the main cause of the failure. Number of integrated links needs a very high accuracy in the other applications for working effectively. The company's can achieve minimum number of standards, and in over time the "dirty data" will decreases the reliability of some of the applications

## V. PROPOSED SYSTEM

The features that are lacked in the above mentioned tools are nearly fulfilled in this project like only one person can tack

and allot the task between the employees and also it act like an distrusted system where a person or the particular manager can distribute all the task like for training, managing, for an project etc. Can also monitor the task and to what extent the job has been completed and also maintain the standards of the organization.

## VI. SCREEN SHOTS

### A. Login:

Login page for the employee with their username and the valid password

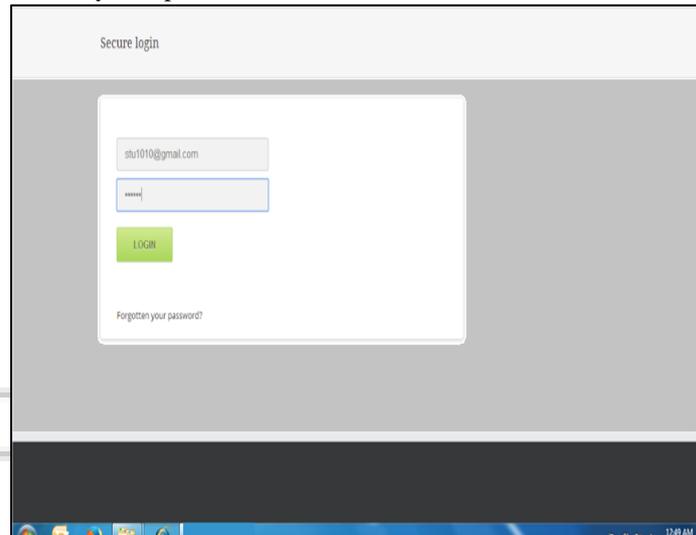


Fig. 1: Login

### B. Adding the Data:

Adding the details o the employees when they are recruited newly to an organization

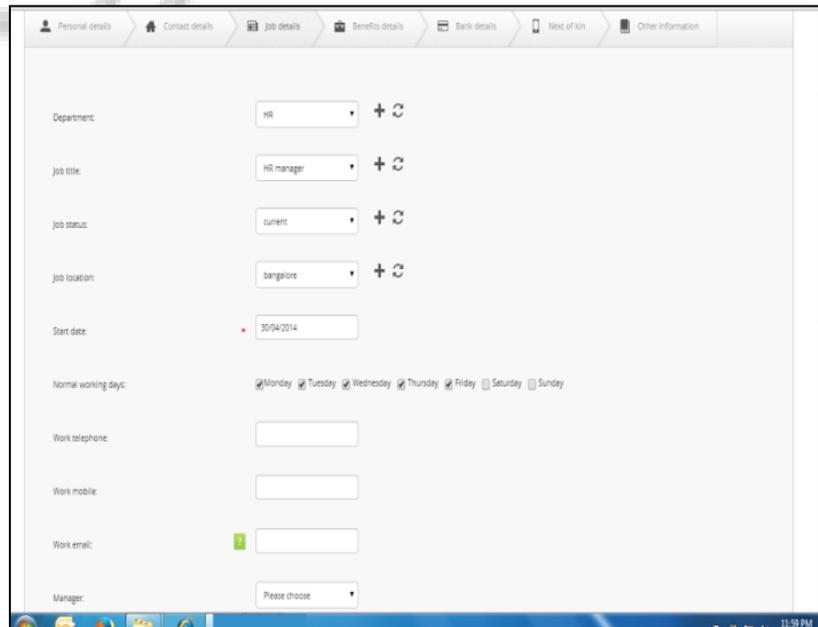


Fig. 2: Adding the Data

### C. Check the Options:

The employee can check for the different option in a company

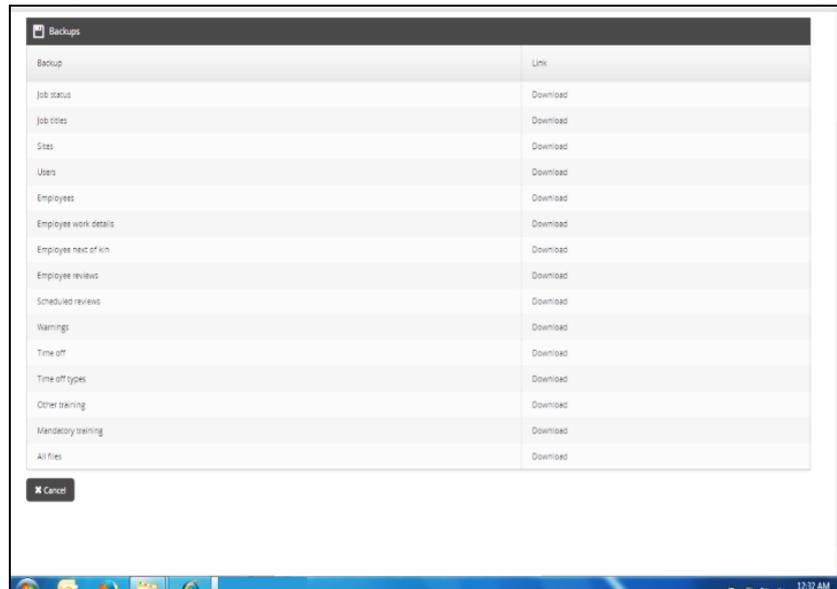


Fig. 3: Check the Option

#### D. Report:

The company can generate the report of an employee along with the work they have completed.

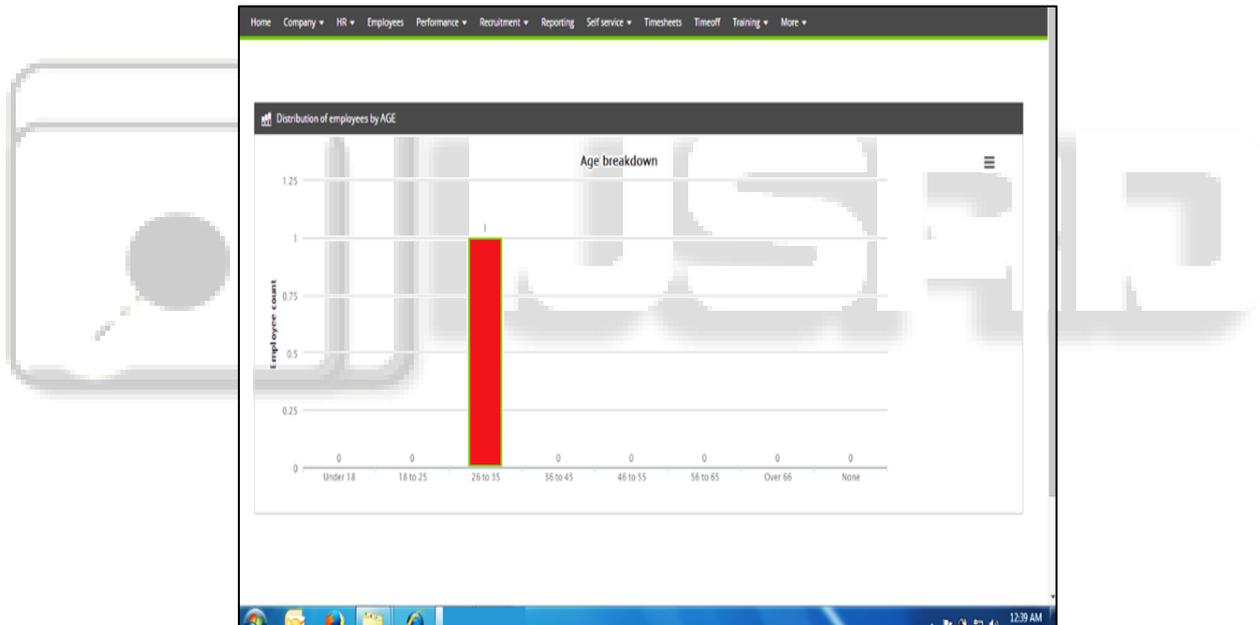


Fig. 4: Report

## VII. CONCLUSION

Applications are used to transfer the files between the computers on the network. You can also use the FTP to exchange the files between the computer accounts, transferring the files between the accounts and on the desktop computers, or accessing online software's archives. Keep in the mind, that number of FTP sites is heavily used and that requires several numbers of attempts before connecting. You can also use a web browser to connect with the FTP addresses exactly as one would connect to the HTTP address. Using the web browser for the FTP transfers makes it very easy for you to browse large numbers of directories to read and to retrieve the files. Your web browsers will take care some of the details for connecting to the site and for transferring the files.

## REFERENCE

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