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HRConnect

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Abstract: *Human Resource Management System (HRMS) seems to matter for Human Resource Management (HRM) in the current digital economy. Many firms transform their HRM functions from the manual work processes to the computerized work processes. Information technology is expected to drive Human Resource (HR)'s transition from a focus on Human Resource Management (HRM) to Strategic Human Resource Management (SHRM). This strategic role not only adds a valuable dimension to the HR function, but also changes the competencies that define HR professional and practitioner success. Interestingly, an HRMS is utilized for administrative purposes rather than analytical purposes. The main objective is to know the payroll software's used in the organization and the roll of HR in payroll. The secondary objectives of this study are, To understand the HR roll in Payroll, To review the effectiveness of the Payroll process of HRConnect, To find about the software's used in Payroll process and satisfactory level of employees using this software's To analysis whether these software's are user friendly, To suggest the Latest Software's in achieving organizational objective.*

Keywords: Human Resource Management System, HRMS, organization, HRConnect

I. INTRODUCTION

The emergence of the Internet around 1995 has transformed many business functions, including Human Resource Management (HRM). Companies are shifting from manual to computerized workflows, utilizing computer hardware, software, and databases to maintain and retrieve human resource records efficiently. Human Resource Management System (HRMS) helps organizations acquire, store, manipulate, analyze, retrieve, and distribute information about human resources, integrating HRM with Information Technology. Better information management, including HRMS, is crucial for employee involvement, connection, and productivity in knowledge-driven economies. HRMS enhances efficiency by speeding up decisions, communication, and reducing overhead costs through task mechanization and process automation, leading to administrative efficiency and strategic HR management.

II. LITERATURE SURVEY

Survey of Existing System

The evolution of technology has led organizations to adopt Human Resource Information Systems (HRIS) to enhance manpower activities. This paper interviewed HRIS managers in the hospitality industry in Ghana to identify the benefits and challenges of HRIS. HRIS helps in identifying unfilled positions, analyzing job positions and titles, identifying training needs, selecting candidates for training, evaluating training programs, and making faster and better decisions about succession planning. Integrating HRIS with other organizational systems facilitates sharing information and decision-making.

In the pharmaceutical sector, apps like 1mg face challenges when consumers purchase wrongly prescribed medications. Their Express delivery service, which takes 4-5 hours, is in high demand, especially in urban areas. To address this challenge, a solution called Remedi is proposed to limit the search space to a locality, allowing faster delivery even in urgent situations.

In developing countries like Bangladesh, the adoption of HRIS is limited to a few mid to large-sized organizations. HRIS has become popular in developed countries since the beginning of the century but is still in the early stages of adoption in developing countries. The study aims to identify HRIS applications, outcomes, major adoption barriers, and knowledge acquisition to aid decision-making regarding its extension.

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IT-based operations are crucial for organizations to compete strategically. HR managers play a strategic role, and the integration of HR and IT through HRIS can propel human resource management into a modern era. Organizations are becoming more interested in acquiring, implementing, and utilizing HRIS as awareness grows about its capabilities and activities.

HRIS provides businesses with rapid access to data, assisting HR professionals in achieving human resource objectives. Personal computers can support real human resource decisions, but information must be available in a usable form for effective decision-making.

The department has initiated an experiment with HRIS to advance its accounting, control, and planning for human resources. HRIS is not just an inventory control and accounting mechanism but also a set of management tools enabling managers to establish objectives for organization needs.

III. PROPOSED SYSTEM

Introduction

A Human Resources Management System (HRMS) built with React.js is a modern and user-friendly solution designed to streamline HR operations. It offers a comprehensive platform where employees can access their data, request leaves, and HR administrators can efficiently manage employee records and processes. With features like user authentication, leave management, attendance tracking, and reporting, this HRMS simplifies HR tasks and enhances organizational efficiency. By leveraging React.js for dynamic, responsive user interfaces and seamless interactions, the system ensures that HR processes are efficient, secure, and compliant with data privacy regulations, making it an essential tool for businesses aiming to optimize their human resources management.

In addition to the core functionalities mentioned, a React.js-based Human Resources Management System (HRMS) can offer several benefits. It allows for easy customization and scalability, adapting to the unique needs of your organization. The use of React's component based architecture ensures a modular and maintainable codebase, making future enhancements and updates more straightforward. The system also fosters better data organization, making it simple to track and analyze employee information, helping HR teams make data-driven decisions. Furthermore, it supports integration with external systems, such as payroll services or calendar applications, promoting a cohesive HR ecosystem. Ultimately, an HRMS built with React.js is a powerful tool to enhance HR efficiency, improve employee satisfaction, and drive productivity within an organization.

Flowchart

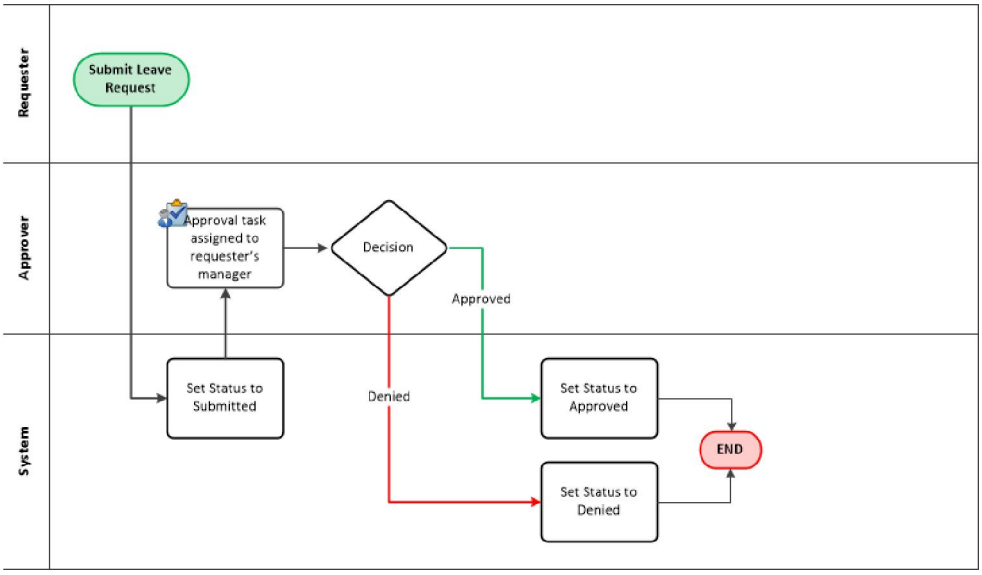

Figure 1. Flowchart for Leave Application and Management.

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Data Flow Diagram

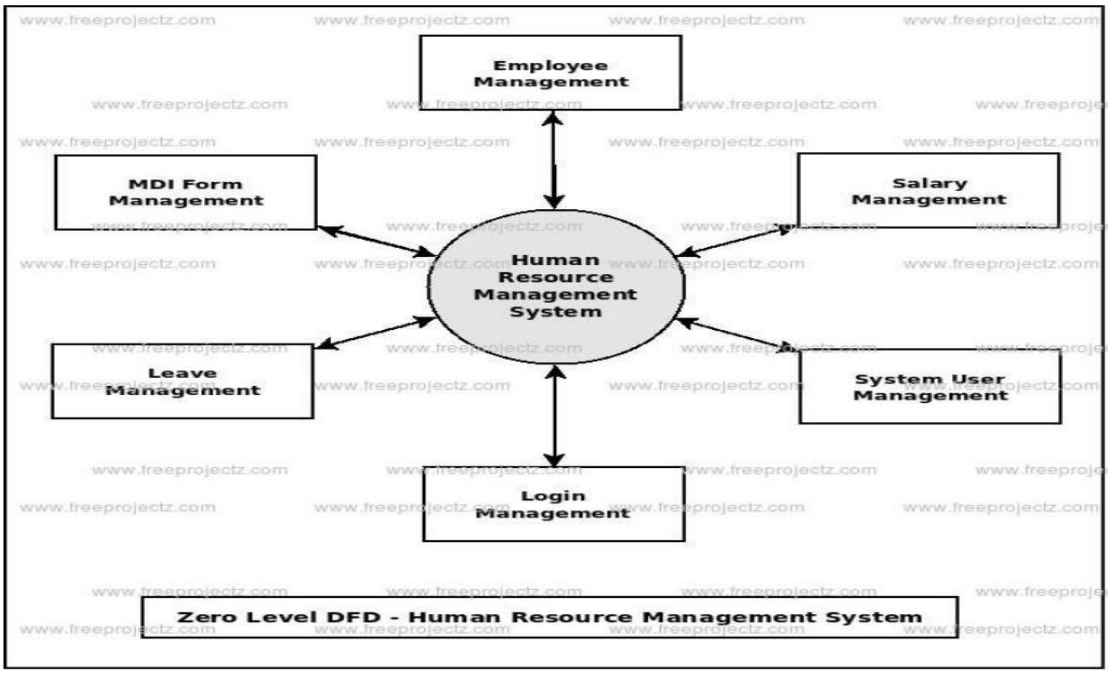

Figure 2. Data Flow Diagram

Features.

1. **Admin Login**: This feature allows the admin to securely log in to the HRMS website. The login page typically requires the admin to enter their username and password. Upon successful authentication, the admin gains access to the dashboard or admin panel, where they can manage various aspects of the HRMS system, such as employee data, leave policies, and approvals.

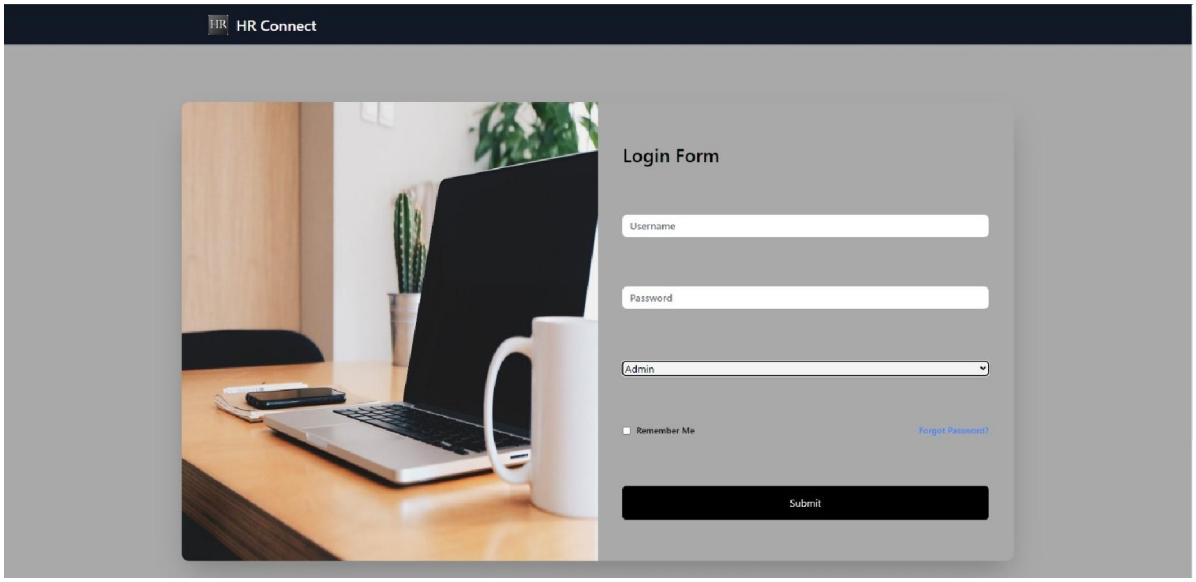

Figure 3: Admin Login

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Apply for Leave: This feature enables employees to apply for leave through the HRMS website. Employees can specify the type of leave (e.g., sick leave, annual leave, maternity leave), the duration of the leave, and any additional comments or reasons for the leave request. The application is then submitted for review and approval by the admin.

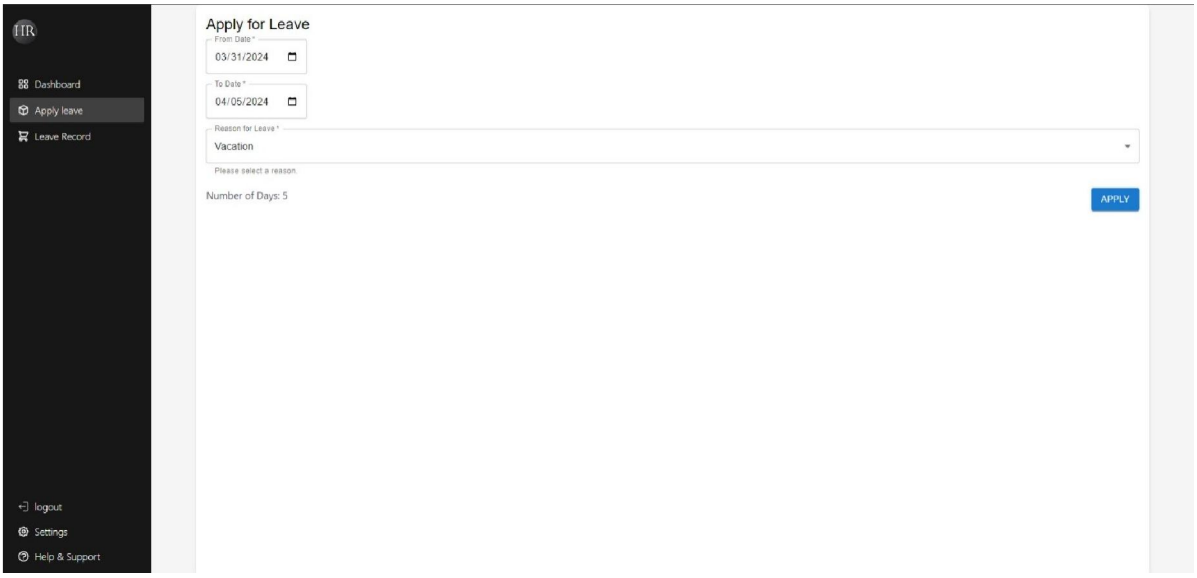

Figure 4: Apply Leave

3. **Leave Approvals**: This feature allows the admin to review and approve or reject leave requests submitted by employees. The admin can view details of the leave request, including the employee's name, leave type, duration, and comments. Based on this information, the admin can approve the request, reject it, or request further clarification from the employee.

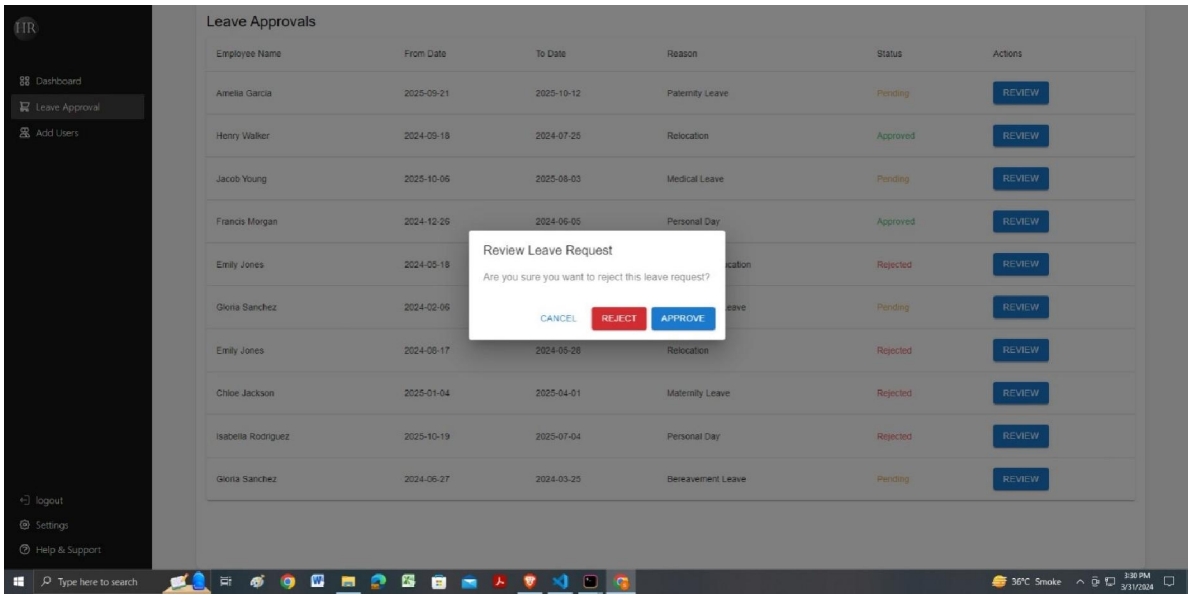

Figure 5: Leave Approvals

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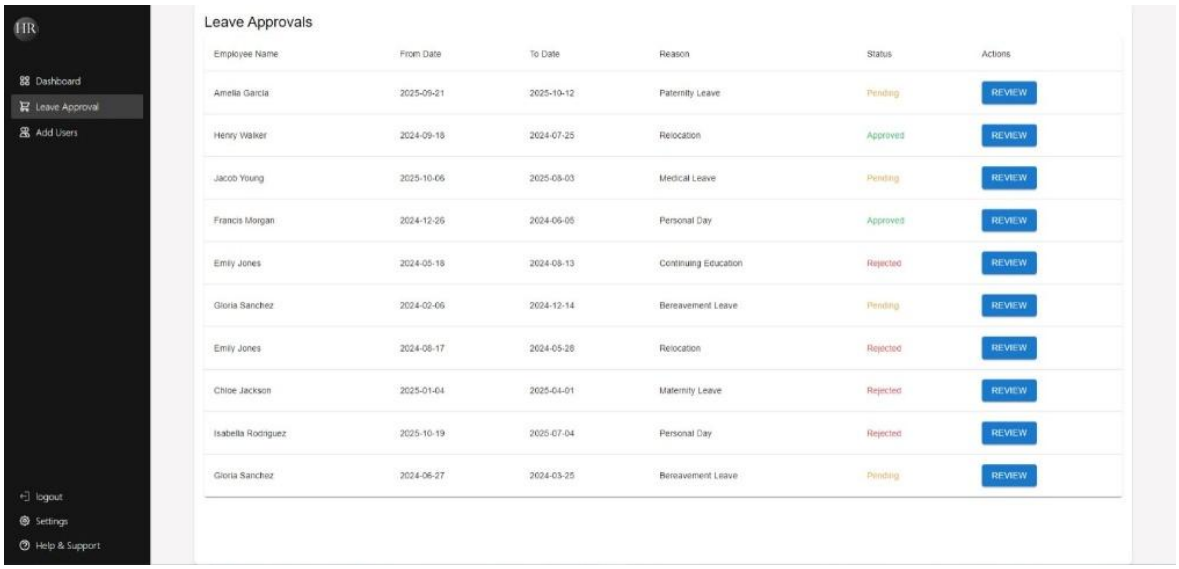

Figure 5: Leave Approvals

These features collectively help streamline the leave management process within an organization, making it more efficient and transparent for both employees and the HR department.

Details of Hardware and Software

Hardware	• WebServer. • Computing Devices. Network Infrastructure.
Coding Language	• ReactJS • Tailwind
Software	• React • IDE (Integrated Development Environment) MangoDb Chrome
System Requirement	• 4.0 GB RAM • Intel or AMD x86–64 processor
Operating System	• Windows 11 • Windows 10 (version 20H2 or higher) • Windows Server 2019 • Windows Server 2022

Table 2. Hardware and Software Requirements

IV. CONCLUSION

Technology has had a significant impact on human resources practices. Human Resources is transitioning to a more technology based profession because utilizing technology makes information more accessible to the whole organization, eliminates time doing administrative tasks, allows businesses to function globally and cuts costs.

The implementation of an HRMS on a website not only resolves common HR management challenges but also paves the way for an integrated, efficient, and data-driven approach to human resources. The careful selection of technologies

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and best practices in web development and security are crucial to ensure that the system functions smoothly, data remains secure, and the overall HR experience is greatly improved. By embracing modern HR technology, organizations can achieve streamlined HR operations, compliance, and overall success.

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