



**Human Resource Management
System**
(Case Study)





Situation
 system at many cybercafés is manual. Hence cybercafé owners find it difficult to bill the customers properly for the time which they have spent in the cybercafé. With the Billing and Metering Tool, you can accurately track and



Situation

HR used to have a manual system where they had to collect applications from employees and maintain a ledger for each and every employee in order to keep their records. This entire exercise was extremely time consuming and more over it had high probability for data discrepancies.

Solution

Webdunia HRMS has facilitated their users with online access to application and better tracking of their own records in one place. Webdunia HRMS generates the complete reports which can be used for payroll, attendance and leave processing. This is a web-based application developed to include the following workflow based functions

- Employee Management System
- Leave Management System
- Performance Appraisal
- Attendance Tracking System
- Recruitment Management System
- Admin functions for user management and maintaining master records

Webdunia HRMS also includes administration module for the management of master data and for user management.

Leave Management System

Web-based Employee Leave Management System streamlines communication between HR and employees, facilitates simple yet efficient management of employee leaves. Leave management ensures that all leave taken and leave requests are properly accounted for. Office staffs can apply, approve and view leave records without the hassle and delay of going through the admin staff - it's all at your fingertips with anytime, anywhere access. For employees, this system allows them to easily determine their vacation availability (from any point-in-time) and request leave online. For managers, leave approval no longer involve trails of paperwork. The system provides full audit trails of your staffs' leave balances and plans.

Below are some essential features of leave management system:

- Organization Leave Policy master
- Yearly Leave & Holiday Set-up
- Employee leave master (with eligibility for applicable leaves)
- Leave Application (by Employee)
- Leave Application (by Front office/Admin)
- Approval / Rejection by IRA
- Request for cancellation of applied leave
- Leave Approval/Rejection & cancellation
- Leave encashment
- Special grants
- Reports

Performance Appraisal

Webdunia HRMS includes web-based performance appraisal module that helps your organization quickly create high-value performance appraisals for all employees. It's a powerful, easy-to-use tool for cultivating a high-performance workforce that is completely aligned with your organization's goals and priorities. Webdunia HRMS is an innovative, cutting-edge solution to manage Employee Performance Appraisals/Reviews. Features of Appraisal module:

- Auto Initiate Appraisal of employee
- Questionnaire for ranking employees
- Powerful Ranking System to Rank Employees based on questionnaire
- Manage Appraisal Lock days.

Attendance Tracking System

Tracking the time and attendance of the employees working for the company can be a difficult task for any business. Careful records will need to be kept to ensure that all employees are being paid the correct amount on each paycheck and their earned or taken sick and vacation time is correctly logged. Keeping track of all of this information for each employee can be a daunting assignment, but using HR software to assist in the process can make tracking the time and attendance of employees much easier and more streamlined. It provides customized reports for review by HR personnel and department managers. Important features of attendance module

- Tightly integrated with Access Control system
- Show various report using Access Control data and LMS



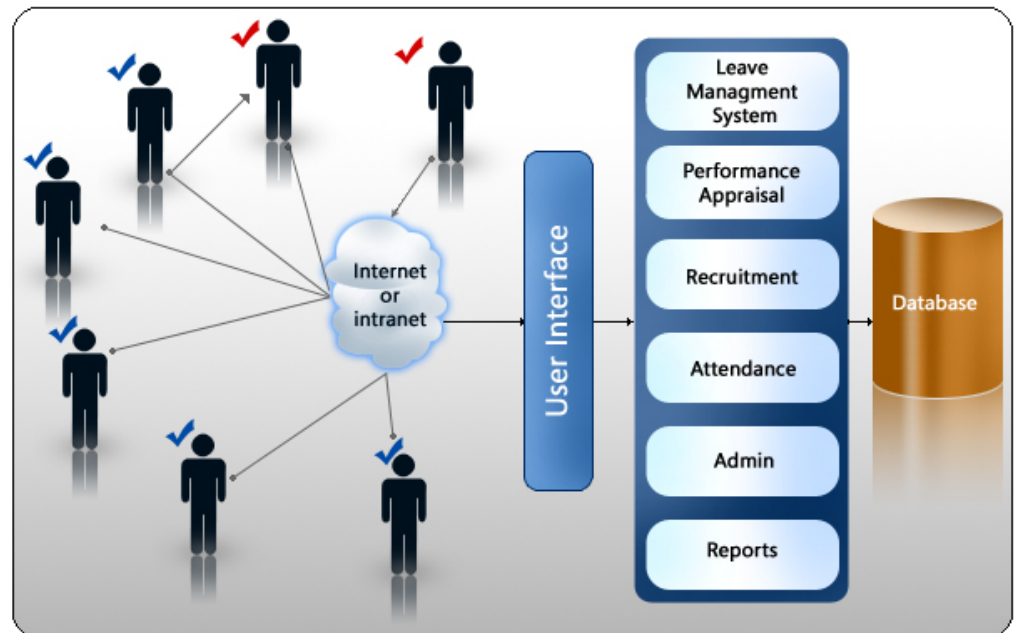
Recruitment Management System

Recruitment Management System (RMS) is a comprehensive online solution to your recruiting needs. Scalable for large organizations, RMS provides a natural recruitment workflow that takes you through the recruitment process, while tracking details for later analysis. The use of RMS will immediately increase the efficiency of your recruitment process.

- Candidate Management
- Interviewer Management
- Resource Requisition
- Schedule Interview
- Employee Referral
- Applicant Tracking
- Tracking & Status Reports

Technology Used

- Visual studio 2003 & 2005
- IIS 6.0 (Web Server)
- SQL Server 2000 (RDBMS)
- Microsoft Visual Source Safe (version control)
- .NET framework 1.1 and 2.0
- Crystal Reports 10
- NetAdvantage (Infragistics) 5.0
- ASP.NET 1.1 and 2.0
- Windows 2003 server



Customer's Experience

"After having an integrated, centralized solution in form of HRMS has made our life easier. The simplest things save us time. Modules like Leave Management System, Confirmation & Performance Appraisal are now just point and click.

Overall, we now have a solution that provides us end-to-end solution. Eliminating double or triple entry of data has been a big benefit for us."

Security

User can login into system using their corporate email credentials. This application is accessible only with in office intranet. Application encrypts all essential information before storing it into database for better protection of data.

For password protection used MD5 based 64 bit encryption. So that even developer cannot decrypt password