

**A STUDY ON EMPLOYEE MANAGEMENT SYSTEM AT
B-ACCURACY SOFTWARE SOLUTION, CHENNAI**

Submitted in partial fulfilment of the requirements for the award of
MASTER OF BUSINESS ADMINISTRATION

by

HARINI.M

REGISTER NO: 42410093



**DEPARTMENT OF BUSINESS ADMINISTRATION
SCHOOL OF MANAGEMENT STUDIES**

SATHYABAMA

**INSTITUTE OF SCIENCE AND TECHNOLOGY
(DEEMED TO BE UNIVERSITY)**

**Accredited with Grade “A++” by NAAC | Category – 1 University by UGC
Approved by AICTE | Jeppiaar Nagar, Rajiv Gandhi Salai, Chennai - 600 119**

DECEMBER - 2023



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SCHOOL OF MANAGEMENT STUDIES

BONAFIDE CERTIFICATE

This is to certify that this Project Report is the bonafide work of **HARINI.M 42410093** who carried out the Project Training “**A STUDY ON EMPLOYEE MANAGEMENT SYSTEM AT B-ACCURACY SOFTWARE SOLUTION, CHENNAI**” under my supervision from October 2023 to December 2023.

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Submitted for Viva voce Examination held on 22.12.2023

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DECLARATION

I HARINI.M (42410093) hereby declare that the Project Report entitled “**A STUDY ON EMPLOYEE MANAGEMENT SYSTEM AT B-ACCURACY SOFTWARE SOLUTION, CHENNAI**” done by me under the guidance of **Dr. C. LAKSHMI** is submitted in partial fulfilment of the requirements for the award of Master of Business Administration degree.

DATE: 22.12.2023

PLACE: CHENNAI

HARINI. M

ACKNOWLEDGEMENT

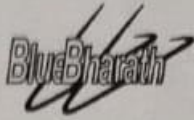
I am pleased to acknowledge my sincere thanks to the Board of Management of **SATHYABAMA** for their kind encouragement in doing this project and for completing it successfully. I am grateful to them.

I convey my sincere thanks to **Dr. G. Bhuvaneswari, MBA., Ph.D., Dean -School of Management Studies** and **Dr. A. Palani, M.Com., M.Phil., M.B.A., Ph.D., - Head - School of Management Studies** for providing me necessary support and details at the right time during the progressive reviews.

I would like to express my sincere and deep sense of gratitude to my Project Guide **DR.C. LAKSHMI** for her valuable guidance, suggestions and constant encouragement which paved the way for the successful completion of my project work.

I wish to express my thanks to all Teaching and Non-teaching staff members of the **School of Management Studies** who were helpful in many ways for the completion of the Training.

HARINI.M



BlueBharath Exim Pvt. Ltd.,

To Whomsoever It May Concern

Date: 12th Dec 2023

This is to Certify that **Harini M (Reg. 42410093)**, MBA student of **Sathyabama Institute of Science and Technology - Chennai 600 119**, has been successfully completed her Internship and hands on training on " **Employee Management System** " using tool **B-ACCURACY Business Management ERP Software (www.baccuracy.com)** in our Organization.

Training Period from 22nd Sep 2023 to 23rd Oct 2023

We wish her success in her future endeavors

For Bluebharath Exim Pvt Ltd



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ABSTRACT

Employee management system is an application-based system, having two applications developed, one for employers to manage employee details and another for employees to mark their attendance. Every organisation whether government or private uses an information system to store data of their staff. However, in India it is found that many small-scale industries use pen and paper to keep a record. However, there are many advanced technology systems available that can do this work but they all are costly for these low-level industries. This paper discusses making a system for solving problems for them at a cheaper cost. This system will mark attendance of each employee and calculate the salary of them at the end of month. It also calculates overtime and total working hours of each employee. As in small scale each company has their own holidays preference and variable week off for employees, so all this power is given to the employer to manage holidays and week days of each employee separately. It saves lots of time and has no error in pay calculation hence preventing clashes between HR Team and employees. So that both employer and employee can focus on their work to develop their company.

This project simplifies the task of maintain records because of its user-friendly nature. The “EMPLOYEE MANAGEMENT SYSTEM” has been developed to override the problems prevailing in the practicing manual system. This software is supported to eliminate and, in some cases, reduce the hardships faced by this existing system. More over this system is designed for the particular need of the company to carry out operations in a smooth and effective manner. The application is reduced as much as possible to avoid errors while entering the data. It also provides error message while entering invalid data. No formal knowledge is needed for the user to use this system. Thus, by this all it proves it is user-friendly. This project will allow admin to add new employees after proper authentication. Admin can also add new departments an new posts. It can allocate employees to different departments at different posts. Database should store all personal details of employees such as date of birth full name etc. and his educational background, work experience, skill sets, current and past projects in different tables with proper relations. This system enables employees to perform their own profile. It enables the automation work flow notifications and leave request. Work flow notification from administrator is stored in the backend and notified to employee, once employee log in to the system. Leave request made by the employee is placed for administrator approval, the administrator module checks up with the leave availability and approves or rejects the request.

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CHAPTER 1

INTRODUCTION

1.1 INTRODUCTION

An Employee's Management System (EMS) is a software built to handle the primary housekeeping functions of a company. EMS help companies keep track of all the employees and their records. It is used to manage the company using computerized system. Employee Management System" is developed earlier has to really rely on paperwork for its site, vendor, and employee tracking/management. Which involves risk of losing data of tracking for site work progress, resource allocated and more importantly expenses. Paper based record of its employees, their attendance, and their leaves. Which tends to be lost or require manual auditing. Manual handling of employee information poses many challenges. This is evident in procedures such as leave management where an employee is required to fill in a form which may take some weeks or months to be approved. The use of paperwork in handling some of these processes could lead to human error, papers may end up in the wrong hands and not forgetting the fact that this is time consuming.

Features

- **Employee Information Database:** Storing and managing essential employee details, including personal information, contact details, and job-related information.
- **Attendance Tracking:** Recording and monitoring employee attendance, often integrating with time and attendance systems.
- **Leave Management:** Managing employee leave requests, approvals, and tracking remaining leave balances.
- **Payroll Processing:** Calculating and processing employee salaries, taxes, and deductions.

- **Performance Evaluation:** Assessing and tracking employee performance through reviews, goal setting, and feedback mechanisms.
- **Training and Development:** Tracking employee training programs and managing skill development initiatives.
- **Communication Tools:** Facilitating communication within the organization through features like messaging, announcements, and collaboration tools.
- **Workflow Automation:** Automating repetitive HR tasks to increase efficiency and reduce manual workload.
- **Employee Self-Service (ESS):** Providing employees with access to their own information and allowing them to manage certain aspects, such as leave requests or updating personal details.
- **Reports and Analytics:** Generating reports and analytics to help management make informed decisions about workforce management and resource allocation.

Implementing an Employee Management System can enhance organizational efficiency, improve data accuracy, and contribute to better HR and overall business processes. An Employee Management System (EMS) is a comprehensive software solution designed to help organizations effectively manage various aspects of their workforce. In essence, an Employee Management System serves as a centralized platform to handle the entire employee lifecycle, from recruitment and onboarding to ongoing management and development. It contributes to organizational efficiency by automating routine tasks, providing accurate and up-to-date employee information, and supporting strategic decision-making through data analytics.

Advantages of Employee Management System:

- Streamlines HR processes, reducing manual work and increasing efficiency in tasks such as attendance tracking, payroll processing, and leave management.
- Minimizes human errors in data entry and calculations, ensuring accurate and up-to-date employee information.
- Provides a centralized database for employee information, making it easily accessible and reducing data redundancy.

- Automates repetitive tasks, saving time for HR professionals and allowing them to focus on strategic activities.
- Facilitates better communication within the organization through features like messaging, announcements, and self-service portals.
- Helps ensure compliance with labour laws and regulations by automating processes related to payroll, leave, and other HR functions.
- Enables more effective monitoring and evaluation of employee performance through structured systems for reviews and goal setting.
- Implements measures to secure sensitive employee data, protecting it from unauthorized access.

Disadvantages of Employee Management System:

- Implementation and maintenance costs can be significant, especially for small businesses.
- Employees and HR staff may require training to effectively use the system, leading to a temporary productivity dip during the transition.
- Some systems may be complex, and if not properly configured, they can lead to confusion and errors.
- Tailoring the system to meet specific organizational needs may be challenging, especially with off-the-shelf solutions.
- Organizations become dependent on the system, and any system failures or downtime can disrupt HR processes.
- Employees may resist the shift to a new system, especially if they are accustomed to existing manual processes.
- Relying too heavily on the system may lead to a decrease in personal interactions, potentially affecting employee morale and engagement.

Compatibility issues may arise when integrating the EMS with existing software or other business systems. When considering an Employee Management System, it's essential to weigh these advantages and disadvantages to make an informed decision based on the specific needs and circumstances of the organization.

Characteristics of an Employee Management System:

- **Employee Database Management:** Centralized storage and management of comprehensive employee data. Easy access to employee profiles, including personal details, job history, and performance records.
- **Attendance Tracking:** Real-time monitoring of employee attendance, often integrated with time and attendance systems. Automation of attendance-related processes.
- **Leave Management:** Efficient handling of leave requests, approvals, and tracking of remaining leave balances. Integration with calendars for better scheduling.
- **Payroll Processing:** Automated calculation of employee salaries, taxes, and deductions. Generation of pay stubs and compliance with tax regulations.
- **Performance Evaluation:** Structured systems for performance reviews, goal setting, and feedback. Tools for tracking employee achievements and areas for improvement.
- **Training and Development:** Tracking employee training programs and skill development. Support for planning and implementing professional development initiatives.
- **Communication Tools:** Internal messaging systems for efficient communication. Announcements, alerts, and notifications to keep employees informed.
- **Workflow Automation:** Automation of routine HR tasks to increase efficiency. Work flow customization to align with organizational processes.
- **Employee Self-Service (ESS):** Portals allowing employees to access and manage their own information. Self-service options for tasks like leave requests and updating personal details.
- **Reports and Analytics:** Generation of reports for data-driven decision-making. Analytics tools to provide insights into workforce trends and performance.
- **Security Measures:** Implementation of robust security measures to protect sensitive employee data. Role-based access control to ensure data confidentiality.

- **Compliance Features:** Built-in features to assist with compliance with labour laws and regulations. Regular updates to ensure adherence to changing legal requirements.
- **User-Friendly Interface:** Intuitive and user-friendly design for easy navigation and adoption. Minimization of the learning curve for both HR professionals and employees.
- **Scalability:** Ability to scale the system as the organization grows. Support for accommodating an increasing number of employees and expanding functionalities.

These characteristics collectively contribute to the effectiveness of an Employee Management System in optimizing HR processes and enhancing overall workforce management within an organization.

Principles In Employee Management Systems:

- Ensure fair and equitable treatment of employees in matters such as performance evaluations, rewards, and opportunities for growth.
- Promote transparency in communication, policies, and decision-making processes to build trust among employees.
- Adhere to labour laws and regulations to ensure legal compliance in all aspects of employee management, including payroll, leave, and working conditions.
- Implement robust security measures to protect employee data and ensure privacy compliance.
- Foster open and effective communication channels between employees and management to address concerns, provide feedback, and share information.
- Recognize and reward employees based on their performance, achievements, and contributions to the organization's goals.
- Support continuous learning and development opportunities for employees to enhance their skills and contribute to their career growth.
- Promote an inclusive and diverse workplace, ensuring equal opportunities and a supportive environment for all employees.

- Involve employees in decision-making processes that affect them, fostering a sense of ownership and engagement.
- Encourage a healthy work-life balance, recognizing the importance of employee well-being and productivity.
- Provide constructive and regular feedback to employees to help them understand their performance and areas for improvement.
- Maintain consistency in the application of policies and procedures to ensure fairness and avoid favouritism.
- Offer flexibility in work arrangements when possible, accommodating the diverse needs of employees.
- Regularly review and improve employee management processes based on feedback, changing needs, and industry best practices.
- Acknowledge and appreciate individual contributions to foster a culture of recognition and motivation.
- Establish effective mechanisms for resolving conflicts and addressing employee grievances promptly and fairly.
- Prioritize employee well-being by promoting a healthy work environment and addressing factors that contribute to stress or dissatisfaction.
- Invest in leadership development programs to ensure effective management and mentorship within the organization.

By adhering to these principles, organizations can create a positive and supportive work environment, enhance employee satisfaction, and contribute to overall organizational success.

Functions of an Employee Management System

- Capture, store, and manage comprehensive employee information in a centralized database.
- Monitor and record employee attendance, often integrated with time and attendance systems for accuracy.
- Facilitate the request, approval, and tracking of employee leave, ensuring efficient management of time-off.

- Automate the calculation and processing of employee salaries, taxes, and deductions to ensure accurate and timely payments.
- Implement structured systems for performance reviews, goal setting, and feedback to assess and improve employee performance.
- Track employee training programs and support initiatives for skill development and career growth.
- Provide internal messaging systems, announcements, and notifications to enhance communication within the organization.
- Automate routine HR tasks to improve efficiency and reduce manual workload.
- Offer portals for employees to access and manage their own information, including leave requests and personal details.
- Generate reports and analytics to support data-driven decision-making and provide insights into workforce trends.
- Implement security features to protect sensitive employee data and ensure confidentiality.
- Include features that assist with compliance with labour laws and regulations, ensuring legal adherence.
- Ensure secure user authentication and role-based access control to safeguard data.
- Allow the system to scale to accommodate organizational growth and an increasing number of employees.
- Design an intuitive and user-friendly interface to facilitate easy navigation for HR professionals and employees.
- Support compatibility and integration with other business systems or software to streamline processes.
- Provide support for mobile access, enabling users to manage tasks and access information from anywhere.
- Automate notifications and alerts to keep employees and HR staff informed of important events and deadlines.

By performing these functions, an Employee Management System contributes to efficient HR processes, improved organizational communication, and better overall workforce management.

HR Duties in Employee Management System

- Oversee the implementation of the Employee Management System (EMS) and ensure it aligns with the organization's needs.
- Maintain accurate and up-to-date employee data within the system, including personal information, job details, and performance records.
- Train HR staff and employees on how to use the system effectively during onboarding and as new functionalities are introduced.
- Ensure that HR policies and procedures are correctly reflected and implemented within the EMS.
- Oversee the accurate tracking and monitoring of employee attendance using the system.
- Manage and approve leave requests, monitor leave balances, and address any issues related to time-off.
- Work with the system to process payroll, ensuring accurate calculations and compliance with relevant regulations.
- Implement and manage performance evaluation processes within the EMS, including setting goals, conducting reviews, and providing feedback.
- Utilize the EMS to track employee training and development initiatives, ensuring alignment with organizational goals.
- Leverage communication tools within the system for internal messaging, announcements, and notifications.
- Identify opportunities for workflow automation within HR processes, improving efficiency and reducing manual tasks.
- Assist employees in using self-service features, such as updating personal information or submitting leave requests through the system.
- Generate and analyse reports from the EMS to extract meaningful insights into workforce trends, performance, and other relevant metrics.
- Ensure the implementation of security measures to safeguard employee data and maintain confidentiality.
- Monitor and enforce compliance with labour laws and regulations through the EMS.

- Address and resolve any system-related issues or discrepancies promptly, collaborating with IT support if needed.
- Manage user access and permissions, implementing role-based controls to protect sensitive information.
- Regularly assess the functionality of the EMS, seeking opportunities for improvements and updates to meet evolving HR needs.

By fulfilling these duties, HR professionals contribute to the effective utilization of the Employee Management System, promoting streamlined HR processes and enhancing overall employee management within the organization.

1.2 OBJECTIVES

- The employee management system is developing a simple, cheap and reliable system to achieve the goal of making attendance and salary calculation of employee easy and genuine.
- The aim is to develop a system that prevents cheating by employees.
- This system is developed with the main objective to solve the problem of small-scale factories and businesses that are still using pen and paper to maintain staff records.
- we can also avoid clashes with employee and will make sure that the workers get each penny of their hard work.
- In the process of inform activities and notifications will be easy and even online in the organization where it is installed.
- It will save a lot of time for the employer and reduce the tension of handling pay for employees.

1.3 NEED OF THE STUDY

- Understanding and implementing effective employee management systems can significantly enhance organizational efficiency by streamlining HR processes, reducing manual workload, and improving overall workflow.
- Research in this area helps identify ways to boost employee productivity through better performance management, goal setting, and feedback mechanisms.
- Effective employee management systems contribute to higher levels of employee engagement by fostering clear communication, recognition of achievements, and career development opportunities.
- A well-designed employee management system can aid in talent retention by addressing employee needs, providing growth opportunities, and creating a positive work environment.
- Research helps organizations leverage data analytics within management systems, enabling data-driven decision-making in areas like talent acquisition, performance assessment, and workforce planning.
- Studying employee management systems allows organizations to stay abreast of technological trends, such as the integration of artificial intelligence and machine learning, ensuring they remain competitive in the evolving landscape.
- Research is essential for ensuring that employee management systems comply with data protection regulations, addressing privacy concerns, and implementing robust security measures to protect sensitive employee information.
- Ongoing study helps organizations adapt their employee management systems to evolving workplace dynamics, changing employee expectations, and emerging industry best practices.

1.4 SCOPE OF STUDY

- Assess how employee management systems influence individual and team performance. Study the correlation between system usage, goal-setting, and performance outcomes.
- Examine the impact of employee management systems on overall organizational efficiency. Analyse how these systems streamline HR processes, reduce administrative overhead, and improve workflow.
- Explore the role of management systems in fostering employee engagement. Investigate communication tools, recognition features, and feedback mechanisms that contribute to a positive work environment.
- Study how employee management systems contribute to talent retention. Assess the effectiveness of career development tools, training modules, and performance reviews in retaining skilled employees.
- Investigate the integration of data analytics in employee management systems. Explore how organizations use data for strategic decision-making related to workforce planning, talent acquisition, and performance optimization.
- Explore emerging technological trends within employee management systems. Assess the integration of artificial intelligence, machine learning, and mobile technologies in modern HR practices.
- Study the security measures implemented in employee management systems. Investigate how these systems comply with data protection regulations and ensure the privacy of employee information.
- Analyse the effectiveness of feedback mechanisms and communication tools within management systems. Explore how these features contribute to improved employee-manager relationships and organizational communication.
- Identify common challenges in implementing and maintaining employee management systems. Propose solutions and best practices to overcome these challenges.

1.5 IMPORTANT OF STUDY

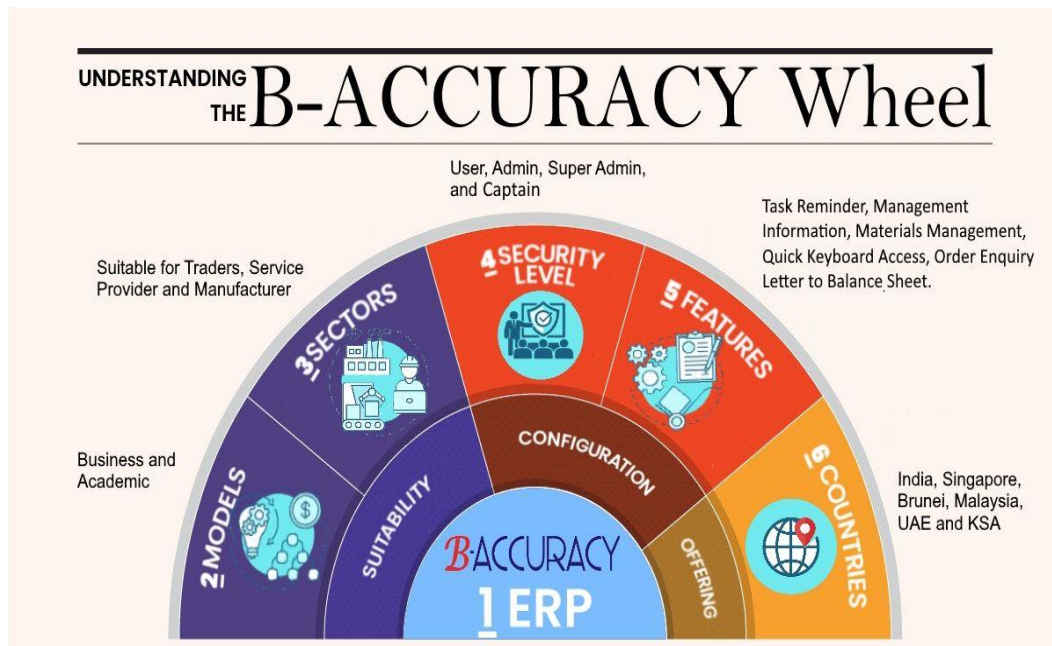
- Understanding and optimizing employee management systems can lead to increased productivity by streamlining processes, reducing manual tasks, and improving overall efficiency within the organization.
- Research in this field helps identify best practices for managing and enhancing employee performance. This includes setting clear goals, providing constructive feedback, and recognizing achievements.
- An effective employee management system contributes to higher levels of job satisfaction and engagement. This can lead to improved employee morale, reduced turnover, and a positive organizational culture.
- Research in this area enables organizations to make informed, data-driven decisions. By leveraging analytics within management systems, businesses can optimize workforce planning, talent acquisition, and performance management.
- Understanding the latest technological trends in employee management systems allows organizations to stay competitive. Integration of innovations like artificial intelligence, machine learning, and mobile technologies can provide a strategic advantage.
- In-depth study ensures that employee management systems comply with relevant data protection regulations. This is essential for safeguarding employee privacy, maintaining trust, and avoiding legal issues.
- Effective communication is a key component of successful employee management. Studying communication tools within these systems helps organizations foster transparent, timely, and efficient communication between management and employees.
- Ongoing research facilitates continuous improvement in employee management practices. Organizations can adapt their systems to evolving workplace dynamics, industry trends, and changing employee expectations.
- Optimizing employee management systems can lead to cost savings through reduced administrative overhead, improved resource allocation, and better utilization of human capital.

1.6 COMPANY PROFILE

B-Accuracy Business ERP Software Solution was founded and developed by Dr. K. S. Kamaludeen based on his 20+years of International Business experience. Fifteen years ago, we began as a software supporter for our parent company – Blue Bharath Exim. Pvt Ltd to track and trace the export and import orders. Later on, we came into market at mid of 2017 which supported international business companies from Singapore, Brunei and Malaysia. Today, we support 50+ companies globally with B-Accuracy customized solution based on customer's requirement and suggestions. Dr. K.S. Kamaludeen, CEO of B-Accuracy (Business ERP Software Solution) and Managing Director of Blue Bharath Exim Pvt Ltd since 1997, he has 24 years of experience in International Trade Business to Singapore, Brunie, Dubai, and Malaysia. He had shared his export experience with more than 40,000 aspiring Entrepreneurs since 2013 and have also given career guidance & Entrepreneurship more than 9500 students since 2015 on wards

One Touch Digital Automation-Business Management Software Solution within 7 in 1 ERP System, Specially Designed for new Entrepreneurs and innovative startups with product costings.





MAIN FEATURES

LETTER BOX

A new add-on feature to B-Accuracy. Now get your workflow in a easier and faster way. B-Accuracy has the majority of your letter format, all you have to do just fill the required fields. These letter formats are a standardized and professional way of conveying.



Letter Box

EXPORT & IMPORT

Export & Import documentation is essential to get products shipped in the supply chain. Global trading includes commercial invoices, packing lists, declarations,

certifications, and bills of landing. B-Accuracy can involve the entire documentation process from product ordering to delivery. It is packed with features making your international trade documentation fast and easy.



Exports & Imports

WHOLESALE & RETAIL (Point of Sale Billing-Using Scanner Bar Coding System)

B-Accuracy allows to automate the entire workflow and the operations involved in wholesale and retail market. Maintenance of specific vendor details from the organization helps to track inventory by reducing manual efforts so that employees can focus on other tasks. This software is well-suited for small and medium wholesale and retailers. It can be customized and operated in a variety of industries such as electronics, grocery, fashion, and healthcare. Enables you to monitor aspects like account balances, orders, transaction history and late payments. B-Accuracy enables users to keep track of entire system and leading to a boost in revenue of the company.



Whole Sale & Retail Sale

INVENTORY MANAGEMENT INFORMATION SYSTEM

(Stock in & out, usage)

B-Accuracy is the automated tool to run and manage your item-based business. Inventory MIS is systematic approach for sourcing, storing and selling inventory from

raw materials (components) to finished goods (product). Inventory Management means the right stock, at the right levels, in the right place, at the right time and at the right cost. As a part of your supply chain, inventory management includes aspects such as controlling and overseeing purchases from suppliers as well as customers for maintaining the storage of stocks, controlling the amount of product of sale and order fulfillment. It allows to keep track of inventory databases and make decisions accordingly. By examining people and process in context that mainly to increase the value and profits of business through maintain following reports.



INVENTORY MIS

SHIPPING & LOGISTICS (Job Management & Costing)

B-Accuracy is designed for organization that deal with logistics, freight management, and freight brokering for both domestic and international shipments. By automating the various functions of the business such as outbound, container management, billing, accounting, vendor management and storage into one complete platform for a streamline processes and information across the entire organization. B-Accuracy job costing solutions helps you to give an accurate, day to day picture of your job costs, especially when you are tracking with as many projects at one time.



SHIPPING & LOGISTICS

Proforma-Client Invoice

B-Accuracy helps you to avoid managing separate tools for each client while considering services. Automated invoicing and reporting are the key functions. Helping you to track and control operations on several clients from a single console. You can manage multiple clients including generating invoices for different clients from one interface. Also manage billing services without shifting between tools or use manual methods.



Services

Payroll Management (Employee Management)

This payroll system involves all that depends on the payment of employees welfare. This includes keeping track of number of hours, calculating wages with including taxes and other deductions. This payroll system starts when the company hires the employee and keeping track of the employee's report for the entire year. In a company, it is an obligation to regulate a human resource management that provide easy customization and work flow automation to make HR task simple. Some of the processes for HR system are; Maintaining employee register, Attendance

maintenance, Pay voucher & Pay-slip, Monthly P.F report, Employee monthly register. This software helps to manage and streamline the process of making payment of employees by automating the entire systems.



PAYROLL SYSTEM

TAX REPORTS

GST laws requires monthly, quarterly, and annually time filling of GST returns. B-Accuracy helps to fill all your returns on time and accurately. Save time by managing all your GSTINs at one place and avoid errors from manual entries.



TAX REPORT

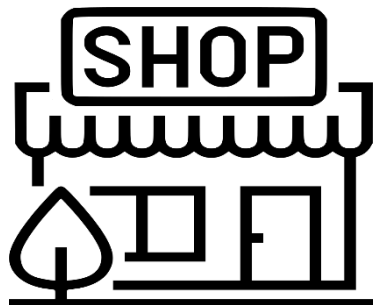
FINANCIAL ACCOUNTING (Book-Keeping)

The reports and statements generated by financial accounting describe the overall health of the company to external sectors. B-Accuracy helps to generate standardized reports with standardized guidelines that are required for all business to be followed. Allowing you to connect with your business processes and generate several reports, schedule reports, tracking time and manage your projects



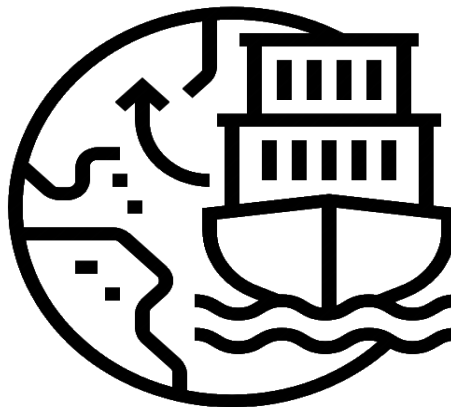
Financial Accounting

SUITABLE FOR:



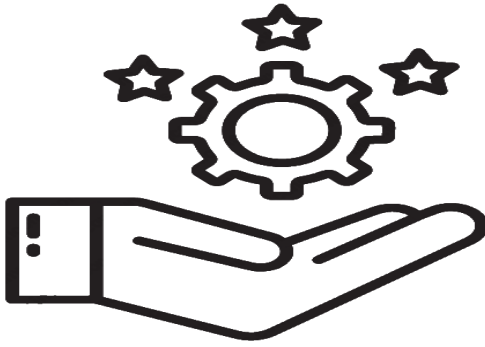
Trader

Customization for wholesale & Retail in B2B and B2C Spaces



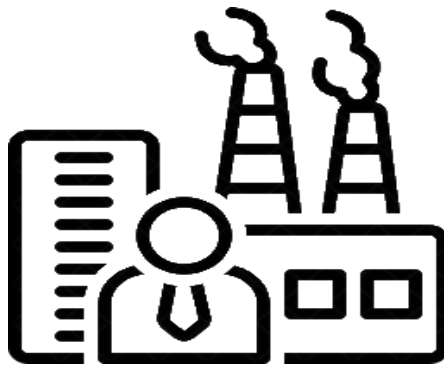
Exporter

Documentation Process for Exports & Imports



Service Provider

Organize any service assignment with easy tracking



Manufacturer

Track costing from material to finished product

CHAPTER 2

REVIEW OF LITERATURE

Saks (2006) argues that organisational commitment also differs from engagement in that it refers to a person's attitude and attachment towards their organisation, whilst it could be argued that engagement is not merely an attitude; it is the degree to which an individual is attentive to their work and absorbed in the performance of their role. In addition, while OCB involves voluntary and informal behaviours that can help co-workers and the organisation, the focus of engagement is one's formal role performance rather than purely extra-role and voluntary behaviour.

According to Holbeche and Springett (2003), people's perceptions of 'meaning' with regard to the workplace are clearly linked to their levels of engagement and, ultimately, their performance. They argue that employees actively seek meaning through their work and, unless organisations try to provide a sense of meaning, employees are likely to quit. The research findings suggest that many people experience a greater search for meaning in the workplace (70 per cent) than in life in general (ibid). There are numerous possible reasons for this, for example, it may be because people generally spend longer at work than on other parts of their lives. Holbeche and Springett (2003) argue that high levels of engagement can only be achieved in workplaces where there is a shared sense of destiny and purpose that connects people at an emotional level and raises their personal aspirations.

Rishabh Bajpai, Prof. M L Sharma and K C Tripathi (2020). The existing employee management system in some of the organization still they are using the ordinary methods which are based on pen-paper to record the data of the employees. Then maintain large quantities of registers for the purpose which results in downright waste of time in generating reports or searching for employee's records and loss of data if any file is lost. But now technologies are developed such as web-based system, lot based system are used but they also are costly and difficult to implement at some places. The others techniques that are in the market are dependent on the facial recognition, biometric scan or card punching. It reduce the man power, But these are

all require an external device to be installed in the workplace and again costly process and requires regular maintenance in the organization.

KM Sushma Yadav, R. Latha (2022). The client for whom “Site, Vendor and Employee Management System” is developed earlier has to really rely on paperwork for its site, vendor, and employee tracking/management. Which involve risk of losing data of tracking for site work progress, resource allocated and more importantly expenses. Paper based record of its employees, their attendance, and their leaves. Which is tend to be lost or require manual auditing. By manual and paper-based tracking it is hard to predict required resources for site available resources.

Rishabh Bajpai, K C Tripathi. (2020) This system helps organizations develop the system and manage their employee. The employee management system is designed to save money, time and effort. Simplifying the process of maintaining records can be very helpful in an organization. Employee are the backbone of any organization. So it is necessary to keep them happy. This concept brings transparency to their wage calculations. It also makes it easier for you to work with HR so you can focus on other tasks. This employee management system manages the overall performance and aspects of employee within the organization.

Suraj Francis Noronha, P. G. Aquinas, Aruna Doreen Menezes (2016) PMS is an important tool for measuring and controlling individual and team performance. Organization looking to improve performance cannot ignore individual or team performance. The PMS should be designed with all possible hurdles in mind during implementation. Strong bonds and collaborations between all stakeholders will undoubtedly contribute to the success of PMS and thus the success of the organization.

Colin W. Fuller In some industries, management’s attention is often directed to other time-consuming issues. Production, cost, efficiency, quality, environment. Workers’ perceptions and understanding of safety issues, on the other hand, are often more

focused because they face and suffer from the consequences of operational risk on a daily basis. This case study shows how to implement a consensus program between management and employees to assess safety and provide a logical and productive approach to identify potential improvement strategies. I am. This study also demonstrates the benefits of reviewing and addressing the issues identified by Ramsey.

Kancho Dimitrov Kenchev This includes a development presentation of an information system for managing the staff data within a small company or organization. The system as such as it has been developed is called Employee Management System. It consists of a functionally related GUI (application program) and a database. The choice of the programming tools is individual and particular.

Sunanda Bansal (2019) The project develops a web-based employee management system for Carl's Fast-food Restaurant to manage employee work information, work schedules, vacation requests, employee performance reports, training, and ratings. We also manage application information that visitors apply online. Employees can request vacation and check the vacation request to see if the vacation has been approved or denied. Employees can also view work schedules set by the manager, or search for colleagues to view basic information.

EMPLOYEE MANAGEMENT SYSTEM, IEEE, Dec 2020, Author: Rishabh Bajpai, KC Tripathi. This system helps organizations develop the system and manage their employees. The employee management system is designed to save money, time and effort. Simplifying the process of maintaining records can be very helpful in an organization. Employees are the backbone of any organization, so it is necessary to keep them happy. This concept brings transparency to their wage calculations. It also makes it easier for you to work with HR so you can focus on other tasks. This employee management system manages the overall performance and aspects of employees within the organization.

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An Employee-Management consensus approach to continuous improvement Safety Management, Author: Colin W. Fuller In some industries, management's attention is often directed to other time-consuming issues. Production, cost, efficiency, quality, environment. Workers' perceptions and understanding of safety issues, on the other hand, are often more focused because they face and suffer from the consequences of operational risk on a daily basis. This case study shows how to implement a consensus program between management and employees to assess safety and provide a logical and productive approach to identify potential improvement strategies. I am. This study also demonstrates the benefits of reviewing and addressing the issues identified by Ramsey.

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A Review of Employee Management Systems Information Technology, (August 2019)
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request vacation and check the vacation request to see if the vacation has been approved or denied. Employees can also view work schedules set by the manager, or search for colleagues to view basic information.

Information management system (IMS) is a system used for managing, maintaining, decision making and compiling of information in a particular organization (Wilson, 2002). The system mainly is in form of software application for processing and collecting information required in an organization to carry out task easily and successfully and used it for their own benefit. IMS was first introduced by IBM in 1968 to serve as a database and record management system information. IMS has become the foundation of most organizations for executing prominent role in sectors like education, businesses, health care centres, government, banking and finance etc. each using the appropriate types of information management system. Modern supermarkets use inventory management and control system to keep track of incoming stocks, shipments and record sales. Organizations on the other hand use employee management system to keep track of every day activity of employees inside the environment which brings us to the main focus of this paper. Nowadays many organizations are using a manual system especially when dealing with attendance and leave record which most of the time leads to loss of record.

The employee management system consists of important personal information about employees in an organization. The EMS software is designed to analyse and manage employee activities which is open to regular employees, admin, human resources and managers. The Employee Management System consist of important personal information about employees in an organization.

The EMS application is designed to analyse and manage the staffs of National Water Resources Institute (NWRI) activities and the application is open to admin, human resources, managers and regular employees with fingerprint user authentication. The institute is in charge of training and applied research in the water sector. This institute, located in Kaduna, was created in 1979 under the supervision of the Nigerian Ministry

of Agriculture and Water Resources (Alayande, 2020). At first, the main purpose of building this software for the institute is for internship and NYSC trainees to record their attendance instead of the paper-based process I 7 experienced there. But after, I realized the staff of the organization are also encountering such problem as they also use paper form process in requesting for a leave. The software only allows the admin to have privilege in accessing all the information of the EMS. Therefore, the admin will update, insert, delete employees, generate reports and monitor attendance while other users are only allowed to perform certain functions and once a user login they perform the task assigned to their role. The NWRI's main activities and missions are basic and professional training, basic and applied research, documentation and database management. The study of this system is important because many organizations faces the same problem. It may be a stepping stone to help new businesses run in an organized and effective system procedure. It may also help future proponents that will involve or support this kind of study.

(Kanchev, 2006), presents a report that describes the development and presentation of an information system for managing the staff data within a small company or organization. It comprises of functions relating to application programming and database. The system as such that has been designed is called the Employee Management System. The designed system will be responsible for keeping records and storing data of the staff within an organization and generating reports when requested. The choice of the programming tools is individual and particular.

Computerize EMS (Nucleus, 2008), presented research that creates a computerized EMS, which can eliminate repetitive work and human data entry mistake. This system increases productivity, reduced payroll error, and elimination of paper costs, and which can provide all the reports on demand. In this system, departments have to take attendance manually, only these records have to be entered into the computerized system. But in this also, the problem of data entry mistake may possibly still occur.

Wireless Iris Recognition Attendance Management System (Arul Ogun, 2013), has proposed a system that lays its focus on wireless iris recognition attendance management system which was designed and implemented using Doughman's algorithm (Doughman, 2003). Building the system requires hardware for executing the iris recognition which may lead to another expenses. Therefore, a final version of the system was not made.

Attendance System The paper presents an attendance system for staffs which can mark attendance using Bluetooth. Under the description of this paper, the attendance is being taken using the staff's mobile device. Therefore, an application software will be installed in all of the staff's mobile device which will enable it to query staff's mobile device via Bluetooth connection and through transfer of the staff's mobile telephone Media Access Control (MAC) through that the presence of the staffs can be confirmed. The problem of this proposed system is staff's phone is required for attendance. In case of staff absent a colleague can mark the attendance. So presence of student is not necessary only phone should be in coverage area.

Staff Management System (Samanya, 2014), presented research which aim is to see how Staff management can be improved to produce efficiency and flexibility. The methodology used was incremental method which helped to reduce risk when changing requirements. This research identified critical system factors that contributed most significantly to organization performance, also the research present how the system will enable HR professionals to focus on transforming information into knowledge that can be used by the organization for decision making and identified strengths and weaknesses in the organization. This research represents a first step in developing Staff management systems for HR relief.

Employee Database and Payroll Management System (Rozario, 2018), designed an employee database and payroll management system to make the existing manual system automatic with the help of computerized equipment and full-edged computer software, fulfilling their requirements, so that their valuable data and information can

be stored for a longer period with easy access and manipulation of the same. This web application can maintain and view computerized records without getting redundant entries. The purpose of this document is to describe the functionality and specifications of the design of a web application for Managing Employees and their payroll. The expected audiences of this document are the developers and the admin of the web application. Now with the help of this system the admin has the information on his finger tips and can easily prepare a good record based on their requirements.

System Scheduling Activities (Pratik, 2019), this study designed system scheduling activities in a work centre. The system shall be responsible for maintaining information about employees, thus their personal profile. The system shall incorporate leave management all the way from application to acceptance/rejection of leave requests as well as all employee projects with close monitoring of the projects from creation to completion and trainings to assist in monitoring active and inactive employees. Making the existing system fully automatic which will save lots of human resources work. As the current system is all human resource work is needed to maintain and keep the record and details of every employee under and organization to keep track of every employee in staff working in an organization.

Proposed System the Proposed Employee Management System is a desktop application using Microsoft SQL Server as the database in which the application serves as a bridge between the users and the database, where all data is stored. It is designed to allow the admin to create and save employee details and records. The application also carries out the leave management system task that keeps leave record of all the employees in the organization, it enables quick retrieval of information without any intervention and allow managers to manage the leave of its staffs and mark their leave dates. In addition, it will eliminate the paper/file system which will overcome the challenges of the current system. This proposed system also include the Attendance management system that stores the 10 presences of staffs systematically so that management of attendance becomes easy. The Attendance management interface was designed to use fingerprint to mark your presence using a fingerprint device. During this process the system takes in the fingerprint as an input

using the fingerprint sensor and stores it to the database as a template for attendance management using ToLongString conversion method. The system automates the whole attendance process by generating the staff information automatically from the database and creates an immediate report upon the staff's signing out which will mark his/her presence for the day. Therefore, in a case where the staff signed in and forgot to sign out, the system will not mark his presence for the day. Finally, it is brought to light that this system will not only automate the whole process but also saves time of the admin, which can be well utilized for his institute.

The literature reviewed elaborate a clear and concise overview of the current system briefing us on how difficult the current paper-based system is, for example the current leave offer is done in a way that employees have to fill paper forms and chase it around for approval by the human resource manager. Therefore, the literature reviewed in this chapter shows the brief overview of the current system and highlighted some of the project related works in correspondence with the proposed system It also discuss the development tools used and utilized for the project.

Maertz & Campion (1998) stated “relatively less turnover research has focused specifically on how an employee decides to remain with an organization and what determines this attachment...retention processes should be studied along with quitting processes”

Zinedine (2000) [2] has viewed retention as “an obligation to continue to do business or exchange with a particular company on an ongoing basis”. Denton (2000) has clearly stated that employees who are happy and satisfied with their jobs are more dedicated towards their work and always put their effort to improve their organizational customer's satisfaction.

Stauss et al., (2001) has defined retention as “customer liking, identification, commitment, trust, readiness to recommend, and repurchase intentions, with the first

four being emotional-cognitive retention constructs, and the last two being behavioural intentions". Panoch, (2001) forwarded the view that organizations today take great care in retaining its valuable employees and good employees as they are increasingly becoming more difficult to find. Walker as of the view that managing and retaining promising employees' is an important fundamental mean of achieving competitive advantage among the organizations. Cutler was of the view that one of the most important demands on management today in any organization is keeping the most vital and dynamic human resources motivated and dedicated. It is not important to see who the organization hires but what counts is that who are kept in the firm.

Steel, Griffeth, & Hom (2002) added to this view that "the fact is often overlooked, but the reasons people stay are not always the same as the reasons people leave". Researchers such as Amadeus Taplin et al. the Human Resource Department plays an active role in retaining its employees. It makes policies for employee betterment such that employee would be satisfied with the organization and stay with the firm for longer time. This shows that it is not just retention of employees but also retention of valued skills. This shows that it is not just retention of employees but also retention of valued skills. Researchers such as Cascio

Gbervbie (2008) have agreed that an organization's inability to formulate and implement strategies capable of recruiting competent employees and retaining them to achieve organizational goals is one of the main challenge facing organizations in the area of performance.

Workforce Planning for Wisconsin State Government (2005) has defined employee retention as ".... a systematic effort to create and foster an environment that encourages employees to remain employed by having policies and practices in place that Employee Retention: A Review of Literature www.iosrjournals.org 9 | Page addresses their diverse needs." According to Olowu and Adamolekun (2005) it is becoming more essential to secure and manage competent human resource as the most valuable resource of any organization, because of the need for effective and efficient delivery of goods and services by organizations, whether in public or private

sector. Therefore, for an organization to realize its goals, appropriate strategies for employee recruitment and retention are sine-qua-non for enhanced performance

Researcher such as Kali prasad (2006) has confirmed that despite the fact that a company may try to bring all these factors into play to enhance employee retention, an employee can still choose to leave the workplace because of, for example, bad management. Kali prasad pointed out that an organization's ability to retain its employees completely depends upon its ability to manage them. He found out four interlinked processes that can be utilized for an effective human resource management system: the motivational process; the interaction process; the visioning process; and the learning process.

Baker (2006) gave stress on the fact that hiring new employees are far difficult as well as costlier than to keep the current employees in the organization. That is why the core issue in any organization is to give a continuous ongoing effort to identify and try to keep all the best performers irrespective of their age.

Gbervbie (2008) has stated that employee retention strategies refer to the plans and means, and a set of decision-making behaviour put formulated by the organizations to retain their competent workforce for performance.

CHAPTER-3

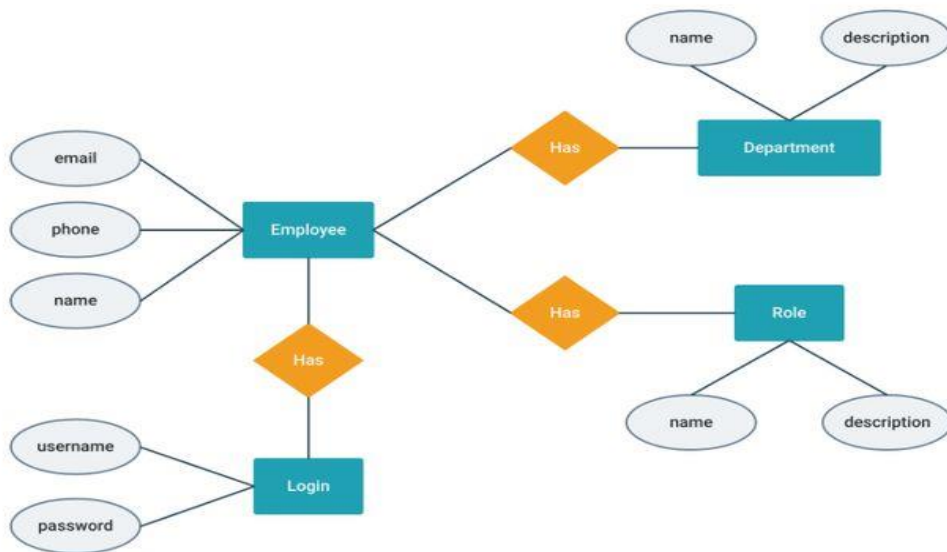
RESEARCH METHODOLOGY

METHODOLOGY:

Research is an academic activity and as such the term should be used in a technical sense. According to Clifford Woody research comprises defining and redefining problems, formulating hypothesis or suggested solutions; collecting, organising and evaluating data; making deductions and reaching conclusions; and at last, carefully testing the conclusions to determine whether they fit the formulating hypothesis. D. Slesinger and M. Stephenson in the Encyclopaedia of Social Sciences define research as “the manipulation of things, concepts or symbols for the purpose of generalising to extend, correct or verify knowledge, whether that knowledge aids in construction of theory or in the practice of an art. Research is, thus, an original contribution to the existing stock of knowledge making for its advancement. It is the pursuit of truth with the help of study, observation, comparison and experiment. In short, the search for knowledge through objective and systematic method of finding solution to a problem is research. The systematic approach concerning generalisation and the formulation of a theory is also research. As such the term ‘research’ refers to the systematic method

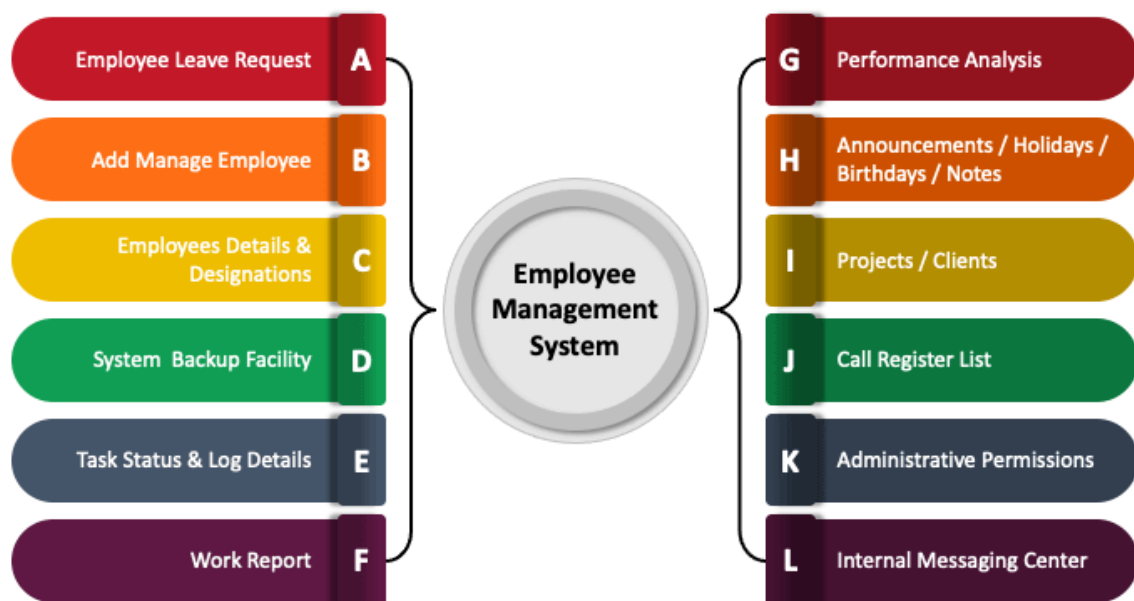
3.1 RESEARCH DESIGN

Descriptive research design is also called explanatory design. This is the one that simply describes something such as demographic characteristics. The descriptive study is typically concerned with determining frequency with which something occurs or how two variables vary together. Sample Size It refers to the number of elements of the employee to sample. The sample size is 110 employees and samples are selected on the basis of convenient from multiple companies in Chennai.



EMPLOYEE MANAGEMENT SYSTEM

Enter your sub headline here



SAMPLE SIZE

It refers to the number of elements of the employee to sample. The sample size is 110 employees and samples are selected on the basis of convenient from B-Accuracy Software Solution companies in Chennai.

DATA SOURCES

After identifying and defining the research problem and determining specific information required to solve the problem, the researcher's task is to look the type and sources of data which may yield the desired results. Data sources are of two types through which data is collected. Data sources may be classified as

1. Primary data
2. Secondary data

PRIMARY DATA

Primary data is the original data collected by the researcher first hand. It is collected for the first time through field survey. These are those that are gathered specifically, for the problem at hand. The various sources for collecting primary data are questionnaire, observation, interview etc. The primary source used for the study is questionnaire.

SECONDARY DATA

Secondary data is the information which is already available in published or unpublished form. When the needed information is collected from the employee of population available in a library means then it is a secondary data. It is also used for collecting historical data. The various sources of secondary data are books, periodicals, journals, directories, magazines, statistical data sources etc. The secondary source used for this study is company profile, scope, need, review of literature.

SAMPLING

Collecting data about each and every unit of the population is called census method. The approach, where only a few units of population under study are considered for analysis is called sampling method. There are two main categories under which various sampling method can be put. The two categories are

1. Probability sampling
2. non-probability sampling the sampling method adopted for the study is convenience sampling under nonprobability sampling

NON-PROBABILITY SAMPLING

In non-probability sampling, the chance of any particular unit in the population being selected is unknown, since randomness is not involved in the selection process. But this does not mean that the findings obtained from nonprobability sampling are of questionable value. If properly conducted their findings can be accurate as those obtained from probability sampling.

CONVENIENCE SAMPLING:

In this method, the sample units are chosen primarily on the basis of the convenience to the investigator. The units selected may be each person who comes across the investigator.

SAMPLE FRAME:

A Sample frame may be defined as the listing of the general components of the individual units that comprise the defined population.

3.8 SAMPLE DESIGN

Sample design is the theoretical basis and the practice means by generalizing from characteristics of relatively few of the comprising population. It is the method by which the sample is chosen.

ANALYTICAL TOOLS

ANALYSIS USING KARL PEARSON'S CORRELATION:

Correlation analysis is the statistical tool used to measure the degree to which two variables are linearly related to each other. Correlation measures the degree of association between two variables. The Pearson product-moment correlation coefficient is a measure of the strength and direction of association that exists between two variables measured on at least an interval scale. It is denoted by the symbol r .

CHI- SQUARE TEST

A chi-squared test, also referred to as chi-square test or χ^2 test, is any statistical hypothesis test in which the sampling distribution of the test statistic is a chi-squared distribution when the null hypothesis is true, or any in which this is asymptotically true, meaning that the sampling distribution (if the null hypothesis is true) can be made to approximate a chi- squared distribution as closely as desired by making the sample size large enough.

The χ^2 test was first used by Karl Pearson in the year 1980. The quantity χ^2 describes the magnitude of the discrepancy between theory and observation. It is calculated using:

ONE WAY ANOVA

The ANOVA tests the null hypothesis that samples in two or more groups are drawn from populations with the same mean values. To do this, two estimates are made of the population variance. The ANOVA produces an F-statistic, the ratio of the variance calculated among the means to the variance within the samples. If the group means

are drawn from populations with the same mean values, the variance between the group means should be lower than the variance of the samples, following the central limit theorem. A higher ratio therefore implies that the samples were drawn from populations with different mean values.

PERCENTAGES

Percentages refer to a special kind of ratio. Percentages are used in making comparison between two or more series of data. Percentages are used to describe relationships; it is expressed as. $\text{Percentage} = (\text{no of employees} / \text{total no of employees}) \times 100$

CHARTS:

Charts are graphic displays of data for easy understanding of relative positions that is not always possible with descriptive words or numbers. Types of charts commonly used in business data presentation are: Bar and pie.

PIE CHARTS:

The bar chart is commonly used for presentation of qualitative data. The data can be continuous or discrete data, which are plotted against discrete data intervals. The vertical bar diagram, also called bar chart where the length or height of bars represent the numerical value of the event or measurement. Width or gap between the bars is of no significance to the bar chart data, but they are uniform in a diagram.

CH-SQUARE ANALYSIS

HYPOTHESIS-1

(H₀): There is no association between gender and education qualifications in the employee management system.

(H1): There is a significant association between gender and education qualifications in the employee management system.

ANOVA

HYPOTHESIS-2

(H0): There is no significant relationship between working hours and employee benefits.

(H1): There is a significant relationship between working hours and employee benefits

HYPOTHESIS -1

(H0): There is no association between gender and education qualifications in the employee management system.

(H1): There is a significant association between gender and education qualifications in the employee management system.

Chi-Square Tests

	Value	df	Asymptotic Significance (2-sided)
Pearson Chi-Square	9.363 ^a	3	.025
Likelihood Ratio	10.356	3	.016
Linear-by-Linear Association	.004	1	.948
N of Valid Cases	110		

a. 3 cells (37.5%) have expected count less than 5. The minimum expected count is 1.89.

Gender * Education qualification Crosstabulation

Count

		Education qualification			
		1	2	3	4
Gender	1	28	20	1	3
	2	35	13	9	1
Total		63	33	10	4

Case Processing Summary

	Valid		Cases Missing		Total	
	N	Percent	N	Percent	N	Percent
Gender * Education qualification	110	100.0%	0	0.0%	110	100.0%

HYPOTHESIS-2

(H0): There is no significant relationship between working hours and employee benefits.

(H1): There is a significant relationship between working hours and employee benefits.

Descriptives

	N	Mean	Std. Deviation	Std. Error	95% Confidence Interval for Mean		Minimum	Maximum
					Lower Bound	Upper Bound		
1	64	2.77	1.650	.206	2.35	3.18	1	5
2	33	3.21	1.635	.285	2.63	3.79	1	5
3	13	3.85	1.463	.406	2.96	4.73	1	5
Total	110	3.03	1.650	.157	2.72	3.34	1	5

ANOVA

benefit		Sum of Squares	df	Mean Square	F	Sig.
	Between Groups	14.226	2	7.113	2.692	.072
	Within Groups	282.692	107	2.642		
	Total	296.918	109			

ANOVA Effect Sizes^{a,b}

benefit		Point Estimate	95% Confidence Interval	
			Lower	Upper
	Eta-squared	.048	.000	.135
	Epsilon-squared	.030	-.019	.119
	Omega-squared Fixed-effect	.030	-.019	.118
	Omega-squared Random-effect	.015	-.009	.062

a. Eta-squared and Epsilon-squared are estimated based on the fixed-effect model.

b. Negative but less biased estimates are retained, not rounded to zero.

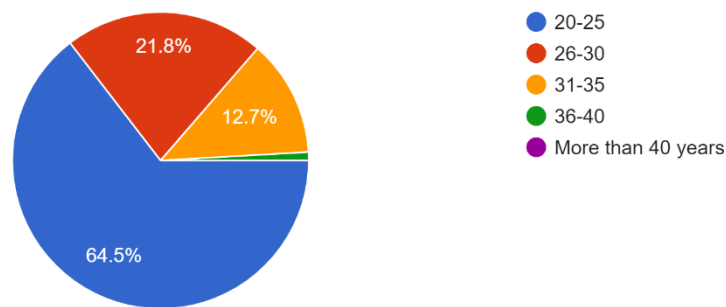
CHAPTER 4

DATA ANALYSIS AND INTERPRETATION

4.1 PERCENTAGE ANALYSIS

4.1.1 Table indicating the age of respondents

S.no	Age	No of Respondents	Percentages analysis
1	20-25	71	64.5%
2	26-30	24	21.8%
3	31-35	14	12.7%
4	36-40	1	1%
5	More than 40	0	0%
Total		110	100%



Interpretation

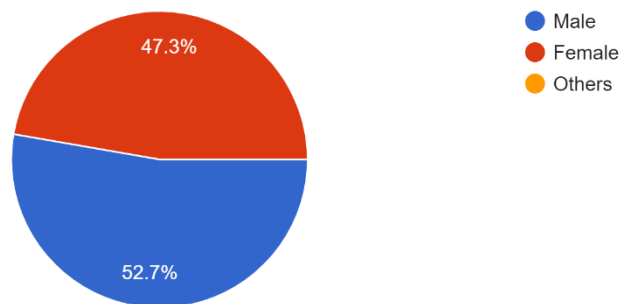
From the above table it is interpreted that the number of respondents 20-25 age of respondents are 64.5%, between 26-30 age of respondents are 21.8%, between 31-35 ages of respondents are 12.7%, between 36-40 ages of respondents are 1%, between more than 40 ages of respondents are 0%.

Inference

- Majority 64.5% of the respondents belong to the age group of 20-25 category

4.1.2 Table indicating the gender of respondents

S.no	Gender	No of Respondents	Percentages analysis
1	Male	58	52.7%
2	Female	52	47.3%
3	Others	0	0%
Total		110	100%



Interpretation

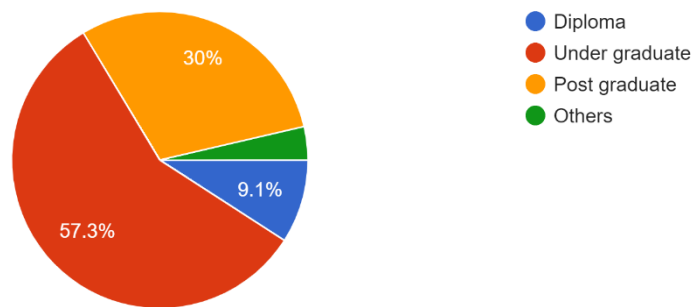
From the above table it is interpreted that the gender of the respondents in male 52.7% and number of respondents in female are 47.3%

Inference

- Majority 52.7% of the respondents are male

4.1.3 Table indicating the education qualification of respondents

S.no	Education qualification	No of Respondents	Percentages analysis
1	Diploma	10	9.1%
2	Under Graduate	63	57.3%
3	Post Graduate	33	30%
4	Others	4	3.6%
Total		110	100%



Interpretation

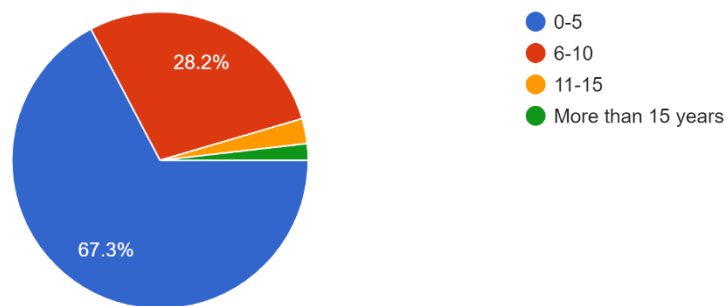
From the above table it is interpreted that the number of respondents in diploma of education qualification of respondents are 9.1%, between under graduate of respondents are 57.3%, between post graduate of respondents are 30%, between others of respondents are 3.6%.

Inference

- Majority 57.3% of the respondents belong to the Under Graduate category

4.1.4 Table indicating the experience of work place respondents

S.no	Experience	No of Respondents	Percentages analysis
1	0-5	74	67.3%
2	6-10	31	28.2%
3	11-15	3	2.7%
4	More than 15 years	2	1.8%
Total		110	100%



Interpretation

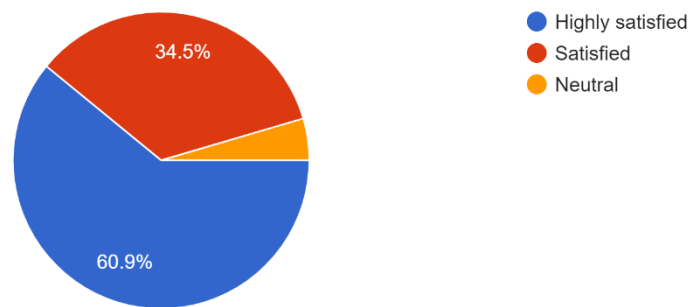
From the above table it is interpreted that the percentage of respondents with 0–5 years of work experience is 67.3%; those with 6–10 years of experience are 28.2%; those with 11–15 years of experience are 2.7%; and those with more than 15 years of experience are 1.8%.

Inference

- Majority 67.3% of the respondents belong to the experience in workplace 0-5 category

4.1.5 Table indicating the satisfaction with support and training provide for the system respondents

S.no	Support & Training	No of Respondents	Percentages analysis
1	Highly satisfied	67	60.9%
2	Satisfied	38	34.5%
3	Neutral	5	4.5%
Total		110	100%



Interpretation

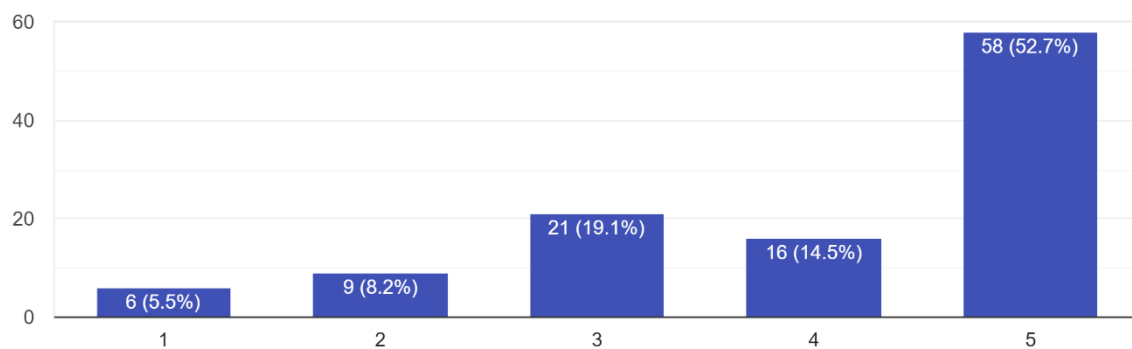
From the above table it is interpreted that the number of respondents in support and training highly satisfied respondents are 60.9%, between satisfied of respondents are 34.5%, between neutral of respondents are 4.5%.

Inference

- Majority 60.9% of the respondents belong to highly satisfaction in support and training provided for the system

4.1.6 Table indicating the rate the privacy and data protection measure in place of respondents

S.no	Privacy and data protection measure	No of Respondents	Percentages analysis
1	1	6	5.5%
2	2	9	8.2%
3	3	21	19.1%
4	4	16	14.5%
5	5	58	52.7%
Total		110	100%



Interpretation

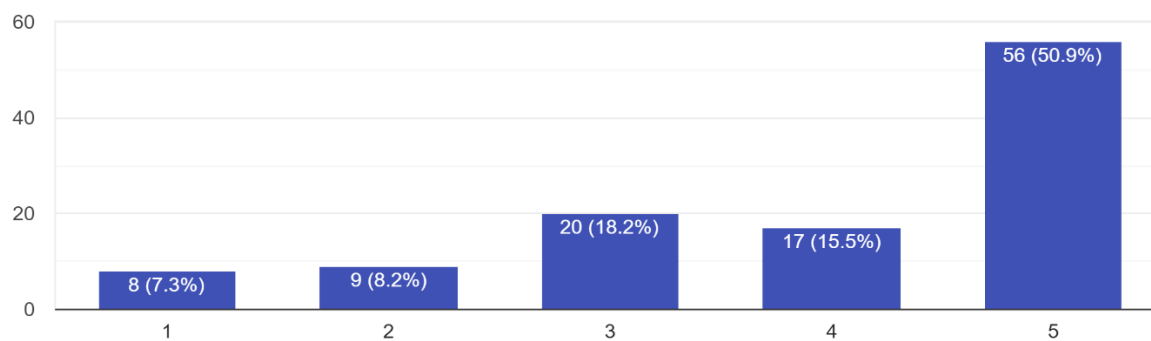
From the above table it is interpreted that the number of respondents 20-25 age of respondents are 64.5%, between 26-30 age of respondents are 21.8%, between 31-35 ages of respondents are 12.7%, between 36-40 ages of respondents are 1%, between more than 40 ages of respondents are 0%,

Inference

- Majority 64.5% of the respondents belong to the age group of 20-25 category

4.1.7 Table indicating the rate the system's performance in terms of handling employee data and records of respondents

S.no	Support & Training	No of Respondents	Percentages analysis
1	1	8	7.3%
2	2	9	8.2%
3	3	20	18.2%
4	4	17	15.5%
5	5	56	50.9%
Total		110	100%



Interpretation

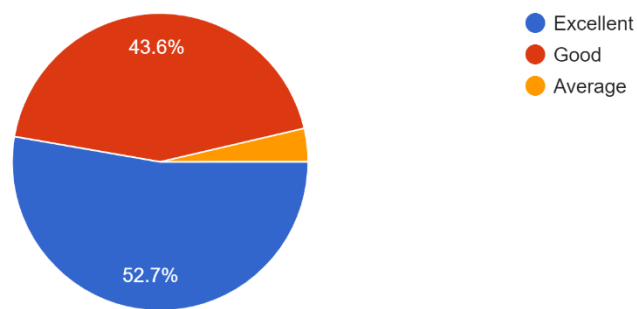
From the above table it is interpreted that the number of respondents 20-25 age of respondents are 64.5%, between 26-30 age of respondents are 21.8%, between 31-35 ages of respondents are 12.7%, between 36-40 ages of respondents are 1%, between more than 40 ages of respondents are 0%,

Inference

- Majority 64.5% of the respondents belong to the age group of 20-25 category

4.1.8 Table indicating the employee management system of respondents

S.no	Employee Management System	No of Respondents	Percentages analysis
1	Excellent	58	52.7%
2	Good	48	43.6%
3	Average	4	3.6%
Total		110	100%



Interpretation

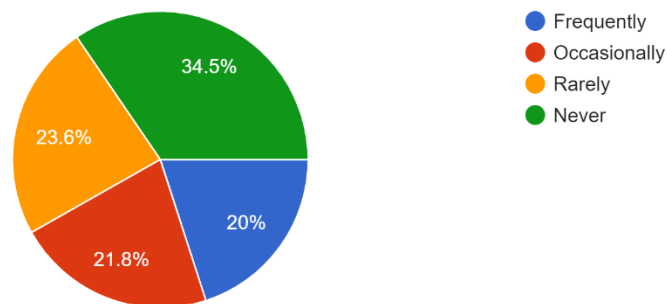
From the above table it is interpreted that the number of respondents in employee management system excellent of respondents are 52.7%, between good of respondents are 43.6%, between average of respondents are 3.6%

Inference

- Majority 52.7% of the respondents belong to the employee management system of excellent category

4.1.9 Table indicating the encounter issues or difficulties of respondents

S.no	Encounter issues or Difficulties	No of Respondents	Percentages analysis
1	Frequently	22	20%
2	Occasionally	24	21.8%
3	Rarely	26	23.6%
4	Never	38	34.5%
Total		110	100%



Interpretation

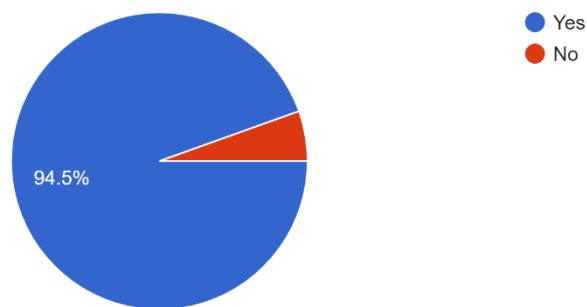
From the above table it is interpreted that the encounter issues or difficulties number of respondents in Frequently of respondents are 20%, between Occasionally of respondents are 21.8%, between Rarely of respondents are 23.6%, between Never of respondents are 34.5%

Inference

- Majority 34.5% of the respondents belong to the encounter issues or difficulties in Never category

4.1.10 Table indicating the accurate and timely payroll processing of respondents

S.no	Accurate and Timely Payroll Processing	No of Respondents	Percentages analysis
1	Yes	104	94.5%
2	No	6	5.5%
Total		110	100%



Interpretation

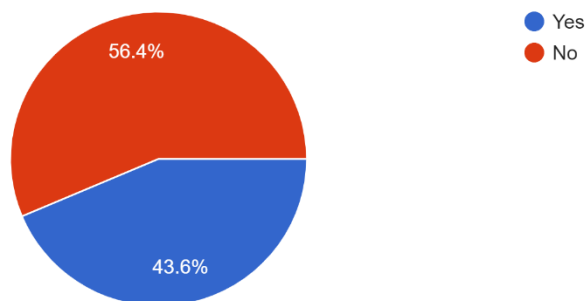
From the above table it is interpreted that the Accurate and timely payroll processing number of respondents Yes of respondents are 94.5%, between No of respondents are 5.5%.

Inference

- Majority 94.5% of the respondents belong to the Yes category

4.1.11 Table indicating the Compliance or security requirement for employee data of respondents

S.no	Compliance or Security Requirement For Employee Data	No of Respondents	Percentages analysis
1	Yes	48	43.6%
2	No	62	56.4%
Total		110	100%



Interpretation

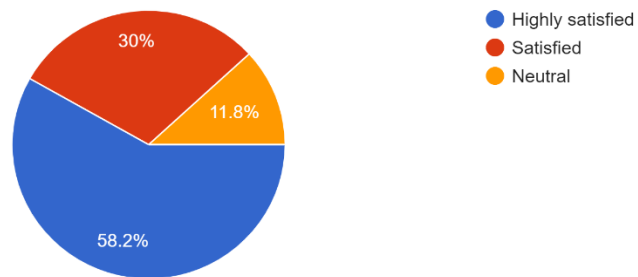
From the above table it is interpreted that the Compliance or Security Requirement for Employee Data number of respondents Yes of respondents are 43.6%, between No of respondents are 56.4%.

Inference

- Majority 56.4% of the respondents belong to the No category.

4.1.12 Table indicating the working hours of respondents

S.no	Working Hours	No of Respondents	Percentages analysis
1	Highly Satisfied	64	58.2%
2	Satisfied	33	30%
3	Neutral	13	11.8%
Total		110	100%



Interpretation

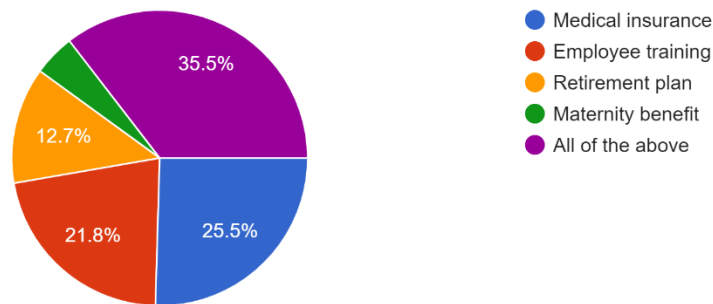
From the above table it is interpreted that the number of Working Hours of respondents Highly Satisfied of respondents are 58.2%, between Satisfied of respondents are 30%, between Neutral of respondents are 11.8%.

Inference

- Majority 58.2% of the respondents belong to the Working Hours of Highly Satisfied category

4.1.13 Table indicating the Benefits of respondents

S.no	Benefits	No of Respondents	Percentages analysis
1	Medical Insurance	28	25.5%
2	Employee Training	24	21.8%
3	Retirement Plan	14	12.7%
4	Maternity Benefit	5	4.5%
5	All of the Above	39	35.5%
Total		110	100%



Interpretation

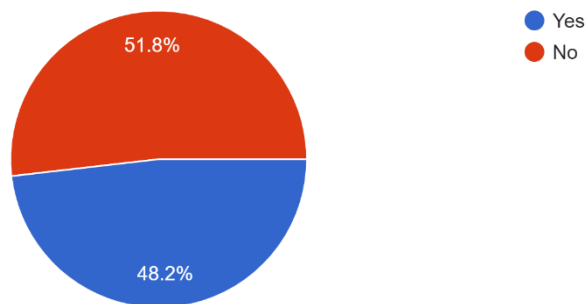
From the above table it is interpreted that the benefit of respondents Medical Insurance of respondents are 25.5%, between Employee Training of respondents are 21.8%, between Retirement Plan of respondents are 12.7%, between Maternity Benefit of respondents are 4.5%, between All of the Above of respondents are 35.5%,

Inference

- Majority 35.5% of the respondents belong to the benefit of All of the Above category

4.1.14 Table indicating the improvement or changes of respondents

S.no	Improvement or Changes	No of Respondents	Percentages analysis
1	Yes	53	48.2%
2	No	57	51.8%
Total		110	100%



Interpretation

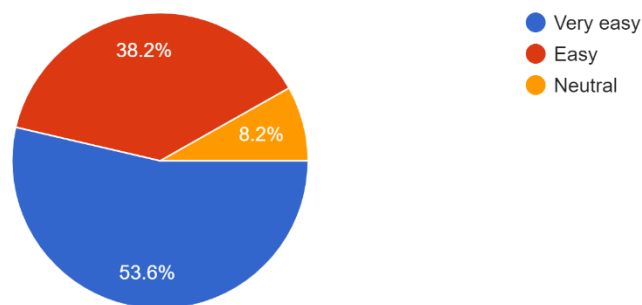
From the above table it is interpreted that the improvement or changes of respondents Yes respondents are 48.2%, between No respondents are 51.8%.

Inference

- Majority 51.8% of the respondents belong to the improvement or changes of No category

4.1.15 Table indicating the user interface of respondents

S.no	User Interface	No of Respondents	Percentages analysis
1	Very Easy	59	53.6%
2	Easy	42	38.2%
3	Neutral	9	8.2%
Total		110	100%



Interpretation

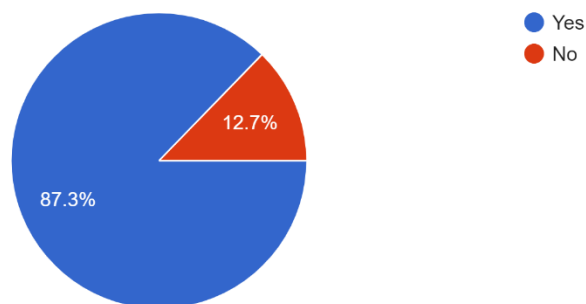
From the above table it is interpreted that the user interface number of respondents very easy of respondents are 53.6%, between easy of respondents are 38.2%, between Neutral of respondents are 8.2%.

Inference

- Majority 53.6% of the respondents belong to the user interface of very easy category

4.1.16 Table indicating the recommendation of respondents

S.no	Recommendation	No of Respondents	Percentages analysis
1	Yes	96	87.3%
2	No	14	12.7%
Total		110	100%



Interpretation

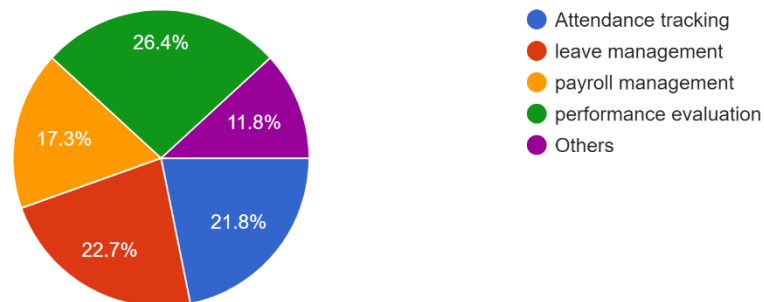
From the above table it is interpreted that the recommendation of number of respondents Yes respondents are 87.3%, between No respondents are 12.7%.

Inference

- Majority 87.3% of the respondents belong to the recommendation of Yes category

4.1.17 Table indicating the features of respondents

S.no	Features	No of Respondents	Percentages analysis
1	Attendance Tracking	24	21.8%
2	Leave Management	25	22.7%
3	Payroll Management	19	17.3%
4	Performance Evaluation	29	26.4%
5	Others	13	11.8%
Total		110	100%



Interpretation

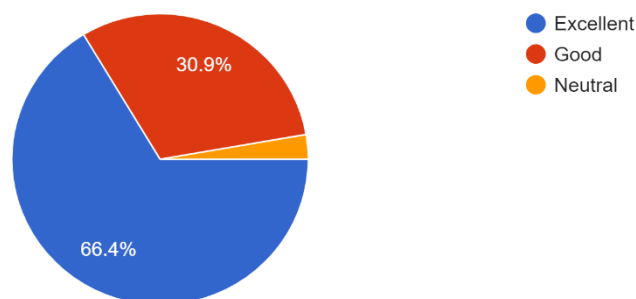
From the above table it is interpreted that the feature of number of respondents Attendance Tracking of respondents are 21.8%, between Leave Management of respondents are 22.7%, between Payroll Management of respondents are 17.3%, between Performance Evaluation of respondents are 26.4%, between Other of respondents are 11.8%.

Inference

- Majority 26.4% of the respondents belong to the feature of performance evaluation category

4.1.18 Table indicating the rate system performance of respondents

S.no	Rate System Performance	No of Respondents	Percentages analysis
1	Excellent	73	66.4%
2	Good	34	30.9%
3	Neutral	3	2.7%
Total		110	100%



Interpretation

From the above table it is interpreted that the number of rate system performance of respondents Excellent of respondents are 66.4%, between Good of respondents are 30.9%, between Neutral of respondents are 2.7%.

Inference

- Majority 66.4% of the respondents belong to the rate system performance of Excellent category

CHAPTER 5

FINDINGS AND SUGGESTIONS

5.1 FINDINGS

- Majority 64.5% of the respondents belong to the age group of 20-25 category
- Majority 52.7% of the respondents are male
- Majority 57.3% of the respondents belong to the Under Graduate category
- Majority 67.3% of the respondents belong to the experience in workplace 0-5 category
- Majority 60.9% of the respondents belong to highly satisfaction in support and training provided for the system
- Majority 64.5% of the respondents belong to the age group of 20-25 category
- Majority 64.5% of the respondents belong to the age group of 20-25 category
- Majority 52.7% of the respondents belong to the employee management system of excellent category
- Majority 34.5% of the respondents belong to the encounter issues or difficulties in Never category
- Majority 94.5% of the respondents belong to the Yes category
- Majority 56.4% of the respondents belong to the No category.
- Majority 58.2% of the respondents belong to the Working Hours of Highly Satisfied category

- Majority 35.5% of the respondents belong to the benefit of All of the Above category
- Majority 51.8% of the respondents belong to the improvement or changes of No category
- Majority 53.6% of the respondents belong to the user interface of very easy category
- Majority 87.3% of the respondents belong to the recommendation of Yes category
- Majority 26.4% of the respondents belong to the feature of performance evaluation category
- Majority 66.4% of the respondents belong to the rate system performance of Excellent category

5.2 SUGGESTIONS

- Implement secure login mechanisms for employees with role-based access control.
- Include a system to record and manage employee attendance efficiently, possibly with options for biometric or card-based authentication.
- Enable tracking of tasks and projects assigned to each employee, with progress updates and deadlines.
- Incorporate a performance review module to assess and document employee performance, facilitating feedback and goal-setting.

- Develop a system for employees to request and managers to approve/reject leaves, with a comprehensive leave history.
- Integrate with payroll systems to automate salary calculations, tax deductions, and other financial aspects.
- Include features for internal communication, such as messaging or notification systems, to enhance collaboration.
- Provide tools for employees to access training resources and for managers to track skill development.
- Implement a portal where employees can update personal information, view payslips, and manage certain HR-related tasks.
- Ensure the system complies with relevant labour laws and regulations.
- Prioritize robust security measures to protect sensitive employee information.

5.3 CONCLUSION

- In conclusion, indicates the employee management system designed in the organization aims to streamline HR processes, enhance workforce efficiency, and foster a collaborative and transparent work environment. By incorporating features such as secure authentication, attendance tracking, performance evaluation, and seamless integration with payroll and communication tools, the system is poised to elevate operational effectiveness.

- The emphasis on user-friendly interfaces and adherence to data security standards ensures a reliable and efficient solution that aligns with the unique requirements of B-accuracy's organizational structure and goals. As the system evolves, ongoing feedback and iterative improvements will be essential to adapt to changing needs and maintain its efficacy in supporting the dynamic workforce of B-accuracy software solutions.

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ANNEXURE-QUESTIONNAIRE

A STUDY ON EMPLOYEE MANAGEMENT SYSTEM AT B-ACCURACY SOFTWARE SOLUTION, CHENNAI

1. Name of the employee:_____

2. Age:

a) 20-25 b) 26-30 c) 31-35 d) 36-40 e) More than 40 Years

3. Gender:

a) Male b) Female c) Others

4. Educational Qualification:

a) Under Graduate

b) Diploma

c) Post Graduate

d) Others

5. Designation: _____

6. How long have you been working with B-accuracy business ERP software solution?

a) 0-5 b) 6-10 c) 11-15 d) More than 15 Years

7. How satisfied are you with the support and training provide for the system?

a) Highly satisfied

b) Satisfied

c) Neutral

8. How would you rate the privacy and data protection measures in place?

Good

1

2

3

4

5

Excellent

9. How do you rate the system's performance in terms of handling employee data and records?

Satisfied

1

2

3

4

5

Highly satisfied

10. How satisfied are you with the employee management system at B-accuracy business ERP software solution?

a) Excellent

b) Good

c) Average

11. How often do you encounter issues or difficulties when using the employee management system?

a) Frequently

b) Occasionally

c) Rarely

d) Never

12. Does the system provides accurate and timely payroll processing?

- a) Yes
- b) No

13. Do you have any specific compliance or security requirement for employee data?
If yes specify _____

- a) Yes
- b) No

14. Are you satisfied with your working hours?

- a) Highly satisfied
- b) Satisfied
- c) Neutral

15. What benefit can be given to employee?

- a) medical insurance
- b) Employee training
- c) Retirement plan
- d) Maternity benefit
- e) All of the above

16. What improvement or changes would you suggest for the employee management system? If Yes specify, _____

- a) Yes
- b) No

17. How user friendly do you find the user interface of the employee management system?

- a) Very easy
- b) Easy

c) Neutral

18. Would you recommend the B-accuracy business ERP software solution to other organization?

a) Yes

b) No

19. Which features of the employee management system do you use the most?

a) Attendance tracking

b) Leave management

c) Payroll management

d) Performance evaluation

e) Others

20. How would you rate the system performance and responsiveness?

a) Excellent

b) Good

c) Neutral