Leave Management Using Web Application

K.vani[1], A.V.R Akshaya[2]

1,2Sri Ramakrishna arts and Science College

Abstract- **Human capital is the most vital resource for any organization. Those kinds of assets should be managed, maintained properly and motivated properly in terms of providing best remuneration and compensation benefits as per the industry standards. The lucrative compensation act to satisfy the needs for attracting and retaining the best employees. When employees are not satisfied with the compensation of organization they will move to another company. This affects the organization. They should satisfy the employees needs and wants which helps in reducing employee turnover which impacts on organizational growth.**

Hence this paper concentrates on leave management to reduce the paper work and make convenient environment, also states the importance of Retention and Web Application. The leave can be applied through an Android Application where shared preference is used to store the employee data in SQL database who applied for leave. This would be helpful for the HR managers to calculate their leave and maintain the payroll system properly inside organization.

I.INTRODUCTION

Payroll Management System is the most important function in organization. It concentrates on compensation of employees which contains attendance management, leave management, tax deductions, loans, bonuses, advances, statutory compliance based on organization's policies. Earlier, Payroll management was carried by a lot of paperwork by recording details in written form. The employees and employers find very difficult in handling records, especially for the person working in human resource and finance department. These functions such as managing files and documenting in paper work has more chance of occurring errors. This kind of procedure will consume more time and energy to process and it makes a huge impact on the overall productivity of the organization. Payroll software is used in the human resource functions in salary calculation process and this may cause dissatisfaction among the employees which also results in case of reduced productivity and efficiency also affects the turnover of the organization. By, using these applications. The HR finds easy to file the leave process and employee find easier to apply leave during their emergency situation. Nowadays information technology becomes huge development. The employees of the organization HR department were able to process the payroll in a better way with less consuming time. Hence, the chances of occurrence of errors are almost insignificant.

STATEMENT OF PROBLEM:
When there is a big organization having pool of employees working, the HR manager should concentrate on the employees convenient inside organization. Here, the employees informed their leave using formal text messages (i.e. WhatsApp). This format of applying leave will be difficult to HR while calculating Payroll for leave management.

Fig.1 Integrating HR and Employee

II. EMPLOYEE RETENTION

An organization's ability of retaining the employees is termed as employee retention. In Today's scenario employee retention is a challenge job, Retaining the employees by satisfying their needs and wants is

more than Important than hiring, this will help to reduce the employee's turnover and increase the productivity.

Need for employee retention:

- Hiring is a tedious process.
- Organization wants to invest more time and money for grooming employees and make them ready to work and understand the corporate culture.
- When employee resigns from company, might join the competitor's company.
- Employees who work for longer period will understand company policy and guidelines become easy to adapt.
- Freshers need time to adjust with others
- Researcher observed that employees working longer period will have loyalty towards their working company.
- Essential to retain employees for betterment of organization

The success of any manufacturing organization largely depends on the human capital. The employees are the asset of the Organization. This article helps the human capital to do their leave management comfortably by using the mobile application, the employees can apply their leave whenever necessary. This also makes the HR's work easy to calculate the leave management for the employees. Once if payroll system satisfies the employees, they never change their concern and their progression will lead to the success of the company for long run.

III. LIMITATIONS OF THE STUDY

- The study pertains only to make HR and employee's Convenient and it cannot be generalized.
- It takes a lot of time to get the information a single employee as some of the employees are only little much educated so operating Android mobile is difficult for them.
- Since the attitude of the employees are subjected to the frequent changes, the result of the study is based on present condition

IV. GENERAL PAYROLL MANAGEMENT CARRIED IN ORGANIZATION:

V. LEAVE MANAGEMENT USING MOBILE APPLICATION:

Android provides a rich platform for application framework that allows to build innovate apps for mobile devices using JAVA language. There are various types of app components such as

- Activities
- Services
- Broadcast receivers
- Content providers

Why Android?
A. Reliability
The software will work based on all the functional requirements without any unexpected behavior. The output display incorrect or outdated information without alerting the user to potential errors at no time should the gauge.

B. Availability
The software will be available on the user's Android device whenever necessary. The external service such as internet access is required for the functioning of the software.
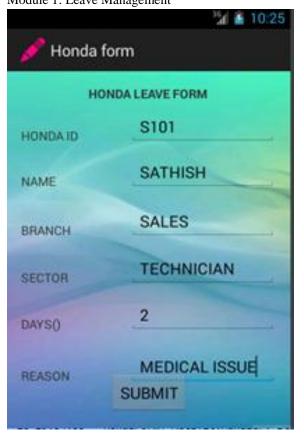
C. Security
The software should never disclose any personal information of chat users and should collect no personal information from its own users. It is an app used only for official purpose.

D. Maintainability
The software must be in clear and concise. Design the software so that the maintenance of software will be easy. The code will be well documented. It is necessary during error condition.

Software needed: Android operating system version - 2.3 or higher.

VI. PROPOSED WORK

In an organization, many times the management of leave and payroll becomes tedious, which will affect both HR and employees of the organization. Using a Mobile Application system leave and payroll manager or maintaining a Database for it can make this process much faster and better for calculation. This study proposed to make an application-based leave and payroll management system. Without affecting the integrity of the system, The organization have an option to add new features to their system. The proposed system will be deployed with feature to automatically integrate and link with Database connection using intend system. This will save the employees integrating their attendance in organization with payroll management during their emergency situations and make the system faster. The Android application can be basically divided into two modules as per the task for which it is designed.

Module 1: Leave Management

This module is designed such as applying for leave application by organization employees to reduce the paper-based format. It consists of Login with username and password which can able to login only for employees. The basic details such as no of days and reason for their leave to be filled and submitted. Similarly, an indication of Toast message will be received for them whether they are permitted to take leave or not.
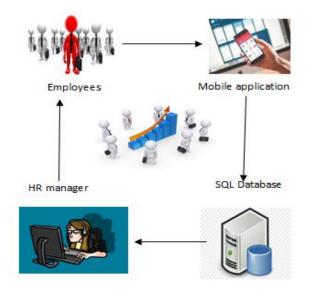
Module 2: Payroll Management:

This module is consisting of Database in a Table format so that the HR can identify the employee's no of days took absent with exact dates and reasons this will help HR to identify the Leave and payroll calculation will be easier.

Id	Name	Branch	Sector	Days	Reason
S101	Sathish	Sales	Technician	2	Medical Issue

Table1: Format of Table content

VII. CONCEPT OF PROJECT

The concept of this article is given in a simple format below

VII.CONCLUSION

"Retention" is a difficult choice made among the employees for HR in today's world. The company has to take some innovative steps using the technology in order to retain their employees as per the Companies the employees expect their management to trust them at the same time the company also has to establish good relationship with various levels of employees working in their organization proper recognition can be create an environment of feeling secure among its employees these will come under employee retainment measurement.

Here, the idea of creating a web-portal for an organization by using web-technologies. This application can be used by employees of any organization for easily managing all their leave related works, It also has a subsystem for managing all the tasks related to payroll deductions. This application is mainly targeted for betterment of the employee's and also it will provide both flexibility and convenience for the employees of an organization.

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