

Employee Attendance Monitoring System

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Abstract: All organizations use attendance management to record their employees initial and final work timings. Some organizations also save comprehensive records of attendance issues like who calls in sick and who arrives late. Manual time and attendance management systems totally believe highly skilled persons but the matter being that humans aren't perfect. With manual systems, it's an excellent pressure on management to be correct altogether details of employees work on all times. It is often easy to accidentally switch details and find yourself with false entry of knowledge or in hand written briefings. This error won't find yourself only with false information but also create problem in payroll system. Reporting and checking that data are often time taking and expensive. In addition to tracing when employees work, organizations also need to keep tabs on when employees are not working with Performance Management Software in India.

Keywords: Attendance monitoring.

1. Introduction

All businesses need to track attendance in how, in order that they can recognize which workers are arriving late and which are always sharp on time and determine what proportion to pay them. The traditional method involved old-fashioned punch clocks, signatures on paper sheets, or another quite manual system that needs human oversight. Digital time and attendance systems have also been utilized in Canada for a few of decades, typically with excellent results. Still, there's an ongoing debate whether it's justified to take a position in hardware and software necessary for automated accounting of labor hours. To be honest, the solution may depend upon the dimensions and business model of the enterprise in question, but the subsequent facts are true no matter the context:

Manual time and attendance system:

Age-tested methods of attendance control can be effective if they are executed consistently and fairly. This is particularly true for smaller companies that operate within one office, or teams that employment on an equivalent project within the field. On the opposite hand, systems of this type are counting on the human factor an excessive amount of and are particularly poorly fitted to large and sophisticated business systems with hundreds or thousands of employees.

Pros:

- No technology expenses

- Simple to implement and administer
- Resistant to power outages

Cons:

- Inaccurate and subject to manipulation ('time theft')
- Calculating payroll and pulling employee data is labourious
- High possibility of human error
- Low scalability and no integration with other systems

A. Automated time and attendance software

Software solutions for human resource management are constantly advancing and are now considered much more reliable than manual timekeeping. They greatly simplify the sign up process and permit quick access to data which will be statistically analyzed for payroll purposes. New generations of HR software are based on cloud, which further streamlines workforce management, allows mobile access to time sheets and reduces the amount of technology necessary on the client side.

Pros:

- Greater precision and elimination of errors
- Reduced amount of work needed for attendance monitoring
- Full integration with HR management and payroll software modules
- More transparent performance tracing
- Easy data sharing between multiple locations in real time

Cons:

- Require basic computer literacy and language skills from all workers
- Potentially difficult to imposition in remote rural locations

B. Proposed Work Plan

We will develop a site for attendance system, in manual system employee can't track his details like leave application status, total leaves available, salary loss etc. In our project we will give all the details to the employee and HR Manager has control over it. Since our application is Client Server

Application, we also need a server and domain name to host the site.

1) Phase 1

This is the initial phase of the system which contains designing of DFDs, Database Tables, Selection of Proper Language, Designing of ER-Diagram and Use Case Diagram etc.

2) Phase 2

In Second Phase we install all the software required to develop the system.

- JDK 8 or above
- MySQL Database
- Apache Tomcat Server
- NetBeans IDE

3) Phase 3

This is the Most Important Phase, in which we develop the system, test the system and check feasibility of the system.

System Analysis | Data Flow Diagram

Second Level Diagram (Adding Employee) :

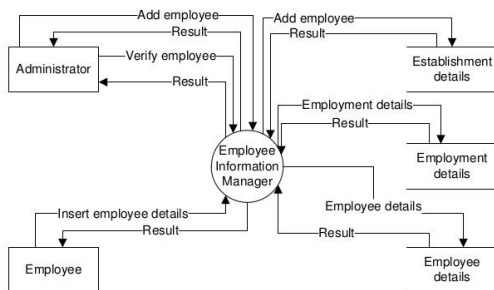


Fig. 1. Data flow diagram

4) Phase 4

In last phase we purchased a Domain with Web Hosting and Upload our site on that server.

2. Results

There are several outcomes of the project like:

1. Details of the Leaves available
2. Details of Leaves taken by the Employee
3. Loss of Salary
4. Employees Reports
5. Attendance Reports
6. Department wise Reports

3. Conclusion

Software systems for time tracking and attendance management are slowly but surely becoming the accepted standard. Manual systems remain in use in many places and corporations with just a couple of employees shouldn't be during a rush to exchange them. However, any fast-growing enterprise would be wise to implement an automated or even better Employee attendance monitoring system. Such a move would improve accuracy and stop employees from misrepresenting their work hours, all the while helping HR specialists to handle the info faster. While the initial deployment of the system requires an investment, those expenses are often quickly recouped through improved productivity and simplified HR operations.

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