HONEYUNCLE: PAYROLL MANAGEMENT SYSTEM

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PURPOSE: HONEYUNCLE: Payroll system is a set of procedures that help you plan salaries, bonuses, deductions, taxes, and other necessary aspects of the total salary of all employees in your organization. There are two main objectives of the payroll system. Another major goal, related to sales, strategy, revenue, etc. The other is small, associated with day-to-day business activities.

ABSTRACT: The financial framework is the backbone of any organization's Human Resources program. The arrangement needs to be addressed by salary calculation according to organizational guidelines. A few organizations are doing physical statistics right now there are a few instant access points which is a monthly fee in addition. This would not make sense in all cases, Especially in Software organizations or legally binding representatives of any organization, employee compensation depends on the days he or she has worked. Proposed request including managing Attendees, leave management, timing, and organizational plan for the final salary calculation. The system frame counts the number. For days, the representative is in office, including the dates of his confirmed leaves.
The real problem with maintaining a separate website of a firm whose principal purpose is to remove salary-slips from its co-workers periodically working in multiple departments of the firm, and to keep records of every single department, co-workers of different ranks, their appointments and communication details. Therefore, performing all these tasks becomes difficult for the human resource manager every month. Therefore, in ordinance to conquer the difficulties of the firm the current system automatically performs all the functions of the organization.

ORIGINALITY: This benefaction put forward that HONEYUNCLE : PAYROLL MANAGEMENT SYSTEM is expedient to be facinating, functioning and put forward reliable data. Altogether, it urge that it coherently remit personify servicing in all phase of a payroll management, together with the attendance management though.

RESEARCH INFERENCE / LIMITATIONS: This analysis put forward a personalized gap in academe. Up to now, little exploration has focused on a solution used by HR's or payroll professionals to manage the entire life cycle of paid end-to-end jobs.

KEYWORDS: Payroll Management Software (PMS), HoneyUncle, website functionality, electronic service quality, employee satisfaction, computerized payroll, database, Structured Query Language (SQL)

OBJECTIVE: This project aims to learn about the Pay Roll Management System as well efficiency in the firm. The Payroll System is the most crucial tool for managing an organization as honesty, accountability and efficiency play an impact on employees' performance and organizational throughput. There has been a tremendous growth in the number and size of international companies today, leading to significant challenges in the labor sector and the pay system.

Therefore, the overall objective is to: -

a) Identify the role of HR in the Payroll system and thereby analyze the level of interaction between the account and the HR dept. in the firm.

b) The efficiency of the software used in the payment system in the firm.

c) Establish internal control of the lead cycle of the HR dept. which ensures adequate division of labor, proper authorization of activities, accurate and timely cost records.

d) An in-depth analysis of the satisfactory level of employees who use this software in the firm. Analyze whether this software is user-friendly and analytical accuracy and accountability of the payroll management system.

INTRODUCTION: HoneyUncle software is designed to address a wide range of employee finances including salary, allowances, lump sum, total amount, debits and more. This software is refined beneath Windows 10 system software. The application was refined to such an extent that even one could easily operate. The application is developed for admin and employee as the users. HR executive is given unlimited access to all software functions like add-on, delete and edit, update and not the employee. It also helps to be generated reports. It avail the salary calculations for the job within a millisecond. Therefore, income will be easily calculated. However, some companies may have additional employees who will pay them and follow the direction in seeking a well-planned, efficient payroll system. Many companies decide to outsource wage management in other companies. Salary management companies manage most, if not all, payroll-related activities-the companies they work for. It furthermore refers to as the accounting function that carryout wage managing of co-workers in the company. Managing wages of the staff is challenging task. The HR team and ledger work hand in hand to

calculate and pay staff. Therefore, HONEYUNCLE can also be divided into two smaller processes, namely payroll accounting and payroll management. Payroll cite to managing of employees' salaries, salaries, gratuity, lump sum, and debits. Contains employee ID, job name, joining date, regularly turning up record, basic salary, grants, extra work pay, gratuity, compensation, holiday pay, food, and lodging cost etc. deductions such as PF, taxes, loan installments or deductions grasp by an employee.

LITERATURE REVIEW:

HONEYUNCLE covers all the activities involved in remunerating employees of the organization. In their research submission [1.] Kaur, P., & Grover, D. revealed that the payroll system is accessible online and counts, prolongs and accounts workers wages information. Honeyuncle will help to automatically create an organization's payment plan. Approved admins will be able to sign in and out of the web browser. Login check (username, password) is controlled by administrator. The administrator will have complete web-based controls to customize the payment system perfectly. The head of department will be able to confirm new employees, review existing pay, view reports while operators may calculate salaries and can only view reports. [2.] Gupta, B. stated that payroll system plays a vital role in the company's HR work. We live, work, and play in the age of knowledge. Using an effective salary management system can ensure that HR remains at the forefront of its campaign to deliver productive and structured service. The main conclusion of this paper is to realize that the use of a computerized registry network is remarkably effective and manual because it helps to store data with more accuracy in less time. [3.] Aribisala, A., & Olusuyi, K. their research team was able to identify that web-based records management software seemed to be a much better way of writing than standard, paper-based programs. [4.] Mahajan, K., Shukla, S., & Soni, N. stated that computer-based Payroll system is accessible online and color, save and records employee payroll details. This application will help to automatically create a payment plan organization. Most authorized users will know log in and exit web browser. Entry checks (username, password) are controlled by an administrator.   [5.] Rozbehani, R., Maleki, S. E., KazemPour-Dizaji, M., Maleki, S. E., & Javanbakht, A. integrated the relationship between the payment system and performance evaluation is particularly important especially in organizations that describe wages based on employee performance. Currently, most physicians and hospitals prefer a performance-based payment system see it as an inspiring program. They claim that compensation for services provided by the service providers and the improvement of service quality is a key objective of this approach. Other goals including direct and indirect cost control by minimizing errors and overuse of the service. [6.] Gupta, A., Kundu, A., & Das, R. stated that with the development of payroll system, the Human Resource Management System is now able to eliminate duplicate tasks, reduce staff reductions and improve staff interaction. By using various algorithms, we can mimic human behavior and rethink employee knowledge. Artificial Intelligence helps to extract information and speculation, which may remain anonymous for ordinary employees. It has brought this good news to employees and given them the opportunity to tackle digital transformation.

[7.] MOHAMMED, A. M. provided a source to reduce stress-based paper how to manage presence and leave process with computer software and a good product design that meets most user needs. The project was implemented using C # and Microsoft SQL Server programming language and launches with a user-friendly login interface and administrator login. The program was upgraded in the background analyse and review the current manual system in the fact-finding and Terms of Use section the drawing was used to understand the actors of the program. According to [8.] CHAUDHARY, S. the adherent of her specimen have been operational to make the actual documentation of this affirmation

accessible by computer earlier sections of this chapter. As a conclusion, this proposal is based on some propaganda its ideas from such texts. The proposed system uses key lists from the Department of Labour; however, its existence depends on the system itself. [9.] Wirdiansyah, R. D., & Munandar, A. concludes, if the company uses payroll accounting details an efficient and effective system can improve corporate intramural control, because a quality payroll paysheet system is done in line with the rules human-resource structure, good accreditation set-up and staff's strategy and line of action what the firm does. so that there is no dual standard and firm position functions performed by rights and duties performed in their department in order to be aware of healthy company operating practices

RESULT AND DISCOURSE:

The layout of this program is designed to construct and build the latest statistical system to provide feedback to the user. The basic motive of the application is to make it easier for the EMPIRE in the travel system and to make it easier for the employee's ticket coordinator to reconnect the employee's accessibility.

Employee, to simplify the remuneration process performed by the cashier.

A prevailing represenation of the prospective system as below (Figure 1):
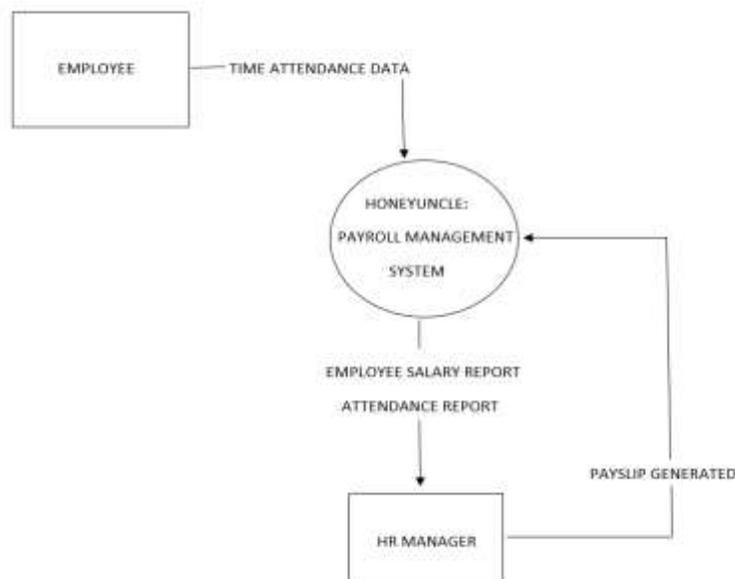
Figure 1

Explanation of Figure 1:

The program acquire subject attendance data of the employee after the employee punch the presence. The program provides Employee with wage slips. Application impart employee pay outline,

employee attendance reports, employee earnings reports. The program accepts employee's salary certificates approved by HR.

The wages statistics system operation is described below:

DESIGNING:

• A software is used for designing the product along with HTML, CSS, and jQuery,

PHP, MySQL.

• We are developing a responsive design of the app that can work on any

platform according to user need.

DEVELOPING:

• Backend code is developed using php.

• Database connectivity is from localhost and the database is SQL Server.

Payroll Processing-

Wage checking is important for an organization because it involves paying employees of the organization and protecting its dignity by ensuring that the organization complies with the rules of employment of government officials. It calculates the salary, allowances, overtime, contributions, and deductions divided into all positions. The remuneration process should be in line with changes in employment status, recent laws, or actions of government officials such as the redistribution of employment contributions to the Employees Provident Fund (EPF) and tax law. However, an organization may face a few challenges in the payment of remuneration such as paying employees fairly on time, meeting obligations between employees and employers and respecting other legal obligations. Worrying, time-consuming and increasingly cost-effective efforts, especially in large corporations with large numbers of employees, are common problems in wage fil. As the need to produce payrolls is timely, accurate and effective, it leads to an increase in the demands of a computerized or automated pay system.

Bibliometric Analysis -

Bibliometric analysis, which includes data analysis and text, is one of the methods of domain analysis. Despite some controversies about the method of bibliometric analysis, its significance is well acknowledged.

This method is proven to be useful in identifying basic patterns of enormous amounts of data from past situations by analyzing, evaluating, and editing historical data. In addition, bibliometric analysis also evolves as a systematic approach that enables the translation and prediction of emerging styles on a particular topic. Among the commonly used conclusions for short-term practice testing are the identification of internationally published papers, research institutes, journals, and research sector. More importantly, the bibliometric method allows for the analysis and identification of prominent authors, frequently quoted works, frequently used keywords, important journals, and institutions that produce multiple works on a particular topic in the area.

Research can make it easier to discuss the future development of information systems research, especially the payment system, and provide information to researchers in this field.

METHODS:

The data for this study are based on the articles that has been indexed in the Google Scholar. Google Scholar was chosen for this analysis because the citations indexed by Google Scholar is more comprehensive, including diverse variety of papers. This allows for a broader perspective to be included, in contrast to the established databases like Science Web and Scopus that focus on indexing journal articles. Despite criticisms on quality of its citations, Google Scholar provides greater chance in positioning Social Science articles in the citation index, with less biased.

All the articles were then saved in a reference management software and all the meta-data of the articles were filled in and checked accordingly. The full paper of the articles has also been obtained to check the credibility of the data. After removing some of the irrelevant and duplicates articles, 170 articles are finally being produced and can be used for further analysis.

The representation of the HONEYUNCLE: PAYROLL MANAGEMENT SYSTEM frontier is explained below:

1. LOGIN PAGE
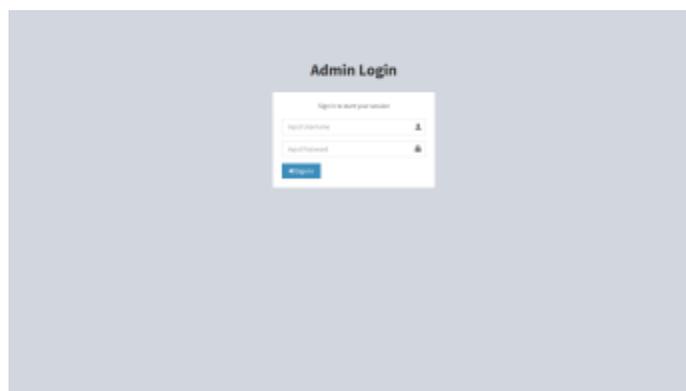
2. DASHBOARD

3. ADD EMPLOYEE

4. PROFILE

FLOWCHART:
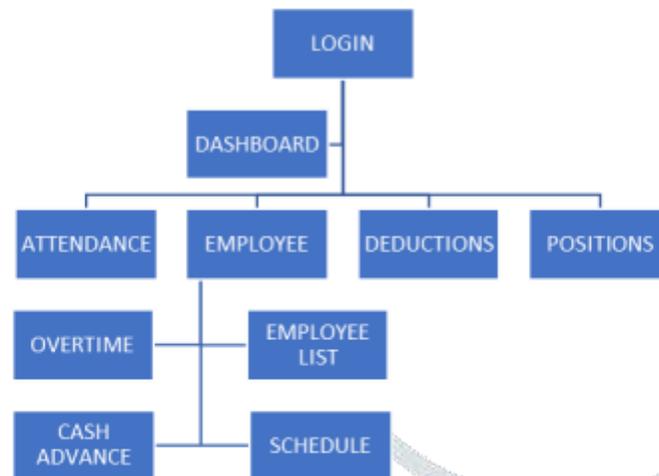
CONCLUSION:

Research has confirmed that the company has a proficient level of interaction between the account and the H.R dept. in the community.

1. In this study, it was found that most employees are satisfied with the Software Used in the firm.

2. To make the software system work more efficiently and effectively, the company should provide Priority with an employee development related software development application to the payment system and thus implement their software much effectively and well-established manner.

3. Employee Awareness will also be considered for some of the methods and methods suggested by staff such as the addition of parameters.

4. Trusting and implementing a standard training program on the use of software for employees in the organization

5. Department of H.R. you should be given additional administrative powers to analyze the effectiveness of the payment system.

6. I hope that the suggestion given in the report may be used in the future for the benefit of employees and the company.

7. The company should do the same research from time to time to know the changing software and to know the latest technology.

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