

“Automated Innovation Analysis & Human Resource Management System”

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Abstract- “Automated Innovation Analysis & Human Resource Management System”, is a formal mechanism, which encourages employees of an organisation to contribute constructive, innovative innovations for improving productivity, efficiency and effectiveness in an organization. This system will elicit various innovations from employees, classify them, and dispatch them to experts for evaluation. After this, the posted innovation might be adopted, in which case the Originator of that innovation (i.e. an employee from the organization) may well be rewarded. With this system all employees are completely aware of recently posted, awarded, screened, evaluated, rejected innovations & view statistics with statistic module. Advance search module helps to search any innovation post & their status with just putting keyword to module. Authenticate the user with username (Employee ID/Employee Email ID) and the password (encrypted password). This system being deployed on the web, the system automatically reduces the mechanical work involved, such as manual transmission of innovations and paperwork, which can impede performance, thus leading to improved efficiency. Through this system we aim to capture the entire innovation life cycle and ease the processing of requests. In IT enterprises, management occupies a central position in the multiple functional managements of the corporate management. The key to rise and fall of IT enterprises is how to find out talents, take in talents, cultivate talents and conserve talents and how to stimulate enthusiasm, innovation and cooperative spirit of employees. This article analyzes characteristics of IT enterprises, and brings the ways to implement the effective management in IT enterprises. In this system we use RFID facility to keep track of employees. We provide the leave management facility using mobile application.

Index Terms- Employee, Human Resource, Innovation, Mobile, RFID.

I. INTRODUCTION

This project is build up for developing online system which encourages employees of organization to get online any time and share their ideas or innovations. This system also helps to improve communication among employees and associates.

- Use of RFID Technology:

RFID stands for Radio Frequency Identification. A typical RFID system consists of a tag, a reader, and some sort of data processing equipment, such as a computer. The reader sends a request for identification information to the tag. The tag responds with the respective information, which the reader then forwards to the data processing device. The tag and reader communicate

with one another over an RF channel. In some systems, the link between the reader and the computer is wireless.

Radio frequency identification (RFID) is an emerging technology and process this can help to keep track of employee details.

This system is also aimed at developing an online leave management system that is of importance to the organization. This system can be used to automate the workflow of leave applications and their approvals. The periodic crediting of leave is also automated. There are features like, cancellation of leave, approval of leave, report generation, email notification etc in this system.

II. LITERATURE REVIEW

A. Automated Innovation Analysis

Existing System is completely manual having mechanical works involving manual transmission of innovations and paper work which can impede performance. System does not let employees keep track on life cycle of innovations posted. Employees being unaware of the status of their post.

Existing system does not have notification facility among employees. As it is manual system it is very tedious job to store, maintain, retrieve and evaluate huge information related to employees & their respective inputs. Employees cannot update their posts any time. Each time for new post one employee has to undergo whole long procedures and formalities. Existing System provide less security and also employee cannot personalize their accounts. Core team & Technical team has difficulties in co-coordinating & maintaining records of pending, evaluated, screened innovations in innovation cycle. The world is facing the next major transition: this will mean opportunity for some and extinction for other.

B. Human Resource Management System

The current Leave management process of the organization is very simple. The main processes involved are, registering the information of any new Employee, Department, and Leave Policy etc in a Register. Employees apply for leave manually by filling a leave application form. The superior employees approve/reject the leave applications of their subordinates by making such a note on the application. The employees enquire in the Human Resource Department about their leave balance. The superior also get information about the employees on leave from Human Resource Department. Administrator can manage Leave. Leave allocation to employee.

III. NEED FOR PROJECT

System lets employees keep track on life cycle of innovations posted. Employees being unaware of the status of their post therefore we provide notification facility among employees. Through this system it is easy to maintain, retrieve and evaluate huge information related to employees & their respective inputs. Employees can update their posts anytime anywhere. This System provides more security and also employee can personalize their account. It is easy for Core team & Technical team members for co-coordinating & maintaining records of pending, evaluated, screened innovations in innovation cycle. This system is concerned with saving, editing, deleting the master information about the employee, department, designation, leave policy and leave allotment per designation.

This management system allows the employees to apply for leave online. The employees can select the leave type they want to apply for. Accordingly they will get the information about the total number of that specific leave types allotted to them and how many leaves they have used, and how many are remaining. Accordingly the employee can decide for number of days leaves he requires and then proceed further. Also the employee can state the reason for applying for leave. The superior employee i.e. the head can view all the leave applications he has received from his subordinates. Also the head can see the leave details about the subordinate employees and accordingly accept/reject the applications. He can also state the reason for approval/rejection of application. In this system the employee can get the reply details of the specific leave application he has applied for. This will contain the information about who accepted/rejected the application, for what reason and when. In this system, the employee can withdraw the leave application which has not been yet sanctioned by the head, without disturbing the head.

IV. CONCEPT

“Automated Innovation Analysis & Human Resource Management System” is build up for developing online system in which encourages employees of organization to get online any time and share their ideas or innovations. This system also helps to improve communication among employees from various areas with help notification module integrated in the system. “Automated Innovation Analysis & Human Resource Management System” is web application which provides multiuser environment. “Automated Innovation Analysis & Human Resource Management System” is client-server architecture which is deployed in LAN (Local Area Network) of organization where multiple clients PCs connected to one server for accessing system.

“Automated Innovation Analysis & Human Resource Management System” provides database which is relevant to store & maintain updated information. Database management helps to work many users at a time.

With this system all employees are completely aware of recently posted, awarded, screened, evaluated, rejected innovations & view statistics with statistic module. Advance search module helps to search any innovation post & their status with just putting keyword to module. Authenticate the user with username (Employee ID) and the password (encrypted password).

In Human Resource management system leave management facility helps employees to apply for leaves and keep track of all their leaves. Also employees can apply and manage their leaves at anytime anywhere using mobile application created for particular system.

V. IMPLEMENTATION

User requirement is the first and foremost important for starting the development of the system software. A system is known as functionally correct if all the user requirements are fulfilled.

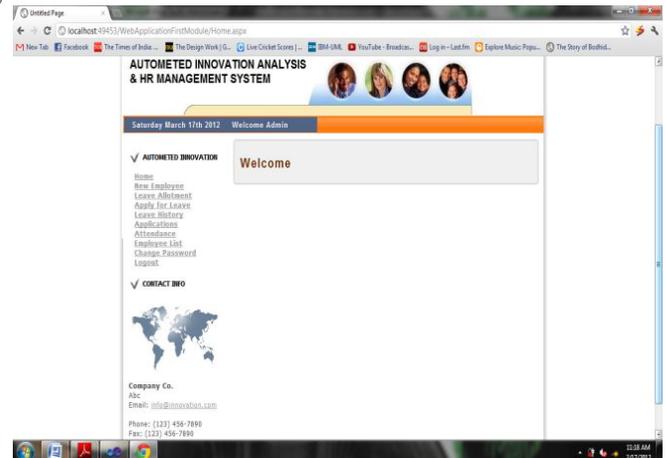
For the “Leave Management system” following are the user requirements:

1) An employee should be able to:

Login to the system through the first page of the application. Change the password after logging into the system. See his/her eligibility details (like how many days of leave he/she is eligible for etc). Query the leave balance. See his/her leave history since the time he/she joined the company.

Apply for leave, specifying the form and to dates, reason for taking leave. See his/her current leave applications and the leave applications that are submitted to him/her for approval or cancellation. Approve/reject the leave applications that are submitted to him/her. Withdraw his/her leave application (which has not been approved yet). Cancel his/her leave (which has been already approved). This will need to be approved by his/her Superior. Get help about the leave system on how to use the different features of the system. The number of days of leave (as per the assumed leave policy) should be automatically credited to everybody and a notification regarding the same be sent to them automatically

A summary report of the leave application details should be generated.



➤ System Requirement and Specification:-

Description of Technology:

Front End: ASP.NET, C#.NET,
Back End: MS-SQL Server 2005

VI. FEATURES

- Give rise to fully automated system for improving productivity, efficiency and effectiveness in an organization.

“Automated Innovation Analysis & Human Resource Management System” allows users to update their information or post any time.

- To provide automated notification employed with mailing so as to improve communication among employees & keep them updated.
- Proper life cycle of innovations is maintained like originator-technical team-core team-acceptance or rejection-awards that’s why there is no confusion & conflicts among employees & teams.
- The proposed system is online so work can be done faster. Employee can apply for leave through internet even if he is at home.
- Since the system is online there is facility for login and password. Only authorized employees can use the system.
- System gives all the detailed leave information about subordinate employee.

VII. CONCLUSION

Project build on “Automated Innovation Analysis & Human Resource Management System” is relevant and very useful to organization wherein it provides platform for employees to share their innovative ideas in different eras like technical, infrastructure, facilities, demands, business etc. Technically database management system becomes useful to manage huge data & maintaining records. Notifications also raise communication between employees which may clear doubts

coordinating them in certain work. This helps organization to improve their productivity, efficiency and efficacy. This system is generally helpful for newly established companies which are on their way to grow and develop. This system also helps to keep information about employees in Human Resource management by using RFID and mobile application facility.

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AUTHORS

Prashik Nagkirti, Sagar Kunjir, Ganesh Rajput, Swapnil Patil are pursuing their Bachelor of Engineering Degree in Information Technology from Marathwada Mitra Mandal’s College of Engineering, Pune, Maharashtra, India. They are implementing project based on this idea.