

# Contemporary Payroll Management System

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## ABSTRACT

The "Payroll Management System" has become one of the most important parts of our business. Payroll is the most important task for every organization to pay their employees their salaries and timeous subscriptions. Usually, it is followed by managing your Human Resources costs, allowances, salary, gross income, deductions, taxes and much more for a specific period of time. Payroll software completes payroll calculations within the time it can take to process them manually. Management and Accounting are two important components of payment. Another great benefit of using paid software when looking at a booking process is being reported, most programs allow weekly, monthly, yearly reports required for the switch. Payroll is a place where we do not want to risk it because it results in certain financial and legal consequences. Payroll is a major problem for every SME. It is compulsory for every business to pay employees according to government rules and regulations. In addition, the project will improve the management of the company and improve the business in the market and maintain the reputation and reputation of the company. Apart from this, the project will be able to simplify the company in managing the entire legal process and employee spending efficiently and effectively through Apache tomcat 8.0, JavaScript, java language and the MYSQL database.

**Keywords:** Payroll management, My SQL, Apache tomcat 8.0, JavaScript, Small and mid-sized enterprises (SMEs)

## 1. INTRODUCTION

Human Resource Management is the most common job of any business with a large staff. Within an organization there are several departments although the approach is different from organization to organization each department has a staff component to manage leadership roles. Each division should perform the necessary tasks such as data collection and preparation, logging, monitoring, and reporting. Most of the existing processes and procedures need to be addressed at this time of changing needs, changing staffing needs and changing technology so the organization needs a payroll system that will manage staff and staff related information, auditing in each department and auditor's letter. the most effective way

The proposed project "Payroll Management System" has been developed to alleviate the problems faced when developing the system. This software is designed to eliminate and, in some cases, reduce the complexity of an

existing system. In addition, the program is designed for the company to seek out its operations in a smooth and efficient manner.

The Payroll application is designed to keep track of the various benefits and reductions that need to be given to employees of the organization. Also, it produces Sheet salaries for employees of this organization that help the accounting department in many ways. Payroll is a Windows application that is used to store employee information of an organization or concern in different locations; this gives details of each activity

Net income for each employee is calculated by these benefits and deductions calculated according to company rules. Individual pay slides are printed as a receipt if the employee wants to print. Payment bills, allowances, deductions, availability and tax information are revised if there is an amendment to the salary structure.

This web application is shortened as much as possible to prevent errors while entering data. It also provides an error message while entering incorrect data. It is easy to use as no structured information is needed to operate the system.

Personnel challenges are facing every organization that has to be overcome by the organization. Every organization has different requirements for human resource management and personnel. So I have a special Personnel Management System and payroll management that complies with the requirements of the Management Organization.

Now if we look at the system from other users' (the end users of the program), that system is also aware. If any employee wants to look at their salary record figures it is very difficult to find it without the help of an automated system.

Therefore, it is obvious to deploy the whole process in an automated way that will help the authority and the user to keep everything simple.

## **2. PROBLEM FORMULATION**

The system, which was a paper-based publication based on salary calculations and other personnel information, kept records of this information and the result analyzed was a weakness that required IT-based solutions. The system was marked by delays and sometimes they could not access the error records. Therefore, management decisions were not taken based on facts. Under such a system, another challenge for management has been the speed of reports concerning large numbers of employees. Indeed the use of an IT-optimization solution was considered.

There is no option to restore or backup all databases with just a click of a button Small and medium enterprises (SMEs) are more affected as they often use low-cost applications even when expanding to business operations. This written method of calculating salary capability and discounting is an impossible task due to its inability to handle large amounts of data without error. There are no bar graphs to show the financial gain or loss of colleges.

Accordingly, the existing system was reviewed and an effective and efficient human resource management system designed to assist managers in implementing their strategic plan to achieve the overall goals, objectives and objectives.

## **3. RESEARCH METHODOLOGY**

Software Development Life Cycle (SDLC) is a framework that describes the activities involved in each software project development program. It starts with the analysis of the program, construction and implementation and then proceed with the preparation and disposal of the program. An algorithm is a step-by-step problem-solving process to obtain a result. Algorithm is very important for program programmers to execute computer programs because it detects the programming process. Algorithm is part of problem solving strategies. After the problem has been raised, we have to analyze the problem first and then the input and output are described later when we start to design an algorithm which is a case study conversion algorithm. The proposed plan provides a Troubleshooting Guide to the Payment Module.

In order to maintain their pay structure and other project-related information, including customer requirements, the final department is very large. "FOXPRO" is a tool that we use at our center to process employee turnover management plans.

The lack of consistency in pay slips maintenance leads to both loss of work as well as money and time with the automation of payroll management system, the manual storage dependency is minimized to a large extent. Present day organizations, especially large companies house employees in large number.

The proposed system is a desktop-based program. The basis of the proposed system is a database, which stores all information pertaining to personnel, grants, deductions, taxes and payments for surpluses. The payment plan will always be organized with paid checks and tax filings. This includes calculating allowances, taxes and other deductions, printing individual slips and deduction discounts.

## A. Proposed Work

We propose to create a web-based system and employee payroll management, which can be integrated with other programs with the help of APIs. The organization will also have the option of adding new features to its system, which were not selected at the start of the installation process without affecting the integrity of the system. The proposed system will be distributed by feature to be integrated and connected via a battery system. This will not only speed up the process, but will also save employees the work of integrating the organization's travel and payroll management system. This not only saves time, but also makes integration more error-prone because automated integration can be employed in many aspects to detect and fix errors during earnings management.

## B. Basic Definitions

Payment: payables are the sum of all the employee's salary records, bonuses and discounts. In accounting, payout refers to the amount paid to employees for the services they provided during a specific period of time.

Salary Consolidation: Salary calculation is calculated on employee wages. The calculation of the remuneration of any employee is done using the following formula:

Net Pay = (Rewards) - (Reduced). Where

Earnings = Basic Pay + Personal Pay + Special Pay + DA + HRA + CCA + Other Permits + Amarrear Arrears + Revenue temporary

Deductions = Home Rental + Group Insurance and Savings Plan + Income Tax + PLI + GPF + Loans and Development + Recovery + Mixed Reduction

## C. Payroll Management

This module is designed to modify the process of administering Income Tax related items such as income tax calculation and managing the organization registration i.e. organization. The administration of tax matters is important because it creates the necessary reduction in income. The result obtained from this will eventually be displayed to the registrar. This will help the paid module to be faster and more reliable. Different payer features such as TDS, PF, etc. They will be accounted for by the program. Employees will have access to their tax-related information such as deductions. The information provided by this module can be accessed by employees using the account created for them, as described in the first module. On the History tab, all employees of the organization can view their travel and payroll records in the past.

## D. Techniques for Finding the Facts

(i) **Data Collection:** The manager has chosen this type of fact-finding strategy because initially we need to know the basic process of payment management. We have therefore asked the accounts section of our concerned organization 'The People's University of Bangladesh' for relevant details that help us to identify the current process of managing payers. We are collecting the necessary documents used to manage this work so we are able to develop a system that completely adheres to the current system as users do not need extra effort to deal with the new digital system

(ii) **Web Application Technologies:** A web application is an application that runs on a web server and is accessible by users over the Internet or through a local intranet. Web applications usually consist of static source files (e.g. images), web components, utility classes and libraries.

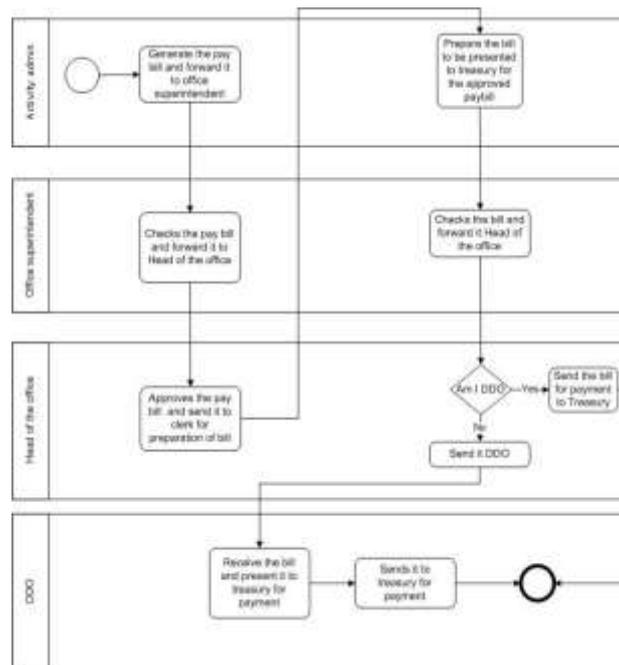
a) **Apache, MySQL:** Apache, MySQL: Apache, MySQL, is a collection of software that is widely used to run dynamic websites. Their popularity arises because they are fundamentally free. These open source

software can be easily downloaded from the Internet, So we prefer this architecture work as our development site.

- b) **Java Scripts:** Programming the functionality of web web pages is not the only area where JavaScript is used. Most desktop and server systems use JavaScript. Node.js is well known. Other databases, such as MongoDB and CouchDB, also use JavaScript as their programming language.

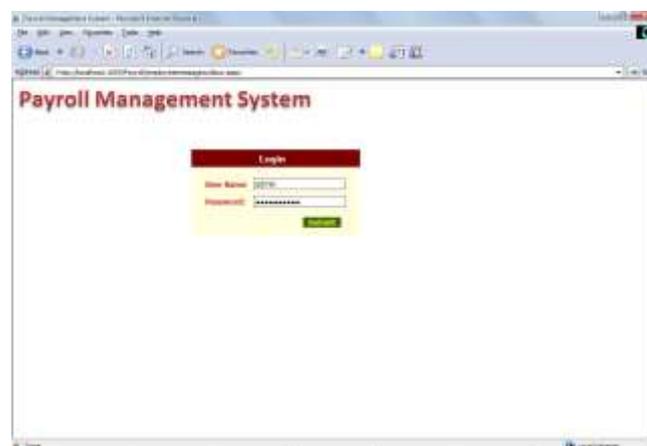
### 4. PROCESS DIAGRAM

The following process chart is useful for understanding the total flow of the Payroll process.

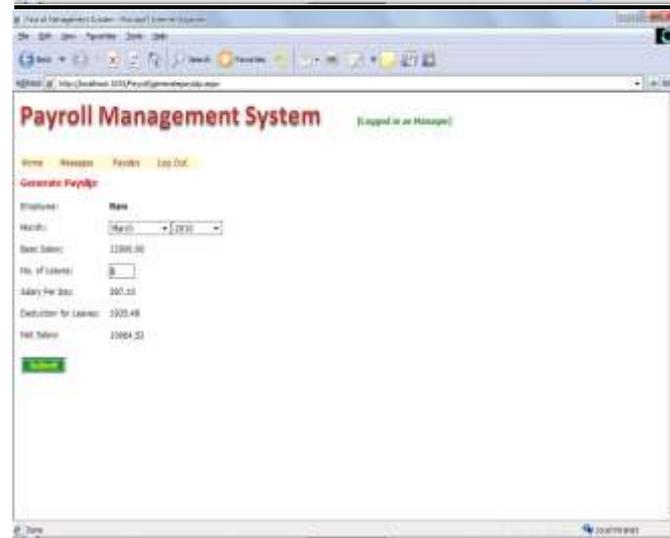
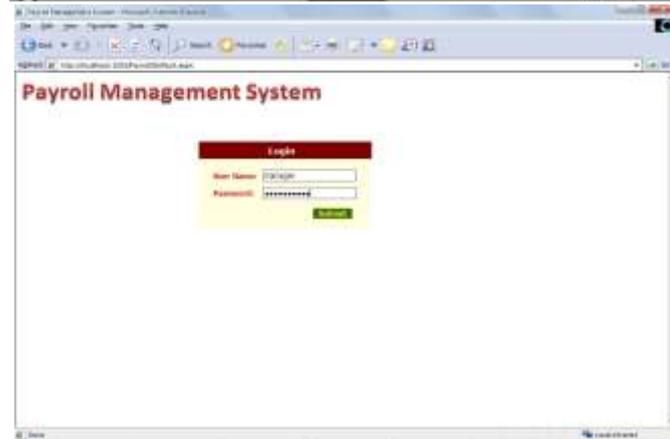
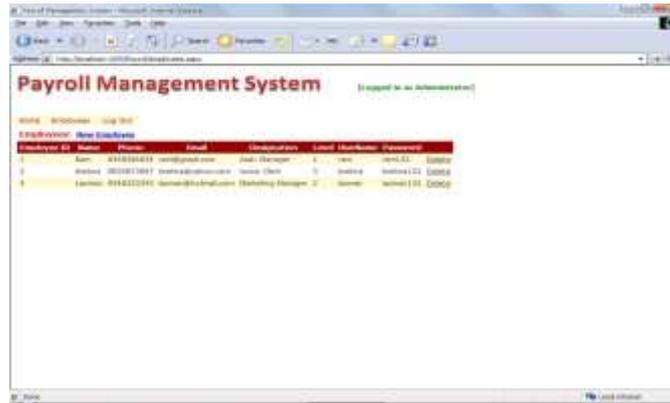


### 5. RESULT

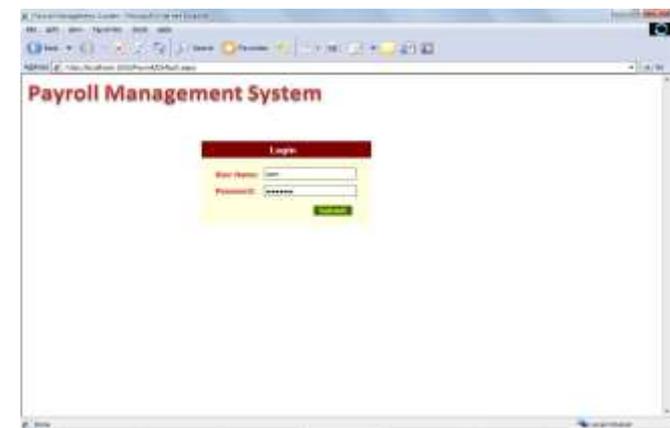
#### (i) Administrator Screens

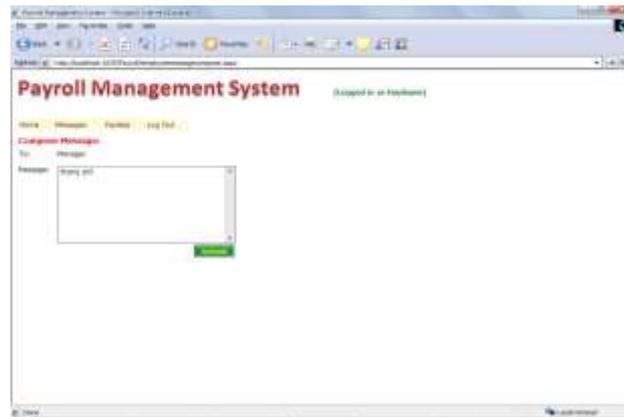


(ii) Manager Screens



(iii) Employee Screens





## 6. SUPPORTING AGREEMENT

- A.** This salary management plan can be supplemented with the budget plan in the future. In the budget every party leader will have administrative support and spend a certain amount of money appropriately at this rate he will manage everything like college spending etc. [4].
- B.** The automated user registration system is complete by itself and ready to be made but changes and growth requirements will become a reality for all software projects so there is a need to update them on time. The same applies to this workers' compensation scheme

## 7. CONCLUSION

Here we build the web-portal of the organization using web technologies. This web site can be used by employees of any organization to easily manage all their leave related activities such as requesting leave and receiving notification of their leave request. It also has a standard way of managing all transactions related to payments and tax deductions. This approach exposes the most sought after needs of the organization's employees. This site is mainly aimed at improving performance. In addition, it will provide flexibility and ease of use for organizational staff. We have also conducted a survey on the current system and will respond to changes to the proposed system. In addition, we hope that this opportunity will continue for other organizations.

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- IOSR Journal of Business and Management (IOSR-JBM) e-ISSN: 2278-487X, p-ISSN: 2319-7668. PP 13- 20, [www.iosrjournals.org](http://www.iosrjournals.org) Case Study on College Payroll System Mrs. Manisha Y Patil, Asst. Professor, Mrs. Anagha V Dudgikar, Asst. Professor Marathwada Mitra Mandal's College of Engineering , Pune.