

DIGITAL PAYROLL SYSTEM FOR EMPLOYEES

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1. ABSTRACT: -

This research had executed the software design and database machine version for Payroll System for Employees. The calculations are based on the person furnished personnel info like simple pay, house rent allowance, mortgage info, etc. Based on those person inputs, the system routinely generates pay slip, pay payments, and all debit and payment score payments schedules. This gadget is developed in the sort of way to in shape for each new and antique pension schemes of the relevant authorities employees of India. The use of Java Server Pages (JSP) language for system development permits easy change of the gadget design. So the system layout may be without delay carried out to every other imperative government organization with slight adjustments. Approach: This have a look at presented the database and software design for PMS. The software program changes the guide operation into a laptop- based system to automate study, offer performance, accuracy, timelessness, security and financial system. Results: After venture an in-depth exam of the existing manual payroll management machine and analyzing its short comings, it has been discovered essential to dispose of its deficiencies and provide a suitable

answer for presently encountered hassle. Conclusion: The proposed system can assist the enterprise to manage correctly the employee pay related facts as private data, earnings statistics, loan data and so forth.

2. INTRODUCTION:-

The Payroll management system encloses entirely the errands convoluted in paying an administration's workers. It typically contains a protection path of hours operated and secure that employees accept the applicable amount of pay. As well as incorporate scheming dues and social security, as also confirming that they are accurately holding on to and prepared. Based on the concern in the query, a full scope of other abstractions may be calculated, withhold, and administered as a piece of payroll management. Also, the clearing of servicer payments may decrease below the parasol of payroll management. The positive errands complex in payroll control generally tend to vary conferring to the required of each unique organization or agency. For pattern, a few agencies have paysan that receive challenge in addition to incomes. In these worries, as well as piece of labour in worker salaries is a part of payroll administration. For some groups, it also involves transfer spared or non-sparded status to employees adding bonuses into

pay checks, calculating overtime payments, and attaching to applicable employment laws.

Supervision payroll-related problem are a part of payroll management also. If an employee is concerned an incorrect quantity or a straight deposit fails to undergo, each matters are payroll management issues. Also, tax filing and assumption mistake are payroll administration substances additionally. The finance data framework can do the programmed finance estimation process where the compensation parts like. It will be a progressively effective system to depend on for the business as it diminishes the hour of the tasks which will fundamentally take additional time physically.

The principal modules of the system:

- Administration
- Employee
- Divisions
- Salary

NEEDS OF PAYROLL SYSTEM:-

Every organization employs personnel - full-timers, part-timers, consultants, freelancers, and contractors - who work for the company in various positions and receive monetary compensation for their services. These employees are said to be on the 'company payroll'. 'Payroll' is the process of payment of salaries or wages to employees for the work done by them. However, the term payroll isn't restricted to salaries. There are other aspects such as withholding taxes, Provident Fund, bonuses, incentives, overtime compensation, consultant fees, etc. All this needs to be calculated for every employee, every month. This calculation process is called the 'payroll system', and it is handled by the payroll department. The Problems of

Mismanagement A payroll system is intricate, and one small mistake can lead to an employee receiving a wrong salary amount, or a delay in paying taxes. Having a consolidated process for the payroll system is of utmost importance because financial blunders can turn out to be costly for a company. What is the solution? Technology has made life very convenient and streamlined. We now have computer systems that can practically run entire company operations, and payroll has not been left behind. A payroll management system is a solution. And it is extremely important for companies.

OBJECTIVE OF PAYROLL SYSTEM:-

The payroll management system is a set of processes that helps you streamline salaries, bonuses, deductions, taxes, and other necessary aspects of the net pay of all the employees in your organization.

There are two primary objectives of the payroll management system in India. One is the macro objective, which is related to sales, strategy, revenue, etc. Another is micro, which is associated with the daily tasks of the business.

The aim behind having a payroll management system is to automate and streamline micro tasks such that the HR team has time to focus on the macro tasks.

You don't have to worry about handling, managing, and creating pays lips, salaries, and deductions of the employees. The tax deductions are also automated or handled by the outsourcing team. You only have to focus on major tasks such as the efficiency of sales, revenue, strategy, etc.

3.LITERATURE SURVEY :-

3.1 Overview

The payroll system is a desktop based system, which is developed in C#.net as frontend and SQL server 2014 as backend. The base of the planned system is a database, which stores all information pertinent to allowances, deductions, taxes, and net pay. Features of the planned system are: Importing attendance from the Biometric machine, Sending details regarding salary and attendance before finalizing salary, Faculty Management, Overtime Calculation, etc.

The software for payroll management system service on the cloud is provided as a solution in this paper. Multiple user data access is provided by the system. As automatic or computerized calculations are done errors are reduced, and more efficient as less time is required, Costs related to accounting software include coaching and program maintenance, Expenses can add up fast with costs for printers, paper, ink, and other supplies. The system proposed aims to explain in simple terms what payroll involves and demystifies the process of payroll. Moreover, it is a powerful tool to streamline data access for multiple users. As per rights allocated from adding new employees to generate pay slips with clear step-by-step instructions, each user walks through these entire payroll processes. Furthermore, the system is flexible to implement changes in pay scales[1].

3.2 Existing System

In earlier days salary calculation is done manually, it takes so much time to compose the salary of all employees. It also takes a very long time to make salary slips ready. Due to the manual process sometimes it takes a very long time, which in turn, delays the salary distribution. This is a big problem to manage when salary is not generated in time. The other main problem is errors, even with a double cross-check here or

there some errors will happen, and this again creates a large problem[1,5].

3.3 Need for Proposed System:-

The proposed software will solve all the problems people are facing now. This software is designed in such way that it will generate the salary automatically every month in time. So there not much worries. This software also equipped with to enter the attendance of each employee in the organization, it help them to track each employee attendance, based on this we can generate the salary. The software built to generate individual pay lip and summary of the payroll. It also has option to generate the report for Provident Fund and. So they can take the print out of Provident Fund and ESI to submit to the department[8].

4.RESEARCH METHODOLOGY:-

The programming development Life Cycle (SDLC) is a structure that portrays the undertaking performed at each stage a product buildout project. It begins with the framework audit, plan and execution and go on through the support and portion of the framework. The system provides proper security and reduces of manual work. These systems minimize manual data entry. It helps them to track each employee's attendance, and based on this we can generate the salary. So they can take the printout of the provident fund to submit to the department.

4. DESIGN:-

4.1 Overview

Payroll Management System is an important activity in any organization. Payroll software has been specially designed for automating the payroll system. The Payroll Management System deals with the financial aspects of an employee's

salary, allowances, deductions, gross pay, net pay, etc. The outstanding benefit of Payroll Main aim of developing an Employee Payroll and Attendance Management System is to provide an easy way not only to automate all functionalities involved. Biometrics identification systems are becoming common nowadays, but getting there was not an easy task. Aside from offering a competitive price for all its fingerprint. The payroll system automates your company payroll, with keeping records of your employees and their financial activities.

4.2 SYSTEM FLOW DIAGRAM

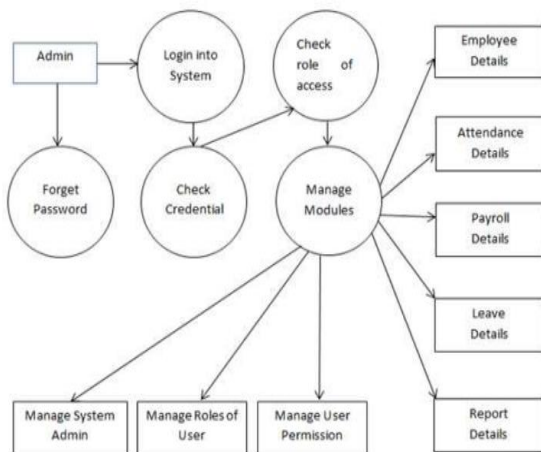


Fig.-4.1 Flow diagram of payroll

4.3 DESIGN PHASE

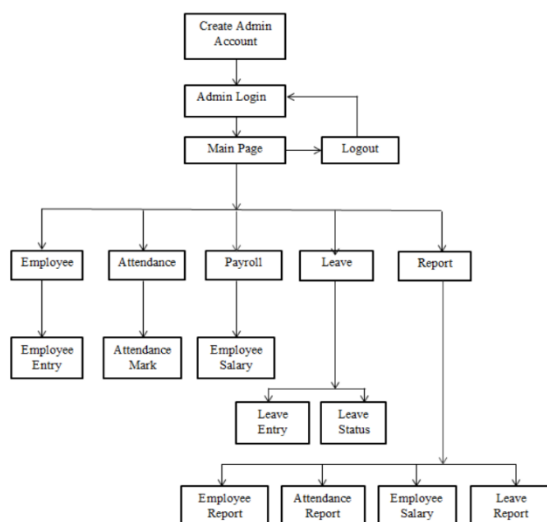


Fig- 4.2 Data flow diagram of Payroll

4.4 SOFTWARE DESIGN SPECIFICATION DIAGRAMS

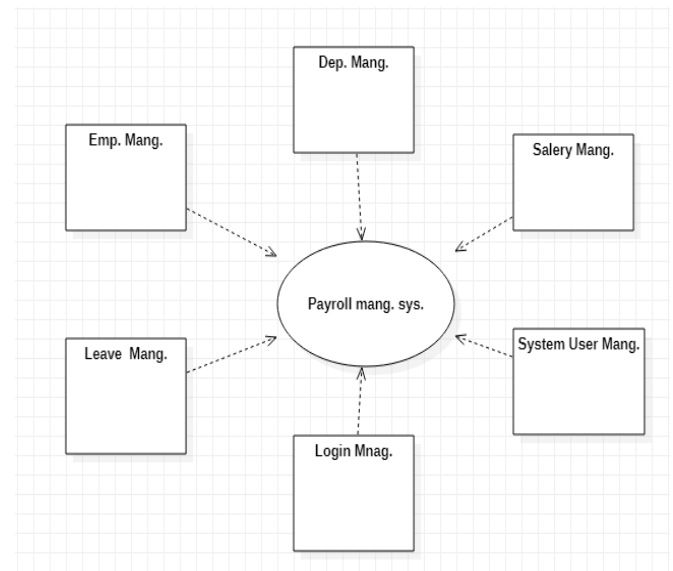


Fig- 4.3 DFD diagram of payroll

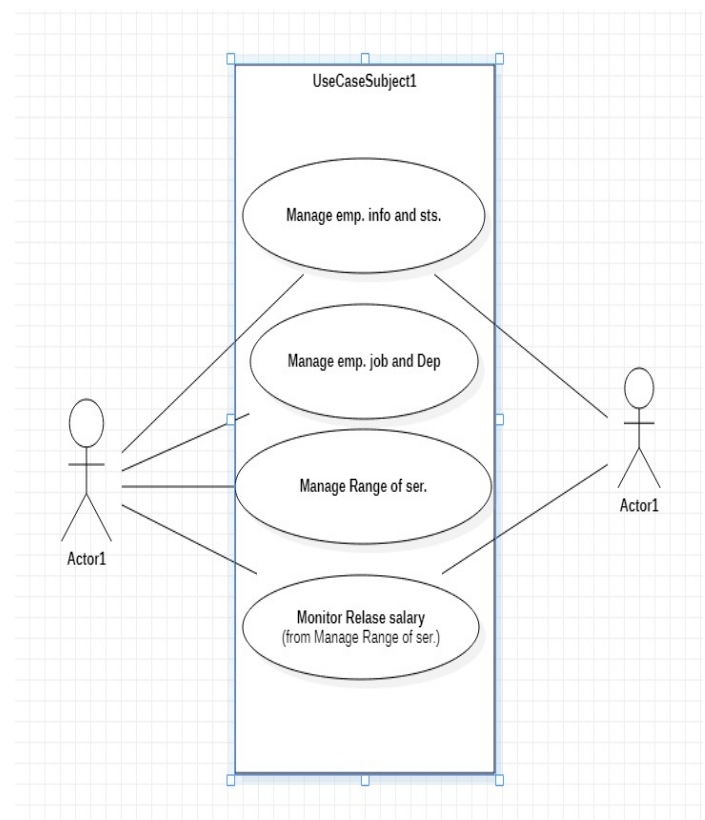


Fig-4.4 Use Case diagram of Payroll

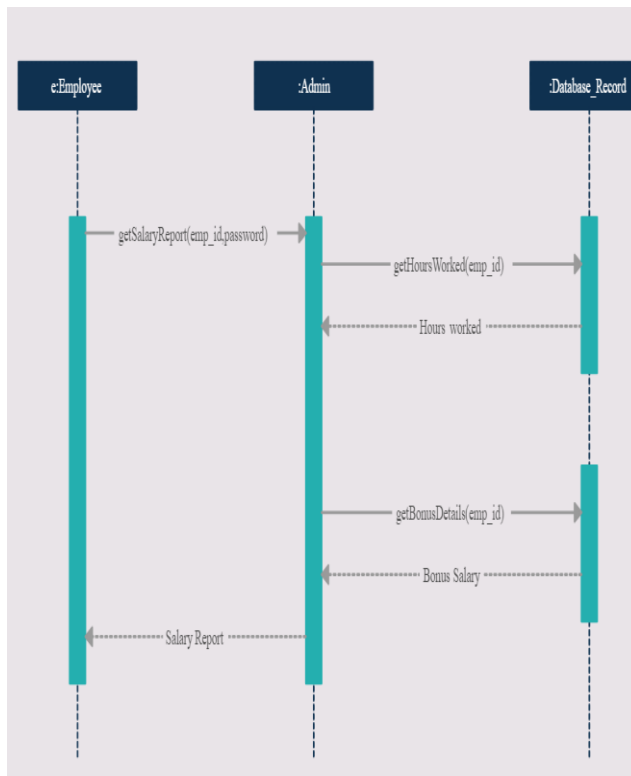


Fig- 4.5 Sequence Diagram of Payroll

A) SAMPLING TECHNIQUE: -

The following stage in research study in the wake of gathering information is the testing system. Whenever a choice is made to utilize the example, various variables should be thought about. The target population on this take a look at become the ground personnel of Lexiko Infra Systems belonging to an extraordinary branch. The sampling technique needed to be decided on. There are two styles of sampling techniques:-

- i) Probability sampling
- ii) Non-probability sampling

B) DATA COLLECTION APPROACH:-

There are multiple approaches to collecting suitable information. While making a choice about the technique for information assortment to be utilized for the review, the analyst ought to remember, that there are two types of data.

1. Primary data

2. Secondary data

- **Primary data:-** Are those which might be gathered fresh and for the first time and as a consequence take place to be unique in individual. Primary records can be accumulated either via experiment or via survey.
- **Secondary data:-** These are the ones which are accrued from the posted article, books, magazine, and so on. Primary statistics can be collected either via test or survey.

C) STATISTICAL TECHNIQUE:-

This stage comprises of the information examination of the information gathered in view of the separated basic arbitrary probabilistic inspecting procedure. The information gathered was broken down utilizing the rate investigation which includes the number of reactions of every class is summed up to rate configuration and a bar graph used to fundamentally examine the information and further information understanding was finished.

D) The aim of our project is : -

- This is a set of approaches that enables you streamline salaries, bonuses, deductions, taxes, and other important aspects of the internet pay of all of the employees in your business enterprise.
- To upward thrust the protection and protection of facts as each supervisor has its very own login place.
- To get authenticated data through restraints executed on Oracle tables.
- The purpose at the back of having a payroll management system is to automate and streamline micro responsibilities such that the HR team has time to awareness at the macro duties.
- It generates the report on the Payments, Salary, Employee.
- Manage the information of Appraisals.

- Integration of all records of payroll.

E) Functionalities: -

- Calculation of the salaries because of every employee, conferring to their reduced in size charge foundation.
- Calculation of bonuses or conclusions in step with the specific paintings accomplished by means of the worker via the duration.
- Calculation and assumption of taxes, social protection and other pay- associated necessities.
- Assumption of the pension contributions.
- Deduction of unpaid quantities
- Union dues, saving schemes, etc.
- Administration of excursion pay and another right.
- Management of ill-pay and different funding bills.
- Maintaining records of all pay- associated amounts.

Generation of payment instructions –
e.g. For bank transfers or requisition of coins.

5.RESULT & CONCLUSION

5.1 Result Analysis:-

The primary mission of the PMS is to ensure that all employees are paid accurately and timely with correct with holdings and deduction and that the holdings and deductions are remitted in a timely manner. Application is reduced as much as possible to avoid errors while entering the data. This is design to assist in strategic planning will help you ensure that your organization is equipped with the right level of information and details for your future goals. The system provides proper security and reduces of manual work.it deals with the financial aspects of employee's salary, allowances, deductions and gross pay, net pay etc. To keep details of salary paid to employee. It provides an easy way not only to automate all functionalities involved. Biometrics

identification systems are becoming common nowadays, but to get there was not an easy task. It provides rapidly process computation and generate enquiry of employee on demand. It helps to keep details of salary paid to employee and to print report of salary paid to employee.

5.2 Conclusion:

Conclusion of “Payroll Management System” software developed for a company has been designed to achieve maximum efficiency and reduce the time taken to handle the Payroll activity. It is designed to replace an existing manual record system there by reducing time taken for calculations and storing data. The system uses C#.Net as front end and MS SQL Server as a backend for the database. The system is strong enough to withstand regressive daily operations under conditions where the database is maintained and cleared over a certain time of span. The implementation of the system in the organization will considerably reduce data entry, time and also provide readily calculated reports.

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