Payroll Management System : A Review

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ABSTRACT

The payroll application maintains details of various allowances and deductions that need to be given to the organization's employees. Also, it generates the salary Sheet of the employees of the organization that assists the accounts department in many ways. Payroll is a window application used to maintain the organization's employee details or concerns in different places; this provides each employee details with unique information. Admin plays the leading role to support the activities of the employees, client part takes lesser actions, and this system is a user-friendly that will automate the day to day activities of the employees who are working in the concern. An application for completely automating the different activities of the various departments or sections of the employees is processed. Payroll provides database activities. Every employee record maintains in the database, so all the data are retrieved easily and faster. From the means of administrator point of view, the admin person has the full rights to make decisions like all the users and create the statuses, pictures, and modifications.

Keyword : - *PMS, Design of PMS, Objective of PMS, and Need for proposed system PMS.*

1. INTRODUCTION:-

The PMS is based on the salary activity for each company staff depending on their attendance. The first activity is based on saving the employees details where each employee will be given a unique Employee ID. The Admin only has the authority to enter the number of leaves available for leave type and for each employee.Whenever an employee wishes to take a leave, he is supposed to enter his employee Id. As soon as this is done, he has to select the leave type like casual leave, providential leave etc. Depending on the leave type the number of leaves available will be shown. The employee is supposed to enter the no of leaves he needed and it will be saved in the database. In the meanwhile, the no of leaves available will be deducted depending on the no of days he wished to take a leave. Now based on the no of days an employee attended, salary will be calculated and a separate salary slip will be provided for reference.Admin has the authority to add employee details. And he also has the right to edit or delete employee information to/from the list. Admin provides a unique username and password for each employee through which he can login and apply for leave. All the information's are being saved in the database.

1.1 Definition

1.2 Payroll Management System is the system, by which employers can pay to the employees for the work they have completed. Although payroll seems like a mundane task, it involves many aspects including the withholding of taxes from each pay check and making sure accurate funds are paid to the correct government agency.

A payroll system calculates the amount you owe your employees based on factors such as the time they worked, their hourly wages or salaries, and whether they took vacation or holiday time during the pay period. The system adjusts gross pay by calculating and subtracting taxes and other withholding amounts.

Payroll Management System is an integrated accounting system which takes care of salary related needs. It incorporates powerful features for maintenance of data related to general accounting, attendance, salary generation, increment, promotion, income tax and other facilities.

Payroll Management System is specially design to manage overall salary related accounting and reduce overhead transaction. It is easy to access and useful for the businesses for the analysing employee's attendance and performance for increment and promotion[1,2].

1.2 Objective

The basic objectives behind developing this project "Payroll Management System" is as follows:-

1. The main objective of the Project on Payroll Management System is to manage the details of Payroll, Employee, Salary, Appraisals, and Working Points.

2. The purpose of the project is to build an application program to reduce the manual Work for Managing the Payroll, Employee, Payments, Salary.

3. It tracks all the details about the Salary, Appraisals, and Working Points.

4. The propose system intended to provide a user-friendly system that will compute accurately the salary of the local government employees.

5. To provide a payroll system that will rapidly process computation.

6. To generate enquiry of employee on demand.

7. To keep details of salary paid to employee.

8. To print report of salary paid to employee.

2. LITERATURE SURVEY & REVIEW

2.1 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 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, more efficient as less time is required, Cost related with accounting software include coaching and program maintenance, Expenses can add up fast with costs for printers, paper, ink and other supplies. The system proposed is the aims to explain in simple terms what payroll involves and demystifies the process of payroll. Moreover, it is a powerful tool to streamline the data access for multiple users. As per rights allocated from adding new employee to generate pay slips with clear step by step instructions each user walks through these entire payroll process. Furthermore, the system is flexible to implement changes in pay scales[1].

2.2 Existing System

In earlier days salary calculation is done manually, it takes so much time to compose salary of all employees. It also takes very long time to make salary slip ready. Due to manual process some time it takes very long time, in tum it 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 double cross check here or there some errors will happen, this again create large problem[1,5].

2.3 Need for Proposed System

The proposed software will solve all the problems people are facing now. This software is designed 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].

3.METHODOLOGY

The system provides proper security and reduces of the manual work. These systems minimize the manual data entry. It help them to track each employee attendance, based on this we can generate the salary. So they can take the printout of 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 payroll system. The Payroll Management System deals with the financial aspects of employee's salary, allowances, deductions and gross pay, net pay etc. The outstanding benefit of Payroll Main aim of developing 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 to get there was not an easy task. Aside from offering competitive price for all its fingerprint. Payroll system automates your company payroll, with keeping record of your employees and their financial activities.
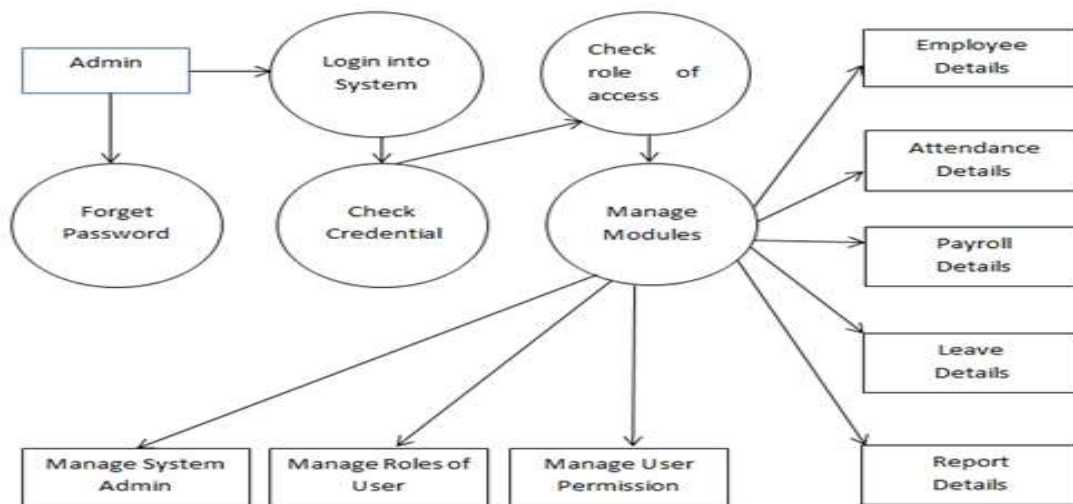
4.2 System Flow Diagram

Fig 4.2: System Flow Diagram[]

4.3 Design Phase

The design involves the production of technical and visual prototypes. This stage has some non-technical aspects such as gathering of content. For the server side programming and other technical aspects of the design emphasis will be laid on such design concepts and principles as effective modularity (high cohesion and low coupling), information hiding and stepwise elaboration. The goal is to make the system easier to adapt, enhance, test and use.
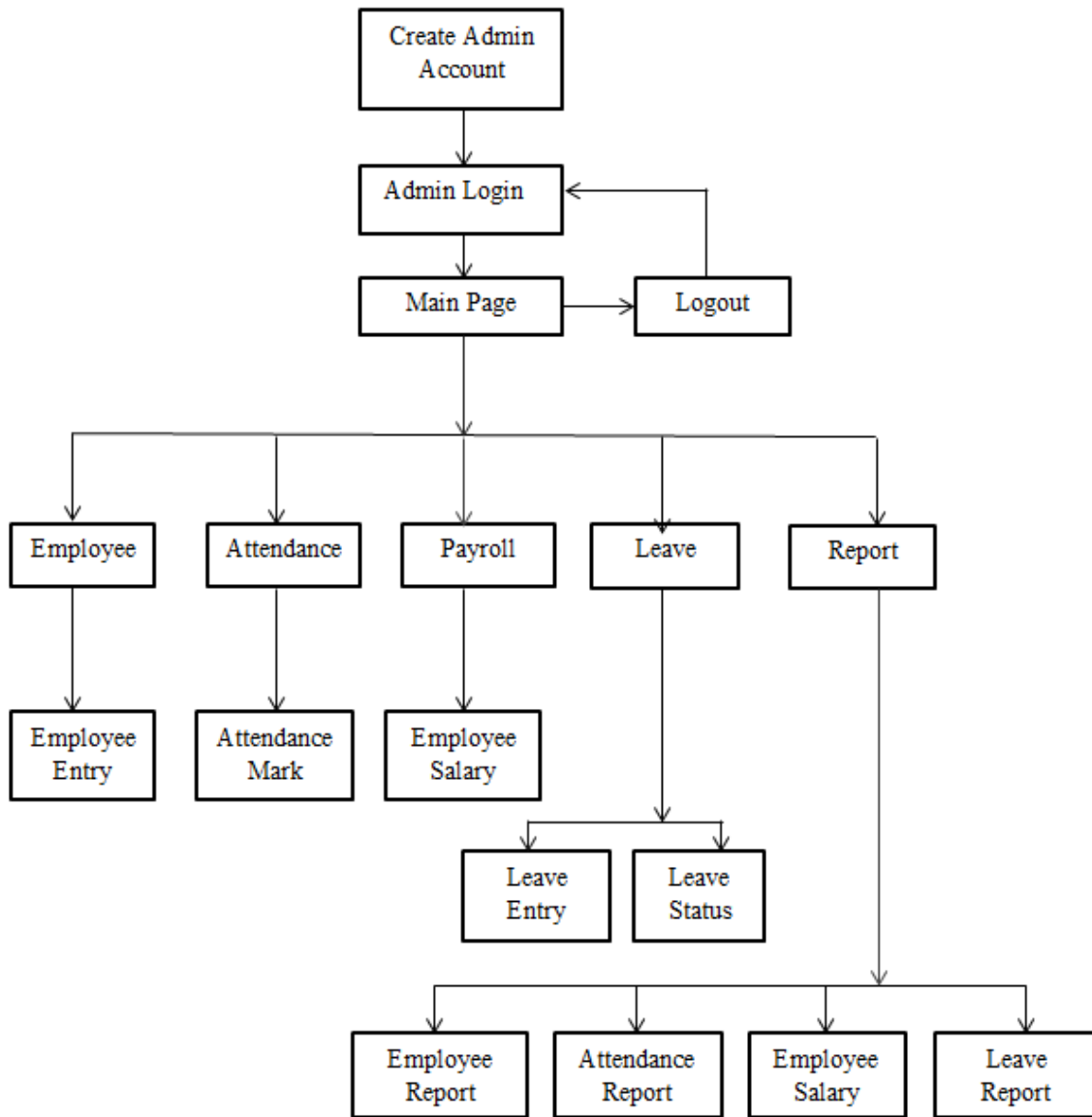

Fig 4.3: Data Flow Diagram

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 the 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.

6.ACKNOWLEDGEMENT

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