



**PANORAMIC**  
Infotech

# HRMS

**Human Resource  
Management System**





# Human Resource Management System

Human resource management is more complex and involved today than it has ever been. There is a lot that goes into managing employee information. Many businesses today utilise the HRMS as a collection of systems and processes that combine human resource management with information technology via HR software. A human resource management system (HRMS) can be used for candidate recruitment, payroll management, leave permission, succession planning, attendance monitoring, performance reviews, and general employee information management.





# The importance of human resource managers in organisations

The HR management system bridges the gap between employee performance & the strategic goals of the organisation.

- ◆ Management of strategy
- ◆ Analyze the advantages
- ◆ Development and training
- ◆ Interaction among employees
- ◆ Conflict resolution
- ◆ Creating a positive work environment
- ◆ Compliance
- ◆ Better, more in-depth insights





# The Advantages of a Human Resource Management System

Human resource management reduces the overall life-cycle for recruitment, onboarding and appraisals.

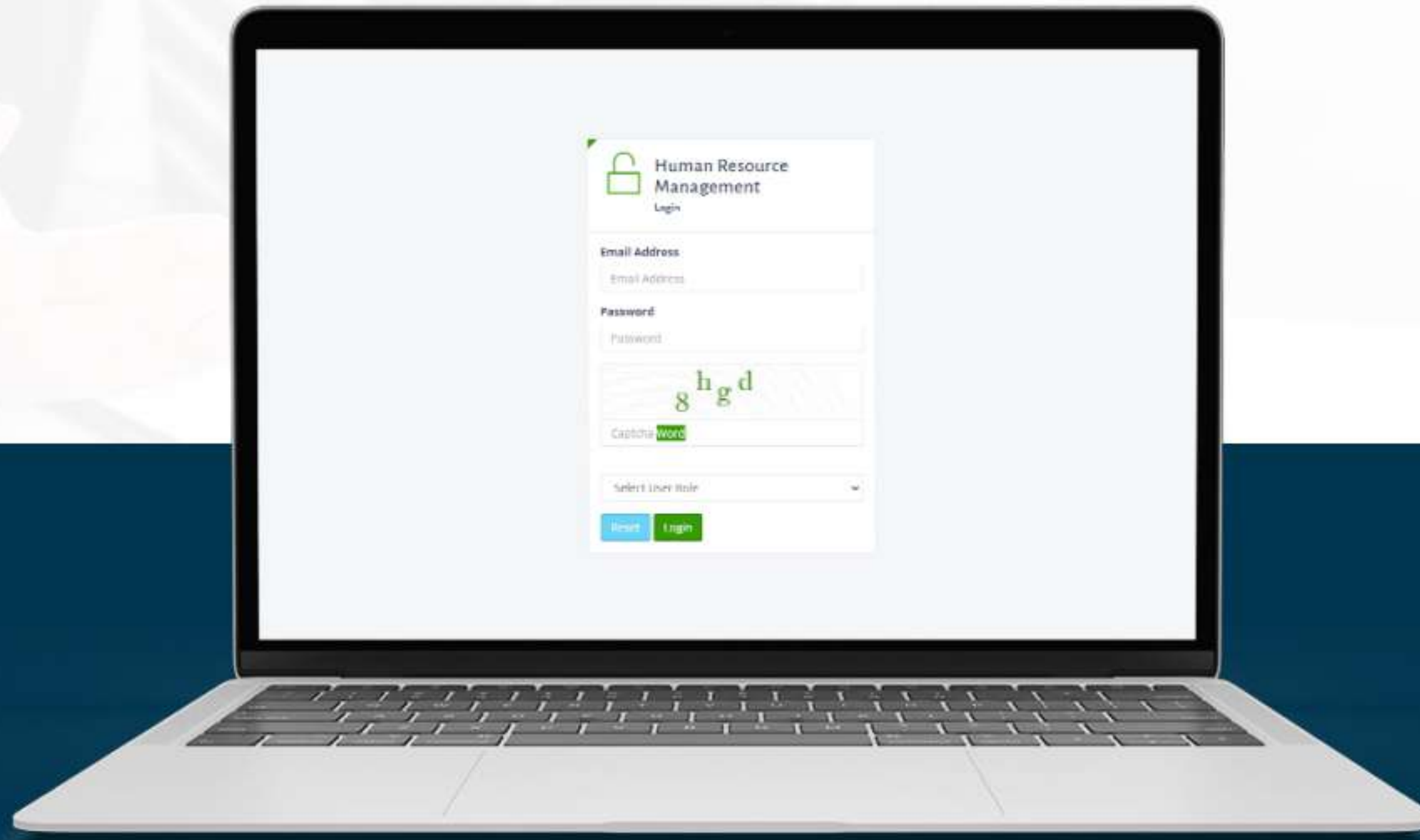
**HRMS is required by a company to:**

- ◆ Recruitment and Training
- ◆ Performance Management Strategy
- ◆ Building Relationships
- ◆ Conflict Management
- ◆ Improving Employee Turnover
- ◆ Enhance Organization Effectiveness



# The Login Screen of HRMS

Log in to the system using the password assigned as per the user role.





# HRMS Roles / Permission

HRMS includes 7 different types of user roles & permission. The roles are as following:

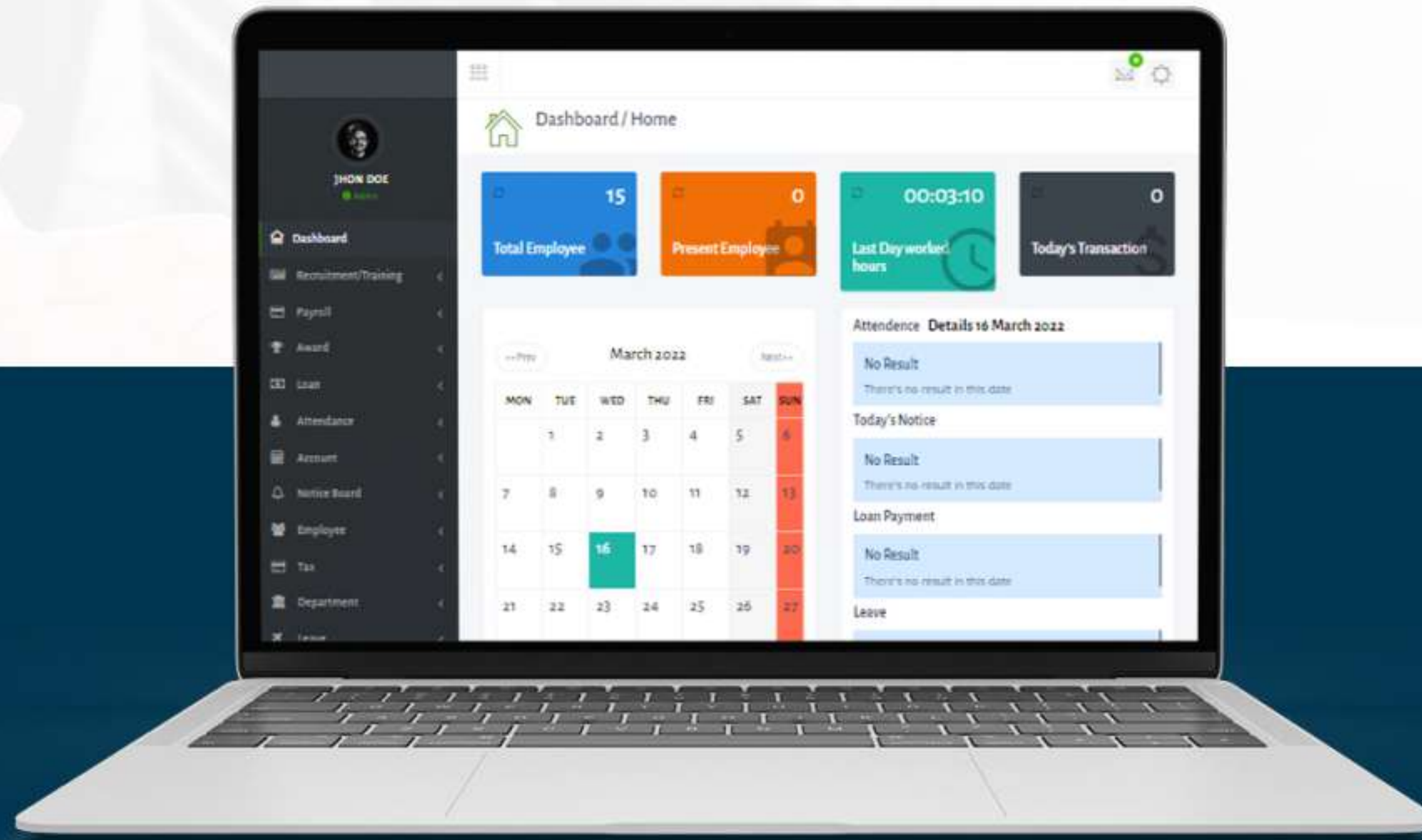
Module/Roles	Super Admin	HR	Accountant	Manager	Executive	Recruiter	Employee
Dashboard	✓	✓	✓	✓	✓	✓	✓
Recruitment	✓	✓				✓	
Payroll	✓	✓	✓				
Award	✓	✓					
Loan	✓						
Attendance	✓	✓	✓	✓			✓
Account	✓		✓				
Notice Board	✓	✓			✓		✓
Employee	✓	✓		✓			✓
Tax	✓		✓				
Department	✓						
Leave	✓	✓		✓			✓
User	✓						
Module	✓						
Language	✓						
Backup and Restore	✓						
Application Setting	✓						
Message	✓	✓	✓	✓	✓	✓	✓
Policy	✓	✓	✓	✓	✓	✓	✓

\*Super Admin can customize the module as per company's requirements.

# Super Admin Panel

## Dashboard

The HRMS super admin's dashboard displays a visualisation of all user role data, such as the total number of employees, present employees, working hours, and current-day transactions. The dashboard also has a quick method to view attendance, the current day's invoice, loan payments, leave data and the calendar.





# Recruitment

This module changes the hiring stages to accommodate your employment process. Recruit management has authority to view the candidates' information such as add or manage, shortlisted candidates, interviews list, candidate selection & training.

The image displays three screenshots of a recruitment management system interface, illustrating various stages of the hiring process.

**Top-Left Screenshot: Circularprocess / Candidate**  
This view shows a list of training types. The table includes columns for S/N, Name, Training Type, and Action.

S/N	Name	Training Type	Action
1		Online Training	[Green Check] [Red X] [Plus]
2		Workshop	[Green Check] [Red X] [Plus]
3		Workshop	[Green Check] [Red X] [Plus]
4		Workshop	[Green Check] [Red X] [Plus]
5		Workshop	[Green Check] [Red X] [Plus]
6		Workshop	[Green Check] [Red X] [Plus]

**Top-Right Screenshot: Circularprocess / Candidate Select**  
This view shows a list of candidate interview results. The table includes columns for S/N, Name, Candidate ID, Job Position, Interview Date, Viva Marks, Written Test Marks, MCQ Total Marks, Total Marks, and Selection.

S/N	Name	Candidate ID	Job Position	Interview Date	Viva Marks	Written Test Marks	MCQ Total Marks	Total Marks	Selection
1	Amala Prasad	1547252423885	Programmer	2017-08-20	80	70	70	220	OK
2	Natali Al	150430171880	Senior Executive	2017-08-16	90	80	80	250	OK
3	John Sebastian	150547090000	Senior Executive	2017-08-16	90	80	80	250	OK
4	Jana Mada	150546171040	Senior Executive	2017-08-21	70	70	80	220	OK
5	Harshy Dhal	150430218880	Senior Executive	2017-08-20	90	80	70	240	OK
6	Yusuf Ali	150530303000	Senior Executive	2017-08-19	70	70	70	210	OK

**Bottom-Center Screenshot: Circularprocess / Candidate**  
This view shows a list of candidate details. The table includes columns for S/N, Name, Candidate ID, Email Address, Phone, Picture, and Action.

S/N	Name	Candidate ID	Email Address	Phone	Picture	Action
1	Amala Prasad	1547252423885	amala@redhat.com	50000000	[Profile Picture]	[Green Check] [Red X] [Plus]
2	John Sebastian	150547090000	john@redhat.com	70000000	[Profile Picture]	[Green Check] [Red X] [Plus]
3	Harshy Dhal	150430218880	harshy@redhat.com	80000000	[Profile Picture]	[Green Check] [Red X] [Plus]
4	Natali Al	150430171880	natali@redhat.com	90000000	[Profile Picture]	[Green Check] [Red X] [Plus]
5	Jana Mada	150546171040	jana@redhat.com	60000000	[Profile Picture]	[Green Check] [Red X] [Plus]
6	Harshy Dhal	150430218880	harshy@redhat.com	70000000	[Profile Picture]	[Green Check] [Red X] [Plus]
7	Yusuf Ali	150530303000	yusuf@redhat.com	20000000	[Profile Picture]	[Green Check] [Red X] [Plus]



# Payroll

Payroll management is the functionality by which an accountant, HR & super admin can manage the salaries of the employees. The salary structure includes salary, allowances, deductions and net amount payable to the employees. It also deals with the generation of payslips.

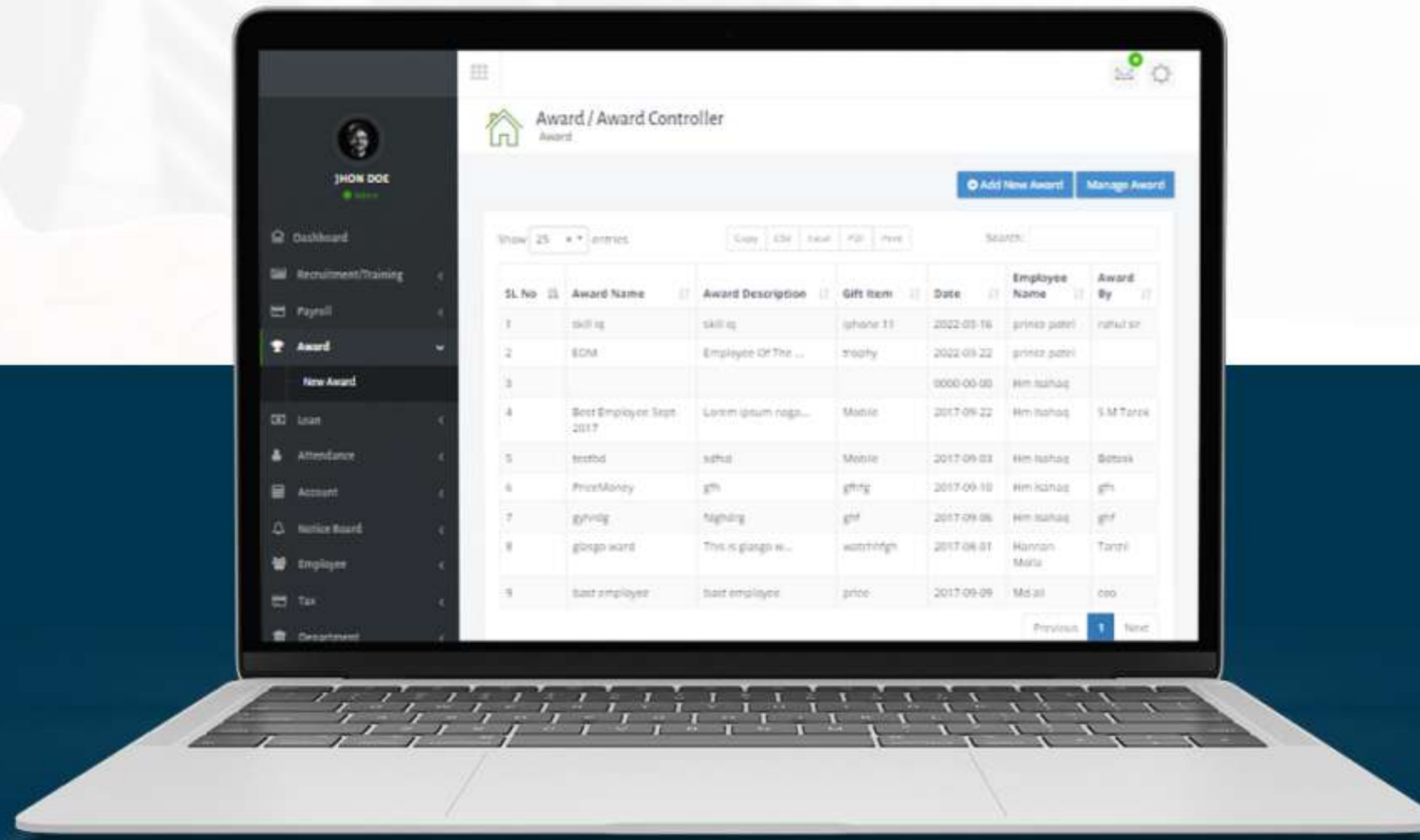
The image displays three overlapping screenshots of a payroll management software interface. The interface is titled 'Payroll / Payroll' and includes a sidebar with navigation options like 'Dashboard', 'Payroll', 'Add New Salary', 'Manage Salary Structure', 'Add', 'View', 'Print', 'Export', 'Import', 'Refresh', 'Logout', and 'Settings'. The main content area shows a table of employees with columns for 'Sl. No.', 'Employee Name', 'Employee ID', 'Name', 'Generate Date', 'Start Date', 'End Date', and 'Generate By'. The bottom screenshot shows a table of deductions with columns for 'Sl. No.', 'Salary Name', 'Salary Type', and 'Deduction Amount'.

Sl. No.	Employee Name	Employee ID	Name	Generate Date	Start Date	End Date	Generate By
1	Dina Meera	447638	in	2022-05-12	2022-05-01	2022-05-14	Shan-Shan
2			in	2022-05-12	2022-05-01	2022-05-24	Shan-Shan
3			in	2022-05-12	2022-05-21	2022-05-24	Shan-Shan
4	Muhammad Rafiqul	4324	in	2022-04-12	2022-04-01	2022-04-24	Shan-Shan
5			in	2022-04-12	2022-04-01	2022-04-24	Shan-Shan
6			in	2022-04-12	2022-04-01	2022-04-24	Shan-Shan
7	Muhammad Rafiqul	4324	in	2022-04-12	2022-04-01	2022-04-24	Shan-Shan
8			in	2022-04-12	2022-04-01	2022-04-24	Shan-Shan
9	Muhammad Rafiqul	4324	in	2022-04-12	2022-04-01	2022-04-24	Shan-Shan
10			in	2022-04-12	2022-04-01	2022-04-24	Shan-Shan
11			in	2022-04-12	2022-04-01	2022-04-24	Shan-Shan
12			in	2022-04-12	2022-04-01	2022-04-24	Shan-Shan
13			in	2022-04-12	2022-04-01	2022-04-24	Shan-Shan
14			in	2022-04-12	2022-04-01	2022-04-24	Shan-Shan
15			in	2022-04-12	2022-04-01	2022-04-24	Shan-Shan
16			in	2022-04-12	2022-04-01	2022-04-24	Shan-Shan
17			in	2022-04-12	2022-04-01	2022-04-24	Shan-Shan
18			in	2022-04-12	2022-04-01	2022-04-24	Shan-Shan

Sl. No.	Salary Name	Salary Type	Deduction Amount
1	WPI	Deduction	1000
2	House Rent	ADD	1000
3	House Rent	ADD	50
4	Home	Deduction	1000
5	Provision Fund	Deduction	200
6	Loan	Deduction	1000
7	Medical	ADD	10000
8	Bank	ADD	10

# Award

Award management allows shortlisting the name of employees to whom the organisation wants to give awards. The HR & super admin has the authority to manage the award list.





# Loan / Advance

This module enables the administrator to enter and manage new loan details, instalments and a report for the same.

The image displays three screenshots of the 'Loan / Advance' module interface. The top-left screenshot shows a list of employees with columns for Name, Employee ID, Amount, Interest Percentage, Instalment Period, Repayment Total, Approve Date, and Repayment From. The top-right screenshot shows a detailed view of a loan with columns for No., Name, Employee ID, Loan No., Instalment Amount, Payment Date, Receiver, Instal No., and Notes. The bottom screenshot shows a similar list of loans with columns for No., Name, Employee ID, Amount, Interest Percentage, Instalment Period, Repayment Total, Approve Date, and Repayment From.

No.	Name	Employee ID	Amount	Interest Percentage	Instalment Period	Repayment Total	Approve Date	Repayment From
1	Md Ali	20756	6000	2%	6Month	6000	2017-09-16	2017-09-16
2	yusuf gani	22232	1000	2%	6M	1000	2017-09-16	2017-09-16
3	Md Ali	20756	6000	1%	24	12000.00	2017-09-16	2017-09-16
4	James Subanand	01575	2000	2%	4	2175.00	2017-09-16	2017-09-16
5	Md Ali	20756	6000	1%	36	23633.00	2017-09-16	2017-09-16
6	Md Ali Loan	17987	18000	4%	7	18267.00	2017-09-27	2017-10-18
7	Shahidul Subhan	424	2000	1%	24	2000.00	2017-09-16	2017-09-16
8	James Subanand	01575	2000	1%	4	2000.00	2017-09-16	2017-09-16
9	Yusuf Gani	22232	1000	1%	6	1000.00	2017-09-16	2017-09-16
10	Md Ali Loan	17987	18000	2%	4	18000.00	2017-09-16	2017-09-16

No.	Name	Employee ID	Loan No.	Instalment Amount	Payment Date	Receiver	Instal No.	Notes
1	Md Ali Loan	17987	20	18000	17987	2017-09-16	James Subanand	Loan instalment amount for Md Ali Loan
2	Md Ali Loan	17987	16	18000	17987	2017-09-16	Md Ali	Loan instalment amount for Md Ali Loan
3	Md Ali Loan	17987	17	18000	17987	2017-09-16	Yusuf Gani	Loan instalment amount for Md Ali Loan
4	Md Ali Loan	17987	20	18000	17987	2017-09-16	Md Ali	Loan instalment amount for Md Ali Loan
5	Md Ali Loan	17987	18	18000	17987	2017-09-16	James Subanand	Loan instalment amount for Md Ali Loan
6	Md Ali Loan	17987	19	18000	17987	2017-09-16	Md Ali	Loan instalment amount for Md Ali Loan
7	Md Ali Loan	17987	17	18000	17987	2017-09-16	Yusuf Gani	Loan instalment amount for Md Ali Loan
8	Md Ali Loan	17987	18	18000	17987	2017-09-16	James Subanand	Loan instalment amount for Md Ali Loan
9	Md Ali Loan	17987	19	18000	17987	2017-09-16	Md Ali	Loan instalment amount for Md Ali Loan
10	Md Ali Loan	17987	20	18000	17987	2017-09-16	Yusuf Gani	Loan instalment amount for Md Ali Loan

No.	Name	Employee ID	Amount	Interest Percentage	Instalment Period	Repayment Total	Approve Date	Repayment From
1	Md Ali	20756	6000	1%	6Month	6000.00	2017-09-16	2017-09-16
2	Md Ali Loan	17987	18000	4%	7Month	18267.00	2017-09-27	2017-10-18
3	Shahidul Subhan	424	2000	1%	24Month	2000.00	2017-09-16	2017-09-16
4	James Subanand	01575	2000	1%	4Month	2000.00	2017-09-16	2017-09-16
5	Md Ali Loan	17987	18000	1%	24Month	18000.00	2017-09-16	2017-09-16
6	Md Ali Loan	17987	18000	2%	4Month	18000.00	2017-09-16	2017-09-16
7	Md Ali Loan	17987	18000	2%	6Month	18000.00	2017-09-16	2017-09-16
8	yusuf gani	22232	1000	2%	6Month	1000.00	2017-09-16	2017-09-16
9	Md Ali	20756	6000	1%	24Month	12000.00	2017-09-16	2017-09-16
10	James Subanand	01575	2000	2%	4Month	2175.00	2017-09-16	2017-09-16

# Attendance

Employee attendance will be tracked in this module and the attendance report will be visible by an administrator, accountant, manager and HR role.

The screenshot shows the 'Attendance / Home' page with a 'Report view' table. The table has columns for S.N., Name, ID, Date, Signin, Signout, and Stay. The data includes entries for 'prince patel' and 'Vishal Hasan' with their respective attendance records.

S.N.	Name	ID	Date	Signin	Signout	Stay
1	prince patel	23232	2022-03-15	07:30:00 pm		
2	prince patel	23232	2022-03-15	09:21:58 pm	03:23:22 pm	00:01:26
3	prince patel	23232	2022-03-15	01:50:00 pm	01:53:15 pm	00:00:15
4	prince patel	23232	2022-03-15	12:00:14 pm	12:00:40 pm	00:01:26
5	prince patel	23232	2022-03-12	09:20:00 pm	03:30:14 pm	00:00:00
6	prince patel	23232	2022-03-12	03:04:17 pm	12:52:53 pm	03:01:23
7	prince patel	23232	2022-03-12	01:40:23 pm	12:00:01 pm	01:40:21
8	prince patel	23232	2022-03-12	12:27:00 pm	12:27:00 pm	00:00:00
9	prince patel	23232	2022-03-12	12:16:52 pm	12:16:50 pm	00:00:00
10	Vishal Hasan	871123	2022-03-15	07:30:00 pm	07:29:12 pm	00:04:25
11	Vishal Hasan	871123	2017-09-16	12:37:52 am	07:28:10 pm	19:01:27
12	Vishal Hasan	871123	2017-09-15	11:40:10 pm	01:40:47 pm	10:00:23
13	Vishal Hasan	871123	2017-09-15	11:40:00 pm	04:07:20 pm	07:38:33

The screenshot shows the 'Attendance / Home' page with an 'Attendance List' table. The table has columns for S.N., Name, ID, Date, Signin, Signout, Stay, and Action. The data includes entries for 'prince patel' and 'Vishal Hasan' with their respective attendance records. A 'Track' button is visible in the Action column for the first entry.

S.N.	Name	ID	Date	Signin	Signout	Stay	Action
1	prince patel	23232	2022-03-15	07:30:00 pm			Track
2	prince patel	23232	2022-03-15	09:21:58 pm	03:23:22 pm	00:01:26	
3	prince patel	23232	2022-03-15	01:50:00 pm	01:53:15 pm	00:00:15	
4	prince patel	23232	2022-03-15	12:00:14 pm	12:00:40 pm	00:01:26	
5	prince patel	23232	2022-03-12	09:20:00 pm	03:30:14 pm	00:00:00	
6	prince patel	23232	2022-03-12	03:04:17 pm	12:52:53 pm	03:01:23	
7	prince patel	23232	2022-03-12	01:40:23 pm	12:00:01 pm	01:40:21	
8	prince patel	23232	2022-03-12	12:27:00 pm	12:27:00 pm	00:00:00	
9	prince patel	23232	2022-03-12	12:16:52 pm	12:16:50 pm	00:00:00	
10	Vishal Hasan	871123	2022-03-15	07:30:00 pm	07:29:12 pm	00:04:25	
11	Vishal Hasan	871123	2017-09-16	12:37:52 am	07:28:10 pm	19:01:27	
12	Vishal Hasan	871123	2017-09-15	11:40:10 pm	01:40:47 pm	10:00:23	
13	Vishal Hasan	871123	2017-09-15	11:40:00 pm	04:07:20 pm	07:38:33	



# Account

Both the administrator and the accountant can add a new account via this module. They can also add new sources of income and expenses. In short, this module can manage all transactions.

Account / Account Controller

Buttons: Add Income, Add Expense, Manage Transaction

ID	Account Name	Description	Amount	Payment	Details
1	Product Sale	ghdfg	25000		
2	Agent paid	he	5000		
3	Product Sale	efghj	70000		
4	Product Sale	Test product	60000	120	
5	Product Sale	gh	40000	742	
6	Employee Salary	ghfg	18000	134	
7	Employee Salary	ghgh	3000	125	
8	Product Sale	Buying Goods	50000	24	
9	Employee Salary	gh	20000	43	
10	Product Sale	hjh	50000	1225	

Attendance / Home

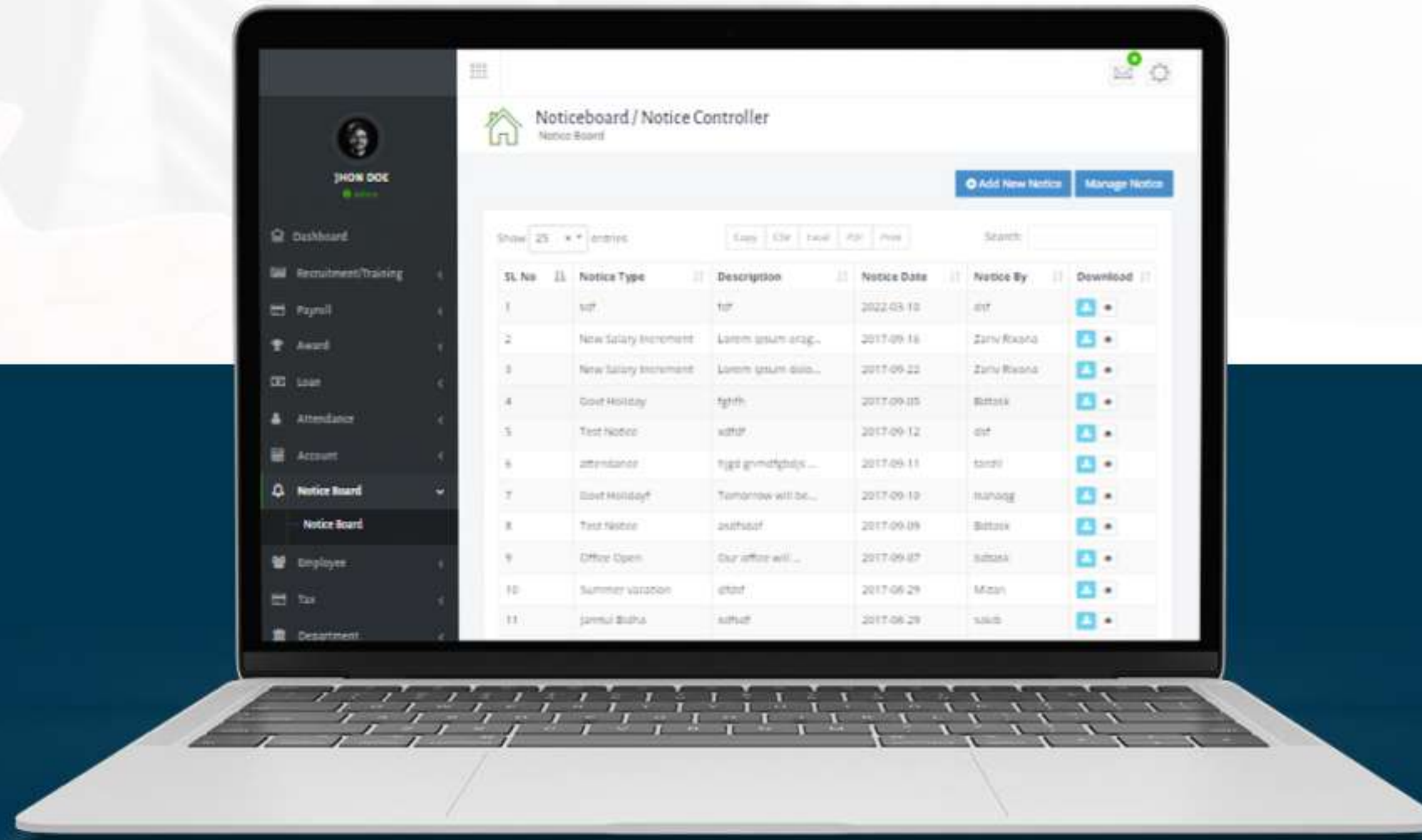
Buttons: Single Checkin, Bulk Attendance, Manage Attendance

Attendance List

ID	Name	ID	Date	SignIn	SignOut	Stay	Action
1	prince pabel	232325	2022-03-15	07:30:00 pm			Turn On
2	prince pabel	232323	2022-03-15	03:21:56 pm	03:23:23 pm	00:01:26	
3	prince pabel	232323	2022-03-15	01:00:00 pm	01:00:15 pm	00:00:15	
4	prince pabel	232323	2022-03-15	12:00:14 pm	12:00:44 pm	00:01:24	
5	prince pabel	232323	2022-03-12	02:30:00 pm	03:20:14 pm	00:00:04	
6	prince pabel	232325	2022-03-12	09:04:17 pm	12:02:58 pm	03:01:23	
7	prince pabel	232325	2022-03-12	01:40:23 pm	12:03:01 pm	01:40:01	
8	prince pabel	232323	2022-03-12	12:27:00 pm	12:27:08 pm	00:00:08	
9			2022-03-12	12:16:52 pm	12:16:58 pm	00:00:06	
10	prince Hassan	877123	2022-03-15	07:20:38 pm	07:20:12 pm	00:04:25	
11	prince Hassan	877122	2017-09-16	12:27:52 am	07:26:16 pm	18:01:27	
12			2017-09-15	11:40:10 pm	01:40:47 pm	10:03:22	
13	Mohamed	070891249029	2017-09-15	11:40:00 pm	04:01:26 pm	07:38:23	

# Notice Board

The notice board is used to transmit announcements and other information from the organisation to its employees. The human resource management system reduces the need for manual notice board work.





# Employee

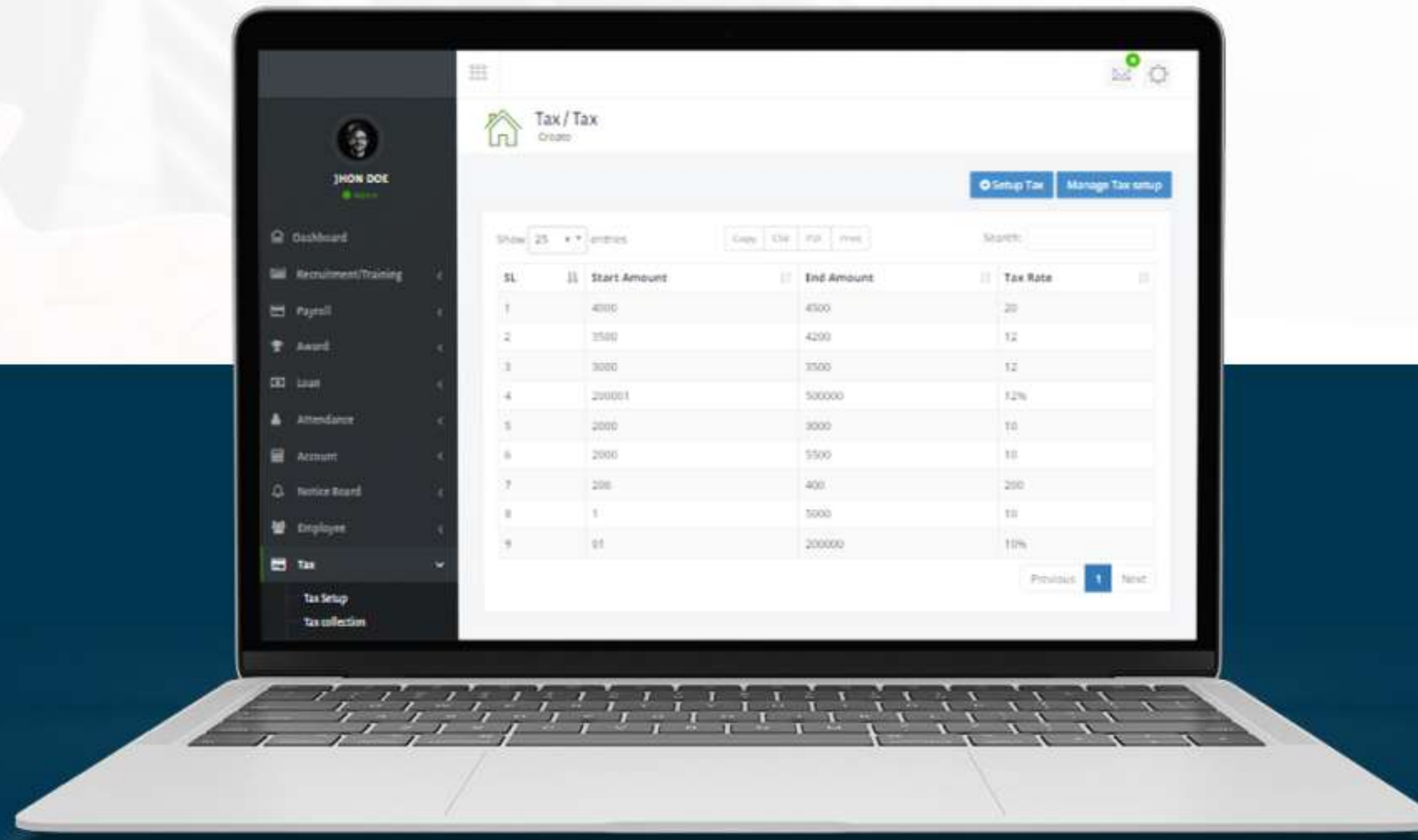
Employee management responsibilities managed by super admin & HR, this module includes adding and managing new employees, new positions, termination lists with reasons, exited employees lists with reasons, resignations, complaints, employee performance and most importantly, salary management. Some of these functionalities are also managed by the manager role.

The image displays three overlapping screenshots of a web-based HR management system. Each screenshot features a dark sidebar with navigation options and a main content area with a light background.

- Top Left Screenshot:** Shows the 'Employee/Employees' page with a table of active employees. The table has columns for Employee Name, Employee ID, Total Salary, Working Hour, Working Period, Payment Type, Date, Paid By, and Action. The 'Action' column contains green 'Add Salary' buttons.
- Top Right Screenshot:** Shows the 'Employee/Employees Termination' page with a table of terminated employees. The table has columns for Employee ID, Join Date, Termination Date, and Action. The 'Action' column contains green checkmarks and red minus signs.
- Bottom Center Screenshot:** Shows the 'Employee/Employees' page with a table of employee profiles. The table has columns for Name, Employee ID, Email, Phone, and Address. The 'Action' column contains a profile icon.

# Tax

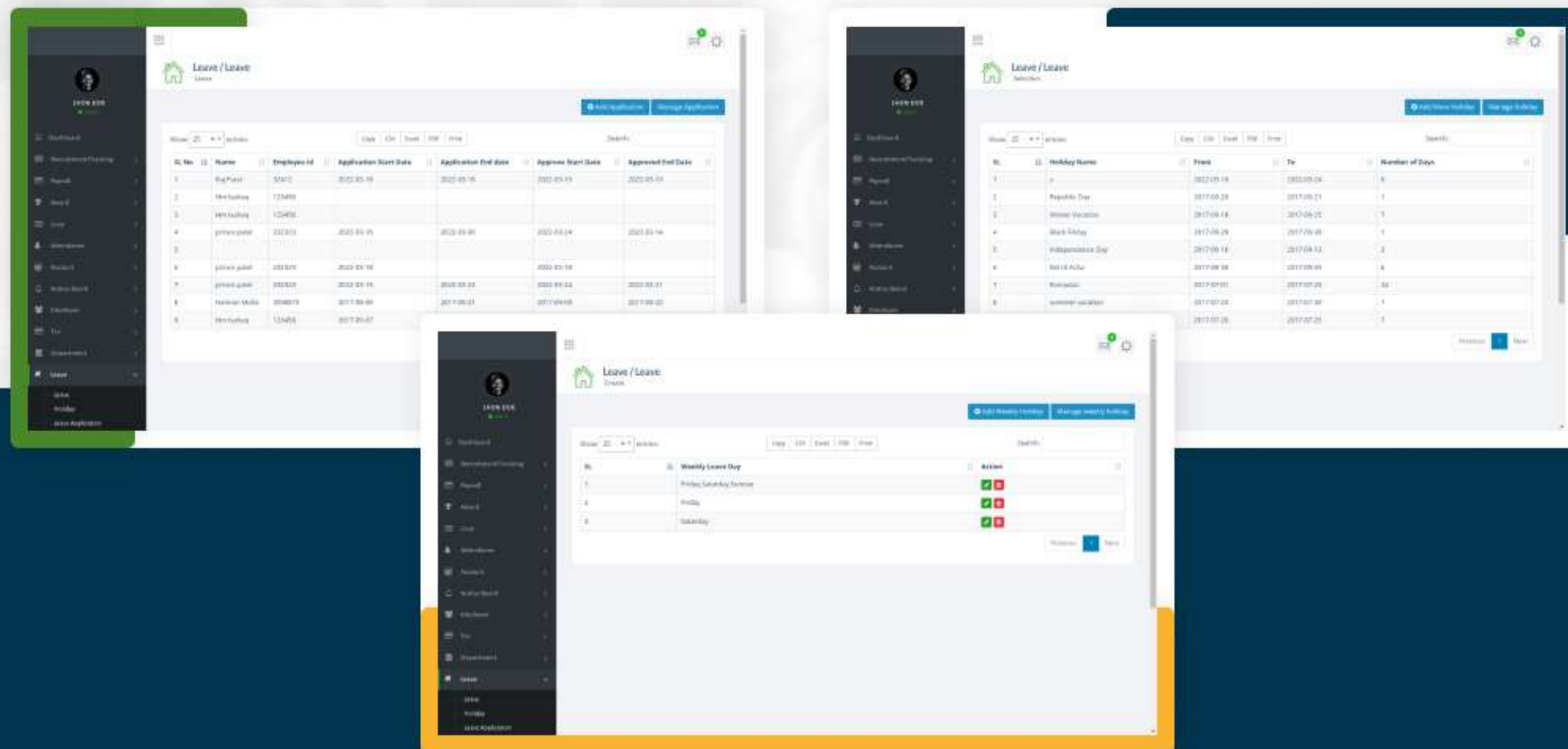
The HRMS Tax Management module managed by super admin as well as accountant; automates all payroll tax calculations and reporting functions.





# Leave

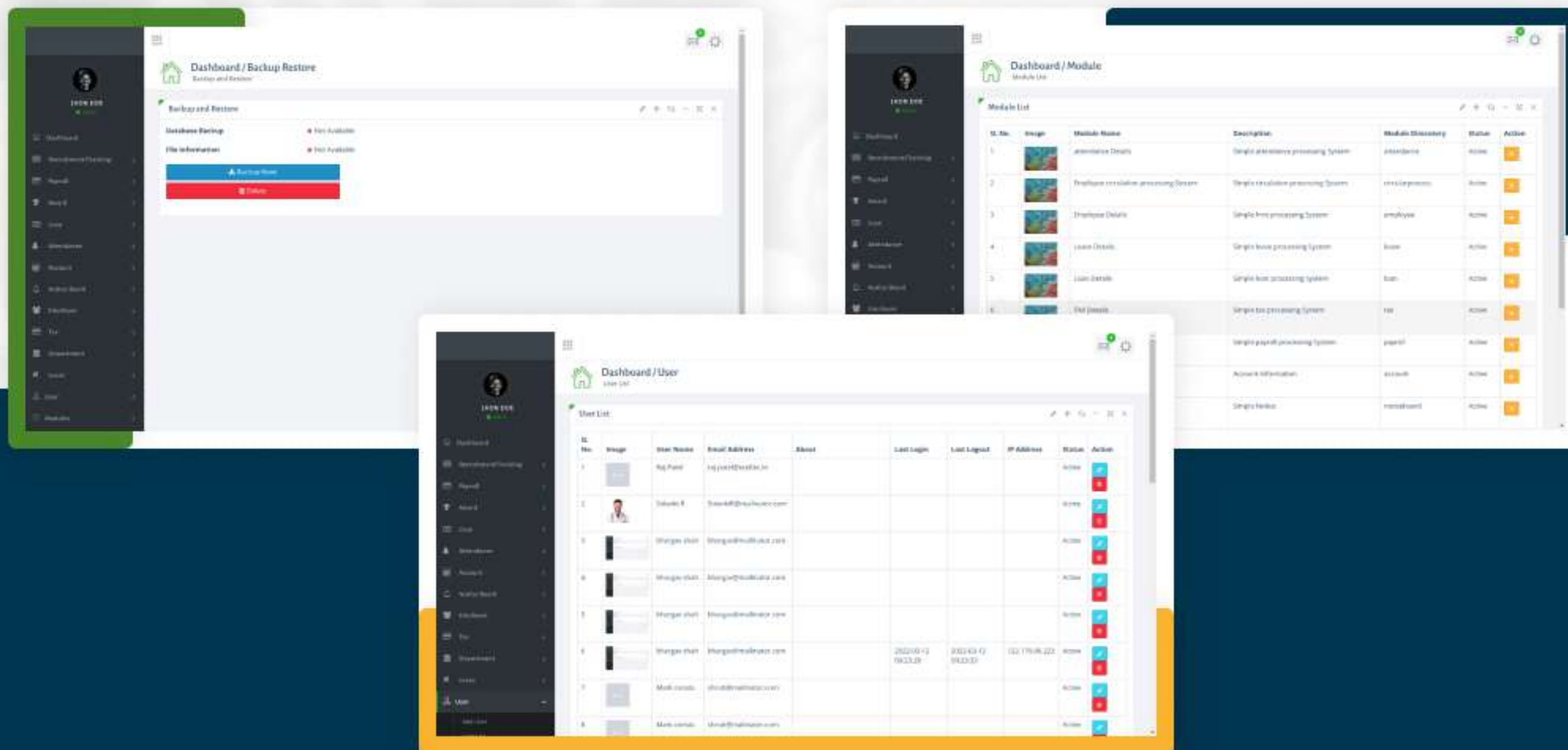
Leave management allows the HR department to easily track, accept or reject and manage employee leave. This access is allocated to super admin & HR to add as well as to view, to employees to add their leave & managers to view leave report.



# Super Admin Rights

The following are the authority that Super Admin will always manage:

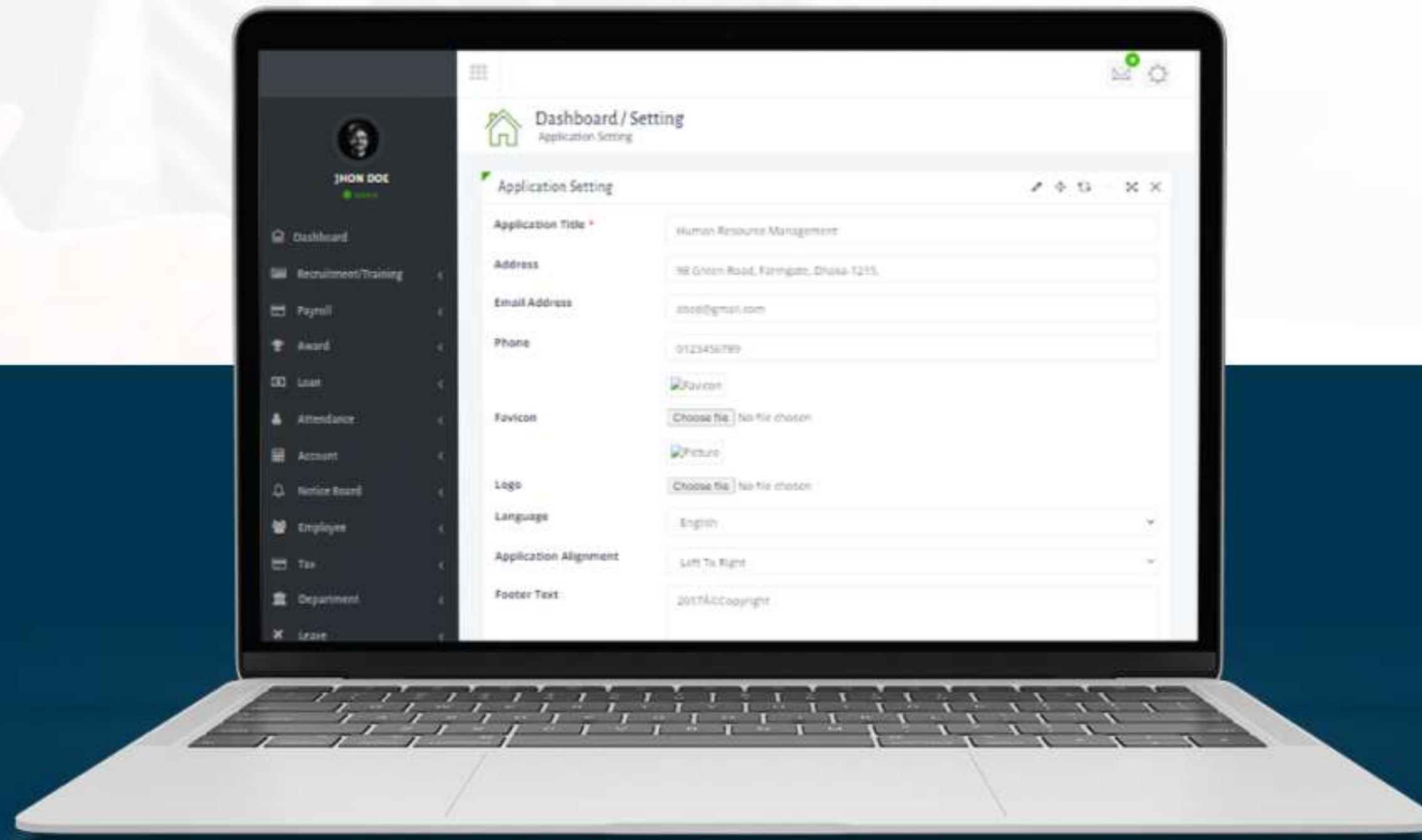
- ◆ User
- ◆ Module
- ◆ Language
- ◆ Backup and Restore
- ◆ Application Setting





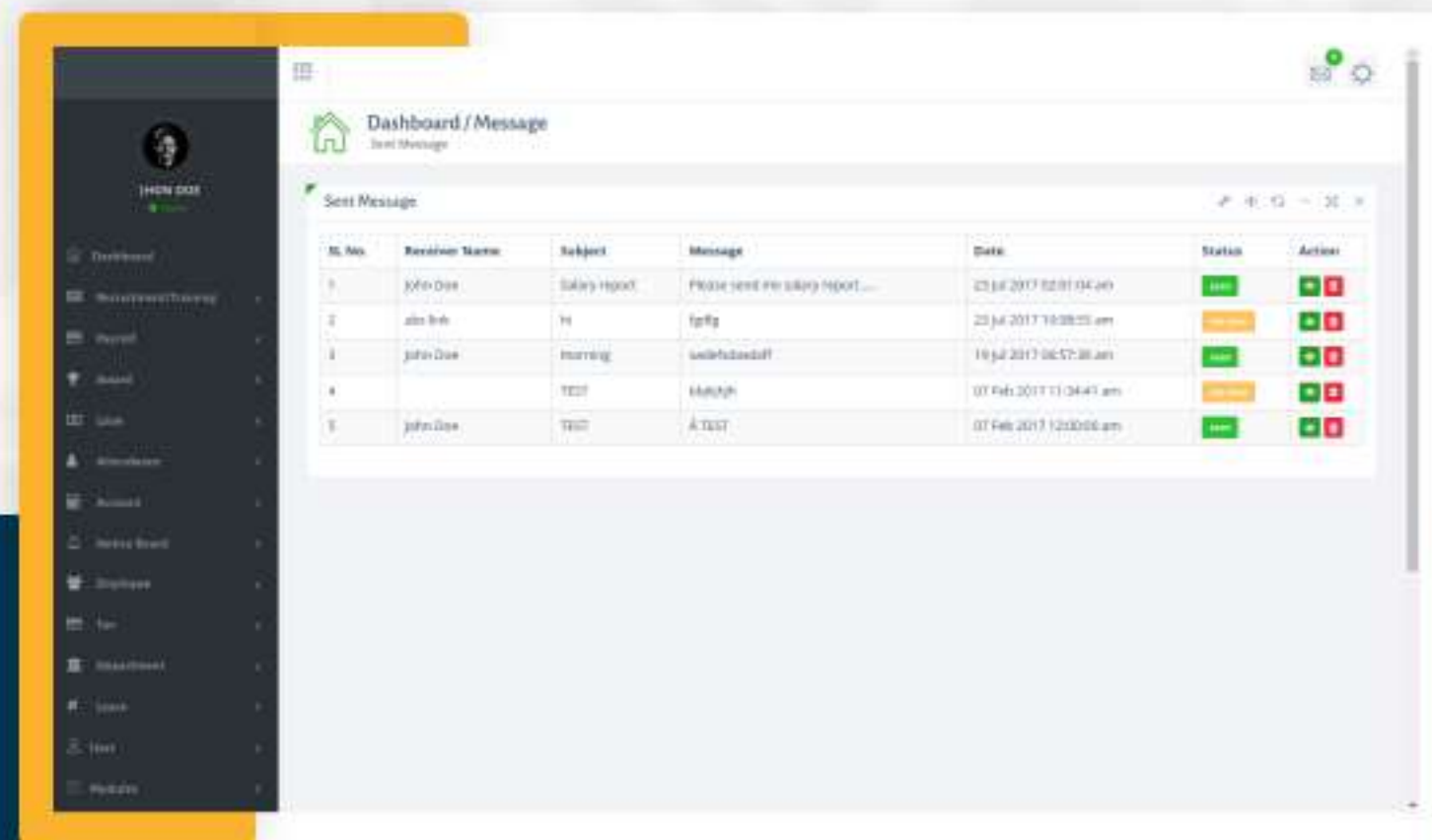
# Super Admin Rights

Super admin can create new user roles, expand or add new modules, add new languages, and has backup and restore authority. Well, application settings are the most variant feature of the system, as they allow you to customise the system's logo, title, language, footer and other elements.



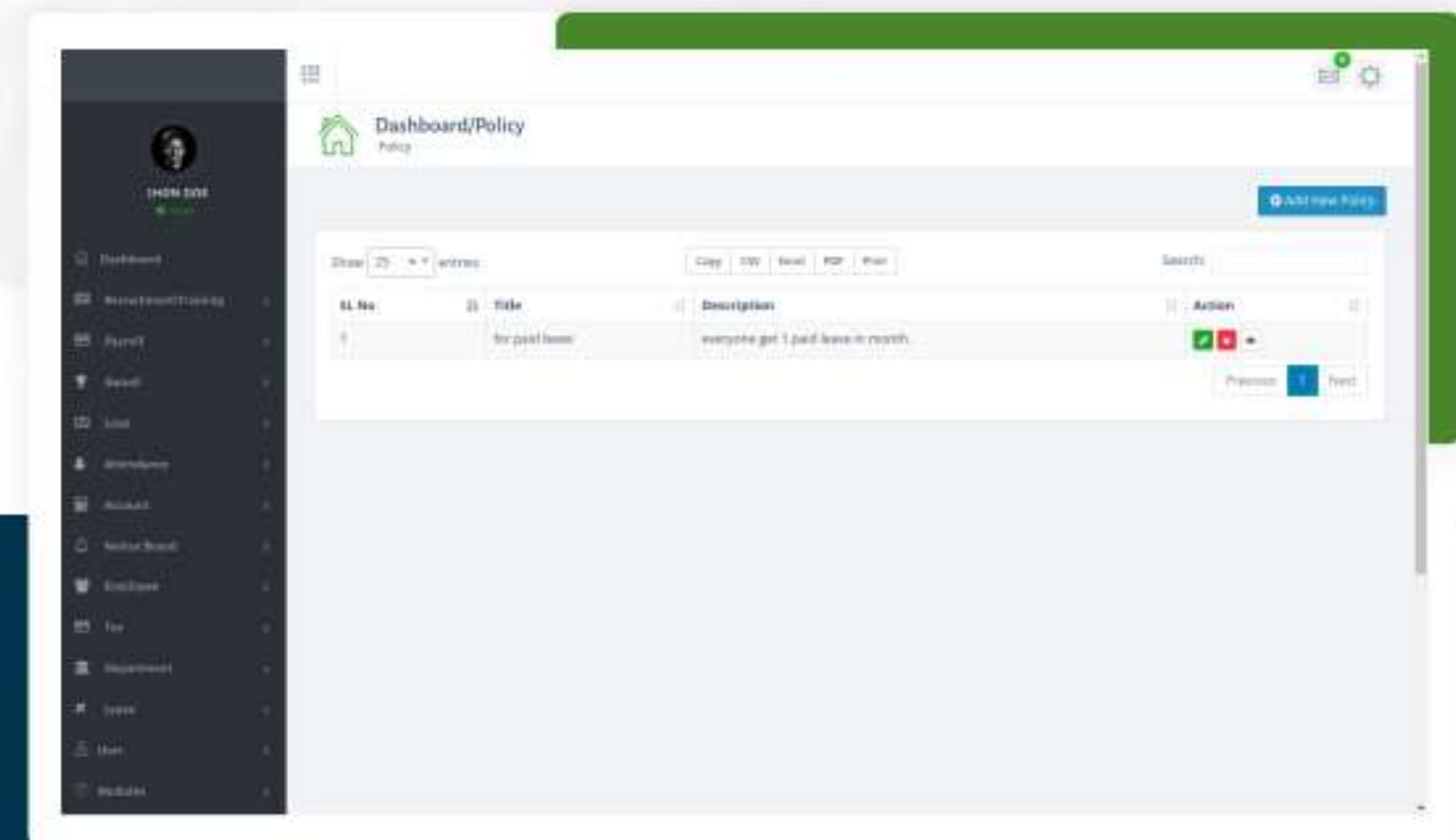
# Policy & Message

The policy of using the system and the organisation policy is to be managed by the super admin. Sending messages is also a standard right granted to each user role.



The screenshot displays the 'Dashboard/Message' interface. It features a sidebar on the left with a navigation menu. The main content area is titled 'Sent Message' and contains a table with the following data:

Sl. No.	Receiver Name	Subject	Message	Date	Status	Action
1	John Doe	Salary report	Please send me salary report...	23 Jul 2017 02:01:04 am	Success	View
2	John Doe	Hi	Hi	23 Jul 2017 10:28:00 am	Success	View
3	John Doe	Hi	Hi	19 Jul 2017 06:57:30 am	Success	View
4	John Doe	TEST	Hi	07 Feb 2017 11:24:47 am	Success	View
5	John Doe	TEST	A TEST	07 Feb 2017 12:00:00 am	Success	View



The screenshot displays the 'Dashboard/Policy' interface. It features a sidebar on the left with a navigation menu. The main content area is titled 'Policy' and contains a table with the following data:

Sl. No.	Title	Description	Action
1	for paid leave	everyone get 1 paid leave in month.	View



## Common Features

---

Each functionality contains common features like edit, delete, import, export & print.

## Support

---

We provide quality services extending from small enterprises to large organizations, including user roles like HR and Recruiter, Manager and Accountant, Employees and Executive management systems with 24 \* 7 responsive and technical support.

## Technology Stack

---

- ◆ Codeigniter
- ◆ PHP
- ◆ MySQL
- ◆ Bootstrap
- ◆ jQuery



## Contact Us

---



Phone | Whatsapp | **+91-987-979-9459**



Email address | **info@panoramicinfotech.com**



Website | **www.panoramicinfotech.com**







PANORAMIC  
Infotech

*Thank you!*

**HRMS**