

1. Introduction

Human Resources Management (HRM) is the strategic approach to managing people in an organization. HRM involves hiring, training, performance management, payroll, benefits, and employee engagement. Modern HRM also uses software systems to automate and manage processes efficiently.

2. Key HRM Functions

1. **Recruitment & Selection**
 2. Job posting, candidate screening, interviews
 3. Onboarding new employees
 4. **Employee Management**
 5. Attendance and leave tracking
 6. Employee profile management
 7. **Performance Management**
 8. Goal setting, appraisals, feedback
 9. **Payroll & Benefits**
 10. Salary calculation, tax deductions
 11. Benefits and insurance management
 12. **Training & Development**
 13. Skill enhancement programs
 14. Online and offline training
 15. **Compliance**
 16. Legal regulations, labor laws
 17. Data privacy and HR policies
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3. Steps to Implement HRM System

Step 1: Requirement Analysis - Identify HR processes to automate - List features like recruitment, payroll, leave management

Step 2: Database Design - Create tables for employees, attendance, payroll, leaves

Example MySQL Tables:

```
CREATE TABLE employees (  
  emp_id INT AUTO_INCREMENT PRIMARY KEY,  
  name VARCHAR(100),  
  email VARCHAR(100),
```

```

    department VARCHAR(50),
    date_of_joining DATE
);

CREATE TABLE attendance (
    att_id INT AUTO_INCREMENT PRIMARY KEY,
    emp_id INT,
    date DATE,
    status ENUM('Present', 'Absent', 'Leave'),
    FOREIGN KEY (emp_id) REFERENCES employees(emp_id)
);

```

Step 3: User Interface Design - Create forms for employee registration, attendance, leave request - Dashboard for HR managers

Step 4: Functionality Implementation - Employee CRUD operations (Create, Read, Update, Delete) - Attendance marking - Payroll calculation - Leave approval workflow

Step 5: Testing - Test all forms and workflows - Validate data accuracy and security

Step 6: Deployment - Deploy on local server or cloud (e.g., XAMPP, WAMP, or web server) - Assign roles and access rights

4. Sample HRM Code (HTML + PHP + MySQL)

Employee Registration Form (HTML + PHP)

```

<form method="POST" action="add_employee.php">
    Name: <input type="text" name="name" required><br>
    Email: <input type="email" name="email" required><br>
    Department: <input type="text" name="department"><br>
    Date of Joining: <input type="date" name="doj"><br>
    <input type="submit" name="submit" value="Add Employee">
</form>

```

add_employee.php

```

<?php
$conn = new mysqli("localhost", "root", "", "hrm_db");
if(isset($_POST['submit'])){
    $name = $_POST['name'];
    $email = $_POST['email'];
}

```

```
$department = $_POST['department'];
$doj = $_POST['doj'];

$sql =
"INSERT INTO employees (name,email,department,date_of_joining) VALUES
('$name','$email','$department','$doj')";
if($conn->query($sql)){
    echo "Employee added successfully!";
} else {
    echo "Error: " . $conn->error;
}
}
?>
```

5. Benefits of Using HRM System

- Saves time and reduces manual work
- Accurate payroll and leave calculations
- Improves employee satisfaction
- Easy access to employee records
- Ensures legal compliance

6. Conclusion

An HRM system streamlines human resource processes, improves efficiency, and helps organizations manage their workforce effectively. Implementing an HRM system involves planning, database design, interface creation, coding, testing, and deployment.