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IJEMR Transactions, online available on 21st Apr 2021. Link

[:http://www.ijiemr.org/downloads.php?vol=Volume-10&issue=ISSUE-04](http://www.ijiemr.org/downloads.php?vol=Volume-10&issue=ISSUE-04)

DOI: 10.48047/IJEMR/V10/I04/74

Title **ROLE OF EMPLOYEE AN EMPLOYEE MANAGEMENT SYSTEM**

Volume 10, Issue 04, Pages: 339-350

Paper Authors

GAJULA ANJANEYULU, B.RAJESH



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ROLE OF EMPLOYEE AN EMPLOYEE MANAGEMENT SYSTEM

GAJULA ANJANEYULU, MBA HR, Medak College of Engineering & Technology, Kondapak, Siddipet, Telangana

B. RAJESH, ASSISTANT PROFESSOR, MBA Department, Medak College of Engineering & Technology, Kondapak, Siddipet, Telangana

ABSTRACT: Employees are the backbone of any company therefore their management plays a major role in deciding the success of an organization. Employees Management Software makes it easy for the employer to keep track of all records. This software allows the administrator to edit employees, add new employees, transfer/promote/terminate employees. Each employee in the database is associated with a position can be added and edited when need arises. Employees can be transferred between positions easily without having to retype back their information in the database. You can check to see if there are duplicate positions/employees in the database. Most of all, the employer can assign tasks to employees and assess their progress in order to keep track of employee performance. A flexible and easy to use Employee Management software solution for small and medium sized companies provides modules for personnel information management thereby organization and companies are able to manage the crucial organization asset people. The combination of these modules into one application assures the perfect platform for re-engineering and aligning Human Resource processes along with the organizational goals. This system brings about an easy way of maintaining the details of employees working in any organization. It is simple to understand and can be used by anyone who is not even familiar with simple employees system. It is user friendly and just asks the user to follow step by step operations by giving easy to follow options. It is fast and can perform many operations for a company. The goal of this project is to design and develop an employee management system to fill existing gaps in the electronic management of employees.

I. INTRODUCTION

The new thousand years is in the midst of perilous change seeing genuine test among the neighbourhood similarly as the all inclusive players. Little marvel then Role of Employee and Employee Management System is snappy ascending as a middle method that affiliations worldwide are grasping to supervise and utilize legitimate, for possible business advantage. In this universe of brisk change, we have to make new and contemplations consistently. We get that by looking we know, and applying it to what we don't yet know.

The movements happening on the planet economy have made delegate organization a business need, at any rate for gigantic multinationals that work on an overall scale, or might want to. Managing your association's everything the more satisfactorily and abusing it in the business focus is the latest journey for those searching for high ground?

The affiliations that are driven by are the ones that will succeed. The mix of overall reach and speed urges relationship to ask themselves, "what do we know, who knows it, what do we not understand that we should know?"

This paper delineates pretty much, that the affiliations can achieve advancement in KM simply through sound simultaneousness of development, strategies and people.

What is Employee Management?

The board is a procedure that enables associations to discover, select, arrange, disperse and move significant data and mastery important for exercises, for example, critical thinking, dynamic learning, key arranging and basic leadership.

"On the off chance that cash is your expectation for autonomy, you will never have it. The main genuine security a man will have in this world is a hold of, involvement and capacity".

- Henry Ford

The executives:

The executives is a piece of another pecking order that incorporates supervision, the board and administration. Supervision is managing individual undertakings and individuals and works at the operational degree of an association or subunit. The board is managing gatherings and needs at the strategic level. Initiative is managing reason and change at the vital level.

Henceforth the executives is worried about the misuse and advancement of the advantages of an association with the end goal of assisting the association's targets.

"No measure of advancement will relieve the way that all your is about the past and every one of your choices are about what's to come."

- E. Wilson

TARGETS OF STUDY

- To find the centrality of Employee Management in idea that it is insightful capital of an affiliation.
- To find vocations of Employee Management for reasonable HRM.
- To know the perspective on laborers towards Employee Management.
- To know the method and procedures used in EMPLOYEE MANAGEMENT.
- To evaluate the impact of ROLE OF EMPLOYEE AND EMPLOYEE MANAGEMENT SYSTEM on motivation of laborers.

REQUIREMENT FOR THE STUDY

- └ Examining the system and methods used in completing the Management.
- └ Importance of Employee Management in Organizational reasonability.
- └ To consider EMPLOYEE To be's hugeness as rising thought in the Organizational Development.

└ To stop continually reengineering and curtailing.

└ To make cross section.

└ To reuse the extras work, reduces correspondence costs, empowers an association to takes on all the more endeavor.

II. REVIEW OF LITERATURE

SURVEY OF LITERATURE

The board is a procedure that enables associations to discover, select, arrange, disperse and move significant data and mastery important for exercises, for example, critical thinking, dynamic learning, vital arranging and basic leadership.

"If money is your hope for independence, you will never have it. The only real security a man will have in this world is a reserve of, experience and ability".

- Henry Ford

Representative association makes it simple to check and track HR division at the press of a catch. It makes the structure simple to screen and oversee authorities from various region. This framework helps in regulating specialists work report and profit. Our pro the chairmen structure joins a period following framework that sets aside both time and cash. These all highlights help at the time of operator evaluations.

AGENT IN MANAGEMENT:

Different association inspectors and creators have focused on the significance of. Lessening Drucker has explained that is fundamentally not another bit of leeway like work, capital, yet is the essential imperative asset today.

Toffler buys in to the perspectives on Drucker, by conveying that is the wellspring of the most stunning quality power drive that lies forward. Quinn shares a basically indistinguishable view while imparting that the monetary and the passing on intensity of current affiliations lies more in its keen resources and points of confinement more than the other noteworthy resources. Nonaka and Takeuchi have concentrated on how Japanese affiliations have

utilized their benefits for augmentation bit of leeway and industry movement. The Catch 22 in association is that we are attempting to direct what can't be regulated. Before we set about overseeing, we have to comprehend what the term infers and the differing solicitation of.

Davenport has portrayed as a liquid blend of continued getting, values, insightful data and pro discovering that gives a system to reviewing and joining new encounters and data. It begins and is related in the psyches of the proprietors of. In affiliations, it a significant part of the time ends up inserted in records or reports, yet in addition in different levelled plans, methods, practices and measures. Ryle, in one of his works, has clarified the various classes of. First is recommended what is extended through the view of idea and structures, all around suggested as 'knowing why' another get-together of , what Peter SengeTermed as most distant point with respect to activity, infers an awareness of the substances and techniques required for getting things going. Besides intimates the codification of veritable dependent on related realizing, which is

- Need interminably long learning is an unavoidable reality
- Increasing nature of as a reason behind complete appropriateness.
- The disappointment of budgetary models to address the parts of
- The frustration of data improvement free from some other individual to accomplish liberal central focuses for Organizations for affiliations

The dissipating of generally speaking limits causing made nations to move toward becoming association Based economies relying on work from making nations

- The unintended eventual outcomes of no matter how you look at it data get to.
- The imperative related with this subject in the board schools.

- The importance of the board is besides reinforced by different research ponders.
- A audit by Pricewatmouse Coopers and world cash related amassing found that 95% of
- CEO's seen as KM to be a noteworthy fixing foe the accomplishment of their affiliation.
- According to the International Data Corporation, affiliations worldwide are conventional
- To out and out increment their association use from \$2 million of each 1999 to \$12 million out of 2003.
- Generally derived and is named as 'getting that'. The going with use of
- Refers to codification of legitimate which is grabbed and this could be gathered or express.

This term is in like way utilized while recommending social of structures displaying the individual's known. This, with everything considered terms, is proposed as 'knowing who' comparatively infers the social engaging correspondence, which in like way terms is named as 'of vitality'.

WHY MANAGEMENT:

The field of the blockade has picked cash beginning late in perspective on a wide gathering of reasons. Some of them are:

⌊ The speed of progression in the business center has wound up rushing to such an extent, that the time accessible. For relationship to get appreciation and expansion has diminished. Affiliations are required to disengage their thing or produce them in quickest conceivable time and the most irrelevant conceivable expense.

- Competition in the business center has constrained relationship to lessen costs. One of the methods looked for after is decrease in labor. This has incited early retirements and broadening versatility of work power acknowledging lost.

- Organizations are obliged to battle reliant on.

Market spot is progressively mighty.

Reduction is staffing make a need to supplant nice with formal strategies.

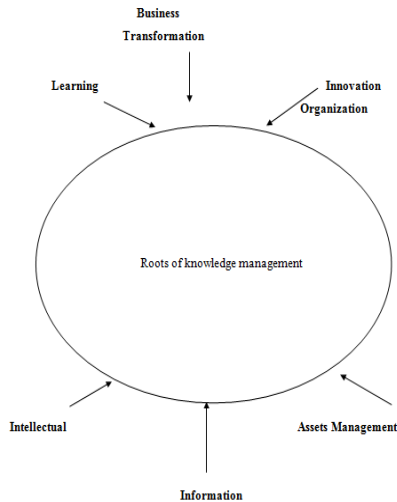


Fig (1): Roots of Knowledge Management

Based systems

Operator Management on intranet joins works out, for example,

1. Add Manage Employee
2. Employee subtleties and undertaking
3. System fortress office
4. Task status and log subtleties
5. Work reports
6. Performance Analysis
7. Announcement/Birthdays/occasions
8. Projects/Clients
9. Call Register list
10. Administrative Permissions
11. Internal Messaging focus

12. Employee leave demand

The Employees module contains different highlights engaging you to perform general human asset the board tries, for example, worker history, central focuses and occasion reports. Any data required is open at the snap of a catch with wide revealing highlights.

The Employees module includes different highlights engaging you to perform general human asset the authorities tries, for example, delegate history, good conditions and scene reports. Any data required is accessible at the snap of a catch with clearing revealing highlights.

Preferences

You can buy the Recruitment Module as a self-governing structure - you don't need to purchase the whole Human Resource System. The Human Resource Employee Management System continues running on the web, which enables you to get to any data from any place on the planet at some sporadic time, as long as you have Internet get to. The Employee Management System is absolutely unite equipped with into web's other Human Resource Software Modules.

The Employee Management System is absolutely flexible to suit the necessities of your business...

General Features

1. User all around orchestrated structure
2. Records specialist data
3. Records the present number of specialists as shown by division/office with the modified animating of figures when individuals are utilized or leave.
4. Keeps records of inactive representatives (those not in the affiliation any more)
5. Employees can resuscitate their own exceptional subtleties which are sent for administrative support before being added to the framework

6. forms the scene for different modules and can be utilized as a self-ruling module or united into different modules eg subsidize, leave modules
7. Search office for clear finding of staff
8. Security rights depict the section individuals have to the data
9. Keeps staff records, for example, examinations, scene reports, operator inclinations

PREAMBLE:

In the present day publicize circumstance of remarkable test, affiliations need to understand what they know and prepared to use on its base to build high ground. In this period, affiliations can make and proceed with advantage through beginning of appropriate organization process. The affiliations that can utilize advancement to abuse the data comprehend the points of interest by making an advantage for itself. The advantage could be through distinctive examples, remarkable plans and covered associations.

The progressing highlight on the board develops out of the necessities of the relationship to manage resources even more feasibly in a hyper-forceful, overall economy. The prerequisite for complement on the board is furthermore stressed by Nonaka and Takeuchi in their declarations. In an economy where the principle conviction is powerlessness, the one sure wellspring of suffering high ground is. Productive associations are those that dependably make new, spread it for the most part all through the affiliation and quickly typify it in new headways and things.

LEARNING ORGANIZATION:

In case an affiliation changes with the required principles and can be named as learning relationship, by then it winds up one of the start motivations behind the board.

SCHOLARLY ASSETS:

The insightful assets in an affiliation are the overall public having grabbed capacity through extensive stretches of work inclusion and are

suggested in nature. This needs to made unequivocal and direct in order to use on it and increment high ground

BASED SYSTEMS:

The structures that have created in a relationship to support the smooth working of the affiliation should energize furnishing the current in the affiliation. These structures could be a reason of the board.

DATA MANAGEMENT:

Information is the focal point of the administrators, since information united with association and sense prompts. In this manner, authentic information the officials system can realize a practical organization structure.

Advancement:

Imaginativeness and improvement are methodologies by which new is made. Progression leaves expansion changes to existing things or systems and radical change, which isn't exactly equivalent to the main method or thing. Radica changes give another estimation to the present base.

III. RESEARCH METHODOLOGY

RESEARCH DESIGN:

An examination setup is the detail of procedures, methodologies for picking up the information required. Is the general model are packaging work of the endeavour that stipulates what information is to be accumulated from which sources and by what procedure.

STUDY TOOLS:

Data is assembled from various basic and assistant data.

ESSENTIAL DATA:

Basic data insinuates the data assembled unequivocally with the true objective of research issue. It is the immediate information accumulated by the investigation firm or by an external administrator with objective of dealing with an examination issue.

Fundamental data is a data that is accumulated direct from the laborers through gathering them, through survey system.

Meeting strategy is a social affair of data which incorporates presentations of oral verbal and answer similar to verbal response.

SURVEY METHOD:

A survey is a formalized course of action of request for social affair information. Its ability is estimation. A survey is coordinated by strategies for a telephone or an individual gathering similarly named as gathering plan.

AUXILIARY DATA:

Basic data for one assembling ends up discretionary data for various customers. Discretionary data suggests existing data that has been assembled with an objective other than the examination reason being alluded to. It could be basically the data assembled by the firm for some other reason or by any external get-together for the comparable or other research issue.

Colleague information is the information, which is collected from the affiliation brochures, records, magazines, books and others sources.

TEST SIZE:

The model size is 100 and they are perused various working environments like HRD, Finance, Supply Chain, Marketing, corporate, IT, and Quality Departments.

These reviews were filled by the specialists themselves. This was trailed by a discussion with the particular workers about the fitting responses they had given.

The examination technique that I utilized is rate framework which depended upon the proper reaction given by the agents.

Rates were settled for the most exceptional number of workers keeping an eye on that question these rates were appeared by the

graphical delineation. Basic terminations were drawn from the tantamount.

DEGREE OF THE STUDY

⌊ The study was rotated around EMPLOYEE MANAGEMENT. Since it is basic to concentrate on the degrees of fulfillment by smooth working of connection is in addition to keep up and hold delegates for entire arrangement. So this examination joins both administrative and non-definitive workers of BIG BAZAAR.

⌊ Employee Knowledge Systems shares as a touch of Organization's DNA.

⌊ EMPLOYEE MANAGEMENT underlines shared interests and work over the zones and time zones.

⌊ To empower individuals to unmistakably trade thoughts and comprehending how to develop the immense accessible use in association.

ESSENTIALNESS OF THE STUDY

⌊ Increasing nature of as a reason behind authentic practicality.

⌊ The dispersal of by and large limits causing made nations to progress toward becoming association Based economies relying on work from making nations

⌊ The unintended delayed consequences of far reaching data get to.

⌊ The important related with this subject in the chairmen schools.

Imperatives OF THE STUDY

⌊ The study is constrained as far as possible and fervor of the respondents in sensibly keeping an eye on the solicitation.

⌊ Some questions are kept to the degree of administrative structure just, hence replied by them so to speak.

⌞ Questions 15 and 16 are the perspectives on operators, consequently are non-parametric.

⌞ The study is confined to Hyderabad branch in a manner of speaking.

⌞ The test size was little to choose any completions on this examination.

⌞ Short timespan was missing for planning sorted out consider among the pros.

⌞ The study was constrained for a time of 45 days allegorically.

⌞ The study is obliged to scholastic reason metaphorically.

IV. DATA ANALYSIS & INTERPRETATION

1. How do you find the Employee skills and efficiency based on age?

a) 20 -25	b) 25 -30
c) 30 -40	d) 40 -50

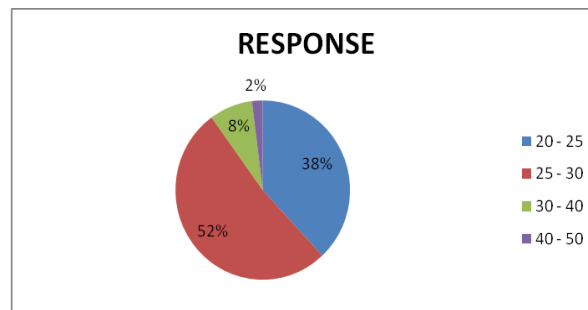
Table (1): Age group of the employees

SR.NO	OPTION	RESPONSE	PERCENTAGE
1	20 – 25	38	38%
2	25 – 30	52	52%
3	30 – 40	8	8%
4	40 – 50	2	2%
	Total	100	100%

Analysis:

From the above table we found that the age group of the number of employees working in BIG BAZAAR i.e. from 20-25 is 38%, from 25-30 reaches to 52%, 30-40 is 8% and 40-50 is 2%.

Fig (1): Age Group of Employees



Interpretation: The above data shows the recruitment process which

Shows a good ratio

2. What will be the Employee Income?

a) 4000-10000	b) 10000-20000
c) 20000-30000	d) 30000 & above

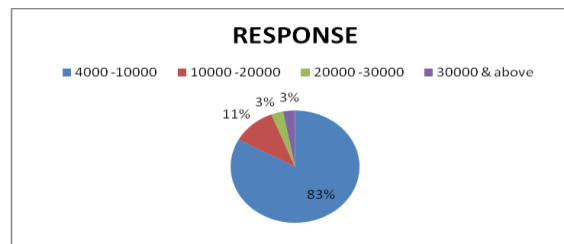
Table (2): What will be the Employee Income

SR.NO	OPTION	RESPONSE	PERCENTAGE
1	4000 -10000	83	83%
2	10000 -20000	11	11%
3	20000 -30000	3	3%
4	30000 & above	3	3%
	Total	100	100%

Analysis:

From the above data we observed the income group of the employees working in BIG BAZAAR Where, 83% of the employees get the income of 4000-10000, 11% of them get 10000-20000, 3% of them get 20000-30000 and finally 3% of them get 30000 &above.

Fig (2): What will be the Employee Income?



Interpretation: The above data shows the Employee Income.

3. Qualification of the employee?

a) 10 th	b) 10+2	c) Graduation
d) MBA	e) Fashion designer	-

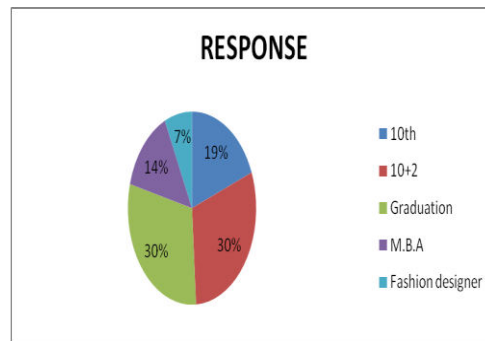
Table (3): Qualification of the employee

SR.NO	OPTION	RESPONSE	PERCENTAGE
1	10 th	19	19%
2	10+2	30	30%
3	Graduation	30	30%
4	M.B.A	14	14%
5	Fashion designer	7	7%
	Total	100	100%

Data Analysis:

From the above given table we found the qualification of the employees working in BIG BAZAAR where, 19% of them pursued S.S.C, 30% of them have pursued intermediate, 30% of them have done their graduation, 14% of them have pursued their M.BA and finally 7% of the employees belongs to fashion designing

Fig (3): Qualification of the Employee



Interpretation: This shows the qualification of the employee.

4. Designations of the employees?

a) Admin	b) Managers	c) Fashion designer
d) Team leaders	e) Team members	

Table(4):Designation of the Employee

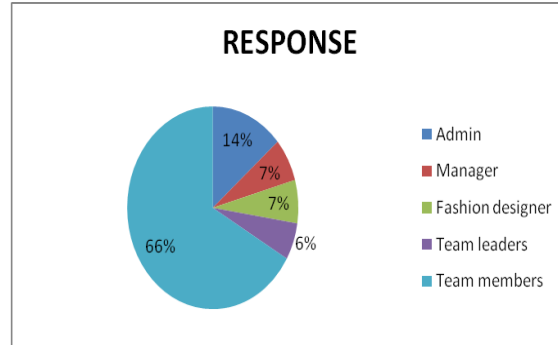
Analysis:

SR.NO	OPTION	RESPONSE	PERCENTAGE
1	Admin	14	14%
2	Manager	7	7%
3	Fashion designer	7	7%
4	Team leaders	6	6%
5	Team members	68	68%

Analysis:

The designation of the employees working in BIG BAZAAR is found from the above given table, i.e.14% of the employees are into Administration department,7% of them are Managers, 7% of them are fashion designers, 6% of them are into team leaders and 68% of them are Team members.

Fig (4): Designation of the Employee



Interpretation: This shows the designations held by the employees.

5. How long have you been associated with the company?

a) Before 6 months	b) 6 months – 4 years	c) 4 – 8 years
d) 8- 12 years	e) 12 years and above	-

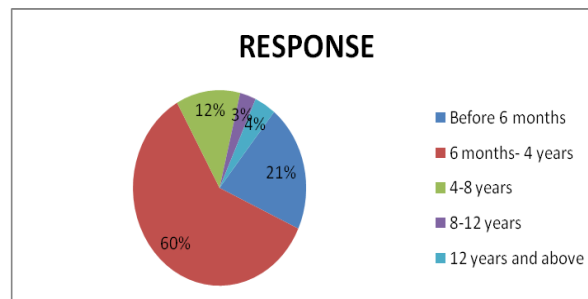
Table (5): Service of Employees

SR.NO	OPTION	RESPONSE	PERCENTAGE
1	Before 6 months	21	21%
2	6 months- 4 years	60	60%
3	4-8 years	12	12%
4	8-12 years	3	3%
5	12 years and above	4	4%
	Total	100	100%

Analysis:

From the above information, the employees associated in the company so called BIG BIZAAR is found to be 21% for the period of before 6months, from 6months-4years it is 60%, form 4-8years it is 12%, from 8-12years it is 3% and at last for 12years and above it is 4%

Fig (5): Service of the Employees



Interpretation : This data shows the length of service of employees in the company.

6. Are you satisfied with the salary/perk structure prevailing in your company?

a)Extremely Satisfied	b) Satisfied	c) Neutral
d) Dissatisfied	e) Extremely dissatisfied	

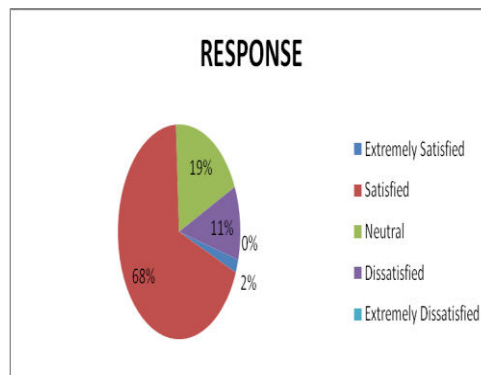
Table (6). Salary/ Perk Structure of Employees

SR.NO	OPTION	RESPONSE	PERCENTAGE
1	Extremely Satisfied	2	2%
2	Satisfied	68	68%
3	Neutral	19	19%
4	Dissatisfied	11	11%
5	Extremely Dissatisfied	0	0%
	Total	100	100%

Analysis:

From the above data the salary /perk structure of the employees working in BIG BAZAAR is observed that 68% of the employees are satisfied with their perks, 19% of them are neutral, 11% of them are dissatisfied, 2% of the employees are extremely satisfied. So! The company needs to improve the employees' salaries to reach their satisfaction level.

Fig (6): Salary /Perk Structure of Employees



Interpretation: This data shows the employee's salary satisfaction level within the company

V. FINDINGS SUGGESTIONS AND CONCLUSIONS

FINDINGS

It has been seen that the greater part of the specialists don't have genuine about the structures/frameworks open inside their topic. 37% says that they are absolutely sufficient with working in the connection. Greater part, for example 59% says that they are satisfying. 3% says that they are unacceptable working in the alliance, Hence the Organization needs to concentrate on the exercises which give workers more data about their specialization. Most of the

workers are self impacted and are phenomenal useful individuals, so the Organization should try to get by this human asset and try to ensure the excitement of the specialist. 36% of the general population express that Qualification of the applicant is the Parameters in confirmation for testing of a representative.

SUGGESTIONS

It is seen that a large portion of the representatives feel that the Organization isn't using the at the fullest thusly, Organization should center and make more endeavours so as to use the worker have Organization ought to

request that specialists contribute their concerning improvement and innovative personality. In requesting to fabricate the/data trade between workers of different work environments we have to lead more exercises which fuse social events as it has been seen that the vast majority of the data traded happens when there are blended assembling undertakings. To inspect the insights of specialists towards assembling movement and slapped of culture in the alliance and attempt to execute them in Organizational exercises. Organization should develop the wellsprings of getting data for the agents, sources like web, research affiliations and ace forming are to be cantered even more to produce the entry to data by the worker.

CONCLUSION

Management encourages the relationship to move quicker towards its goal, as it makes exercises completed in business powerfully plausible and profitable. Advantage is reasonable in light of the fact that it makes broadening returns and keeps giving progressively focal core interests. Before beginning to make and direct inside the association, it ought to guarantee that the way of life truly suits it. The specialists may not be fretful to share their with their subordinates so as to keep up their impact and vital effect. It is thusly the commitment of the Management to help the Management works out, without which it would be a full scale trivial movement and cash spent. The managerial issues played inside the alliance is a tangle, which can overcome the sharing exercises. Thusly the top Management must guarantee that a positive situation for controlling procedure is made inside the firm. One continuously key advancement of Management is support. Affiliations consider the way that an affliction in light of leaving of one key individual, whose is essential, can be past need.

In this manner the affiliation must endeavour to hold the of the relationship by holding fit specialists.

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