

Multi-faced Workplace Grievance Reporting Mechanism

Vision	This project is aimed to develop Multi-faced Workplace Grievance Reporting Mechanism, which is a web-based application that can manage the HR side of any business. It stores attendance, payroll, personnel, and departmental data. It can also create Excel reports and PDF documents based on the information in its database.
Project Specification	This system can be used as an application for the HR department of the any company to maintain the generate employee reports. HR only can login the system by using required user name and password.
Functional Components	<p>Functions Provided by the System:</p> <ol style="list-style-type: none">1. Multi-faced Workplace Grievance Reporting Mechanism stores personal information (name, address, phone, etc).2. It also keeps track of individual Human Resources-related data for each employee, such as how many days absent (and what kind of absence - vacation, sick, bereavement), salary information, and Workplace Grievance Reporting Mechanism.3. It is also capable of keeping track of which employees have been hired, fired, and re-hired by the same company and on what date(s).4. Whenever an employee is added to WERM's database or when an existing employee's profile is modified, WERM creates a PDF document version of the new/updated employee's profile.5. The employee's data can be used to generate HR reports - users can create reports showing new hires or new terminations for a certain department for a certain date range, or reports can be generated that show payroll information, to name a few.6. It is even capable of creating PDF documents containing employee names and addresses in a format suitable for printing to sheets of label stickers for envelopes.
User Interface Requirements	Browser Based
Database Requirements	Centralized
Integration Requirements	Web Enabled

**Preferred
Technologies**

Solutions must be created using

- HTML, CSS (Web Presentation)
- JavaScript (Client-side Scripting)
- Java (as programming language)
- JDBC, JNDI, Servlets, JSP (for creating web applications)
- Eclipse with MyEclipse Plug-in (IDE/Workbench)
- Oracle/SQL Server/Access (Database)
- Windows XP/2003 or Linux/Solaris (Operating System)
- BEA WebLogic/JBoss/WebSphere (Server Deployment)

Other Details

The application should be highly secured and with different levels & categories of access control.