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Employee Review System using Web Technologies

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Abstract— The Employee Review Portal is a webbased platform. Designed to streamline and enhance the employee performance management process. It provides a customizable and user-friendly interface for employees to ask reviews from peers and supervisors. The portal allows for comprehensive feedback collection, including ratings and comments, and offers performance analytics. Based on the Reviews of people and supervisorsthe profile of employee is getting stronger. So that if there any recruiter likes any employee profile, they can offer job. Employee review system is an application-based system. Every organisation whether government or private uses an information system to store data of their staff.

1. INTRODUCTION

The nature of this study is to present a Employee review System for salaried employees that may be integrated into any organization of sufficient size to warrant a periodic review. To limit the scope of this study, only those salaried up to and including the first supervisory level are considered. Of primary importance to the system is a philosophy of divorcing repetitive merit review from salary increase. It is naive to assume that any merit review will not be reflected in the compensation system however, it is planned to present a system whereby the compensationgiven to an employee will be considered separately, and the review used as reference if necessary.It

is an Employee Review Portal Where employee can receive reviews from their peers, supervisors and people who were taken services from them. This platform can be used for performance appraisals, feedback, and professional development.

2. LITERATURE SURVEY

1."A Comprehensive Review of Employee Performance Evaluation Systems: Trends, Challenges, and Future Directions" by IEEE Xplore (2018)
This paper provides a comprehensive review of employee performance evaluation systems, including user modules for reviews, administrative oversight, and talent acquisition functionalities. It discusses current trends, challenges, and future directions in performance evaluation practices.

2."Organizational Feedback Systems: A Survey of Practices and Technologies"by Springer (2015)
This survey explores organizational feedback systems designed to enhance transparency and accountability. It examines user feedback modules, employee access to feedback data and administrative functions, highlighting best practices and emerging technologies in organizational feedback processes.

3."Trends in Talent Acquisition Technologies: A Review of Recent Developments"by ScienceDirect (2019)

This paper reviews recent developments in talent acquisition technologies, including recruiting modules for accessing employee details and extending proposals. It discusses the impact of technology on recruitment practices and strategies for optimizing talent acquisition processes.

4.” User Review Systems in Organizational Contexts: Practices and Challenges" by IEEE Xplore (2017)

This paper investigates user review systems within organizational contexts, focusing on user modules for weekly reviews and mechanisms for ensuring reviews are limited to employees within the same organization. It analyses challenges and best practices for managing user feedback effectively.

5."Administrative Oversight in Employee Feedback Systems: Roles, Responsibilities, and Best Practices" by Springer (2013)

This survey examines the role of administrators in overseeing employee feedback systems, including user access management, functionality updatesand ensuring system integrity. It reviews best practices for administrative oversight

3. PROBLEM STATEMENT

In today's dynamic organizational landscape, efficient employee performance evaluation and organizational feedback mechanisms are crucial for fostering productivity, accountability, and growth. However, existing systems often lack integration, transparency, and user-centric features, hindering effective evaluation and feedback processes. Consequently, there is a pressing need for a comprehensive web-based solution that addresses these shortcomings and aligns with organizational needs.

The proposed system aims to develop a robust employee performance evaluation and organizational feedback platform consisting of six interconnected modules tailored to organizational requirements. These modules include user, employee, admin, recruiting, and organizational feedback, each serving distinct yet complementary functions in the evaluation and improvement of employee performance and organizational processes.

4.PROPOSED METHODOLOGY

Requirements from stakeholders, including HR, managers, and employees. Define the features and functionality needed in the system.

Design Database Schema: Design the database schema to store employee information, performance reviews, feedback, etc. Use a relational database like MySQL or PostgreSQL. Designing an employee review system using web technology involves several key steps. Here's a general methodology to guide you through the process.

Define Objectives: Clearly define the goals and objectives of the employee review system. Determine what you aim to achieve and how the system will help in achieving those goals.

Gather Requirements: Collect requirementsfrom stakeholders, including HR, managers and employees .Define the features and functionalities needed in the system.

Choose Web Technology Stack: Select the appropriate web technologies for development, such as frontend frameworks (e.g., ReactJS), backend frameworks (e.g,Nodejs), and database technologies (e.g., MySQL, MongoDB).

Develop User Interfaces: Design and develop user interfaces for different user roles .Ensure the interfaces are intuitive and user-friendly.

Implement Core Functionality: Implement the core functionality of the employee review system, including employee self-assessment, manager reviews, feedback submission, goal setting, etc.

Integrate Security Features: Implement security features to protect sensitive employee data. Use encryption, secure authentication mechanisms, and access control.

Test the System: Perform thorough testing of the system to ensure it functions as expected. Test for usability, performance, and security vulnerabilities.

Deploy the System: Deploy the employee review system to a production environment. Ensure it is accessible to all users and meets scalability requirements.

Monitor and Maintain: Continuously monitor the system for performance issues and security vulnerabilities. Regularly update the system to add new features and improve existing ones.

5.ADVANTAGES OF PROPOSED SYSTEM

1. **Enhanced Performance Evaluation:** By providing a structured platform for users to submit weekly reviews, the system facilitates timely and constructive feedback, leading to improved employee performance and productivity.

2. **Transparency and Accountability:** The system promotes transparency by allowing users to access employee profiles and performance data, fostering accountability among employees and organizational leaders.

3. **Streamlined Processes:** Automation of performance evaluation processes reduces manual effort and administrative burden, enabling efficient data entry, record keeping, and report generation.

4. **Improved Decision-Making:** Recruiters benefit from access to comprehensive employee profiles and performance insights, enabling informed decision-making in talent acquisition and resource allocation.

5. Continuous Improvement: Mechanisms for users to provide organizational feedback facilitate continuous improvement in processes, culture, and performance, driving organizational success and competitiveness.

6. User-Friendly Interface: The intuitive user interface of the system enhances user experience, promoting adoption and engagement among employees, administrators, recruiters, and other stakeholders.

7. Scalability and Flexibility: The modular architecture of the system allows for scalability and flexibility, accommodating future growth, changes in organizational needs, and integration with other systems or platforms.

8. Data Security and Integrity: Robust administrative controls ensure data security and integrity, protecting sensitive information and maintaining confidentiality of user and employee data.

6. DRAW BACKS

- **High Cost:** Many existing systems come with a significant upfront investment and ongoing subscription fees, making them inaccessible for small and medium-sized businesses.

- **Complexity:** Some systems can be overly complex to implement and maintain, requiring extensive training and dedicated IT resources.

- **Customization Challenges:** Limited customization options may hinder organizations from aligning the system with their unique performance evaluation processes and organizational culture.

- **Integration Issues:** Integration with existing HR systems or other software platforms may pose challenges, leading to data silos and inefficiencies.

- **User Resistance:** Employees and managers may resist using the system due to its complexity, leading to low adoption rates and underutilization of features.

- **Data Security Concerns:** Storing sensitive employee performance data in the cloud raises concerns about data security and privacy compliance, especially with regulations like GDPR and CCPA.

7. CONCLUSION

In conclusion, the proposed project aims to streamline employee review processes and enhance organizational feedback mechanisms through a comprehensive modular system. By leveraging modern technologies and iterative development methodologies, the system ensures user-friendly interfaces, secure data management, and scalability. With stakeholder involvement and continuous improvement efforts, the project seeks to optimize employee evaluation, talent acquisition, and organizational performance, fostering a culture of transparency and growth within the organization.

8.FUTURE SCOPE

The future scope for your employee information system project is quite promising. Implementing a digital system can eliminate the risks associated with paperwork, such as human error and security breaches. By incorporating employee self-service features, you can empower employees to manage their personal information, reducing the burden on HR departments and managers. Additionally, leveraging cloud technology can address the challenge of accessing employee information from remote locations, ensuring that data is accessible when needed, regardless of geographic boundaries.

In the future, you could consider integrating advanced features such as AI-driven analytics to provide insights into employee performance trends and areas for improvement. Implementing a mobile-responsive design can also enhance accessibility, allowing employees to access the system from their smartphones or tablets. Furthermore, integrating with other HR systems and applications can streamline processes and improve overall efficiency.

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