**A STUDY ON EMPLOYEE MANAGEMENT SYSTEM AT BLUGREEN ANGEL PEARL PRIVATE LIMITED, CHENNAI**

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**ABSTRACT**

The Employee Management System is a software application developed to help small-scale industries manage employee details and attendance easily and at a lower cost. Many small companies in India still use pen and paper to maintain records, which can lead to errors and time-consuming work. This system provides two applications — one for employers to manage employee data like attendance, salary, overtime, holidays, and work schedules, and another for employees to mark their attendance and apply for leaves. The system allows the admin to add new employees, departments, and posts. It stores complete employee information, including personal details, education, experience, and skills. Employees can update their profiles, apply for leave, and get notifications from the admin. The leave requests are approved or rejected by the admin based on availability.

**INTRODUCTION**

An Employee Management System (EMS) is an essential tool that helps organizations handle core HR functions such as employee records, attendance tracking, payroll processing, and performance evaluations. Efficient EMS implementation enhances workforce productivity, reduces errors, and improves HR operations. This study focuses on Blugreen Angel Pearl Private Limited, a retail company, analyzing its employee management practices and identifying areas for improvement. The research aims to evaluate the effectiveness of their current EMS and provide recommendations for optimizing HR processes.

**Keywords:** Employee Management System, Attendance Tracking, Payroll Management, Leave Management, HR Automation

**REVIEW OF INTRODUCTION**

KM Sushma Yadav and R. Latha (2022) highlight the challenges faced by a client relying on paper-based management for sites, vendors, and employees. This system risks data loss, complicates tracking work progress, resource allocation, and expenses, and requires manual auditing of employee records, attendance, and leave. Additionally, it makes resource planning difficult due to the lack of accurate tracking.

Rishabh Bajpai and K. C. Tripathi (2020) discuss an employee management system that streamlines record-keeping, saving time, money, and effort. It enhances transparency in wage calculations, supports HR tasks, and improves overall employee management and performance within an organization.

**RESEARCH METHODOLOGY**

This study adopts a descriptive research approach to analyze on employee management system at blugreen angel pearl private limited. Both primary and secondary data were utilized, with primary data collected through a structured questionnaire distributed via Google Forms to employees, while secondary data were sourced from industry reports, research papers, company records, and government policy documents. A non-probability sampling technique (convenience sampling) was employed, targeting 110 respondents involved in the employee management. The collected data were analyzed using descriptive statistics to summarize employee satisfaction, along with Chi-Square Tests to examine relationships between gender and education. This methodological approach ensures a structured and data-driven understanding of effectiveness of employee management system.

**OBJECTIVE OF THE STUDY**

**Primary Objective:**

To analyze the effectiveness of the Employee Management System at Blugreen Angel Pearl Private Limited.

**Secondary Objectives:**

1. To evaluate payroll processing, attendance tracking, and employee benefits.

2. To assess employee satisfaction levels regarding HR policies and career growth.

3. To identify the key challenges in workforce management and propose solutions.

**DATA ANALYSIS AND INTERPRETATION**

The questionnaire became the basis to build five hypotheses (Null) for further testing. To analyze the results SPSS is used. In the data analysis process, a Single Factor ANOVA (Analysis of Variance) and a Chi-Square test were used for hypothesis testing. ANOVA is employed to determine if the means between two or more groups differ significantly.

Percentage analysis:-

|  |  |  |  |
| --- | --- | --- | --- |
| S.no | Age | No of Respondents | Percentages analysis |
| 1 | 20-25 | 71 | 64.5% |
| 2 | 26-30 | 24 | 21.8% |
| 3 | 31-35 | 14 | 12.7% |
| 4 | 36-40 | 1 | 1% |
| 5 | More than 40 | 0 | 0% |
| Total |  | 110 | 100% |

**INTERPRETATION**

From the above table it is interpreted that the number of respondents 20-25 age of respondents are 64.5%, between 26-30 age of respondents are 21.8%, between 31-

35 ages of respondents are 12.7%, between 36-40 ages of respondents are 1%, between more than 40 ages of respondents are 0%.

**INFERENCE**

* Majority 64.5% of the respondents belong to the age group of 20-25 category

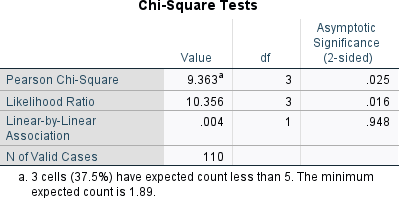
|  |  |  |  |
| --- | --- | --- | --- |
| S.no | Education qualification | No of Respondents | Percentages analysis |
| 1 | Diploma | 10 | 9.1% |
| 2 | Under Graduate | 63 | 57.3% |
| 3 | Post Graduate | 33 | 30% |
| 4 | Others | 4 | 3.6% |
| Total |  | 110 | 100% |

**Interpretation**

From the above table it is interpreted that the number of respondents in diploma of education qualification of respondents are 9.1%, between under graduate of respondents are 57.3%, between post graduate of respondents are 30%, between others of respondents are 3.6%.

**Inference**

Majority 57.3% of the respondents belong to the Under Graduate category.



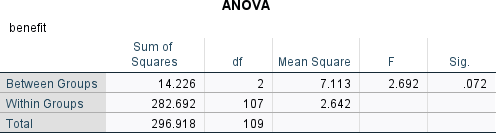
**HYPOTHESIS** :-

(H0): There is no association between gender and education qualifications in the employee management system.

(H1): There is a significant association between gender and education qualifications in the employee management system.

**INFERENCE**:

The p-value (0.025) is less than 0.05, we reject the null hypothesis (H₀) and accept the alternative hypothesis (H₁).  
This means there is a significant association between gender and education qualifications in the employee management system



**HYPOTHESIS**:-

(H0): There is no significant relationship between working hours and employee benefits.

(H1): There is a significant relationship between working hours and employee benefits.

**INFERENCE**

The p-value (0.072) is greater than 0.05, we fail to reject the null hypothesis (H₀).  
This means there is no significant relationship between working hours and employee benefits based on the given data.

**FINDINGS:**

* Most employees are undergraduates (57.3%), indicating that the majority have a foundational education level but may require additional training for career progression.
* The workforce is predominantly young (64.5% are between 20-25 years), indicating that most employees may be in the early stages of their careers.
* Since a high percentage of employees are young and less experienced, clear payroll structures and attendance tracking mechanisms are crucial to ensuring fair compensation and efficiency.
* With a large portion of employees being young and undergraduates, HR policies should emphasize career growth and skill development opportunities.
* If payroll processing and benefits do not align with employee expectations, satisfaction levels may be affected, requiring HR to improve compensation structures or performance-based incentives.
* Lack of differentiation in employee benefits, the need for career development programs, and ensuring fairness in payroll and attendance tracking.

**SUGGESTIONS:**

* Secure Login & Role-Based Access: Implement strong authentication measures for different employee roles.
* Attendance Management: Introduce biometric or card-based attendance tracking.
* Task & Project Tracking: Allow tracking of assigned tasks, deadlines, and progress.
* Performance Reviews: Implement a module for employee evaluations, feedback, and goal-setting.
* Leave Management: A digital leave request and approval system with a history log.
* Payroll Integration: Automate salary calculations, tax deductions, and financial records.
* Internal Communication: Introduce messaging or notification systems for collaboration.

**CONCLUSION:**

The employee management system designed for the organization aims to streamline HR processes, improve workforce efficiency, and foster a collaborative work environment. By integrating secure authentication, attendance tracking, performance evaluation, and seamless payroll integration, the system enhances operational effectiveness. Additionally, the focus on user-friendly interfaces and data security ensures a reliable and efficient solution aligned with the company's goals. Continuous improvements and feedback will be essential to keep the system adaptive to the organization's evolving needs​.

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