ABSTRACT

Employees are the backbone of any company. Management of employee performance plays a major role in deciding the success of the organization. Employee management application is a powerful tool to relieve the user from the complicated task of handling employee scheduling manually. Employee management application using android smartphone’s is trying to build an android application for log the data on the server automatically. This application is helpful for the managers to monitor their Employee through mobile phones. This application is used to maintain transparency between managing team and employee, maintain logs of call and messages, maintain location of user for track user for their working achievements, online attendance system, design emergency security using sending notification to friends and security team. It also use to maintain text details, emails and multimedia messages can be seen and interrupted by the managers, who can also monitor where their employees are, access a history of where they have been and set up alerts if their employees are going outside of the approved geographical zones, are receiving texts from unapproved numbers or calls from banned persons. This application is really very helpful for the managers to monitor their employees through mobile phones. By using this application, the organisation can avoid the unnecessary involvement by the employees by monitoring their mobile phone usage and also by tracking their current location. The Global Positioning System is used for location tracking.

Keywords: Global Positioning System, Google APIs, Android Smartphone’s
Kuntze, Rieke, Diederich, Sethmann, Sohr, Mustafa, Detken implemented business intelligence system in order to support and improve business decisions and cooperate competitiveness; IT systems are used to collect and process business data. [2] These business intelligence systems (BI systems) strive to combine formerly spread and fragmented data from different parts of a company. Through analysis and transformation, data is turned into information, a basis for strategic decisions. The increased availability and system performance of mobile systems allows flexible on site data collection and processing, thus extending business intelligence to mobile business intelligence.

Atsushi Ito, Yoshiaki Kakuda, Tomoyuki Ohta and Shinji Inoue, proposed the implementation of “New safety support system for children on school routes using mobile ad hoc networks” which developed a new safety support system for children on school routes by using a mobile ad hoc network constructed from mobile phones with the Bluetooth function. [7] The support system provided good performance and accuracy in maintaining the safety of students on the way to school. The basic idea of the safety support system is the grouping of children and volunteers using a mobile ad hoc network.

3. SYSTEM ARCHITECTURE

A. Client Side Design

An Android application is design and it can be installed on android Smartphone’s. This application uses Android Smartphone’s for the software to be run. Client side refers to operation that is performed by the client in a client server relationship in a computer networking. The mobile phone in the hand of the employee should be an Android phone. It also helps to keeps the profile of each employee in the organization. The reason to choose Android phone is because of its increasing consumer reach and popularity.

B. Server Side Design

A server is implemented to store, generate and view the details which are sending by the software which is installed in the mobile phone. The server can receive the data from the software and can store the data in an efficient manner. Server side refers to operations that are performed by the server in a client-server relationship in computer networking. And this helps the manager to review the details and can know the performance of the employees in the organization.

C. Database Design

Database design is the process of producing a detailed data model of the database. Database is used to store the information of employees in the organisation. The data which is gathered by the software is stored in the database for the further usage. SQLite is used as a mobile back-end database and MySQL is used as a portal back-end database.

3.1 Existing System

In the existing system the tracking system is not secure as compared to the proposed system. The existing system seems like an old age employee information Company Information gathering, saving, updating and deleting process with a lot of paper work & registers to keep the record of employees. The attendance records are maintained manually which means that all the records related to the employees’ daily presence at work is maintained on registers this leads to wastage of time and manpower. Thus, the existing system is not flexible and is error prone.
3.2 Proposed System and Architecture

![Architecture of Proposed System](image)

The proposed system makes use of the Android Smartphone’s application to monitor the employee working activities and thereby increasing the performance. This proposed system provides user-friendly software which saves the user time and efforts, allowing users to focus on their business goals. This application also handles the inventory management; appropriate procedures have been applied and defined for collecting, processing, communicating, and archiving quality data & information. In this system, tracking can be made at a very high speed without any distortion in the network. The tracking system is very secure when compared to the existing system with the effective implementation of web service security. Thereby, this system is used to maintain transparency between managing team and employee.

CONCLUSION

This system can be used in organizations such as IT industry, in order to monitor the employee activities and Performance. This application enables the managers to update the overall performance of the employees in their respective areas. This management system is a revolutionary mobile application which uses Android OS for monitoring incoming call details, outgoing call details, messages, email, web history, and location. It is useful to maintain the sovereignty of an organization. It also acts as indirect austerity control measurement. As far as attendance module is concerned, employees have freedom to give attendance irrespective of mobility constraint. It is convenient for managers to convey messages to employees using information and communication technology.

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