ZNIFA
REDEFINING DIGITAL TRANSFORMATION

CASE STUDY 15





AUTOMATING PAYROLL SYSTEM

Leading Retail Store

Payroll Solution - A Case Study on Znifa's J2EE Payroll Solution for a Leading Retail Store in Papua New Guinea.

CORE TECHNOLOGIES

Spring JDBC Template, jQuery, Ajax, HTML 5

INTRODUCTION

A leading retail store in Papua New Guinea approached Znifa to improve the productivity of their HR team and reduce the time taken to generate various reports while ensuring compliance with all regulatory requirements. The client also wanted to have a portal for each employee to access their payroll, income tax, and PF details and automate the leave approval process.

PRODUCT SYNOPSIS

Znifa developed a payroll system from scratch in J2EE framework that captured employee details, hierarchy, income tax slab, and calculated taxes based on the tax slab, satisfying the business logic, viz, the residential status, declaration filed, and the number of dependents, etc. The system also generated various reports such as NAS Fund Report, Income Tax, and PF remittance reports, and provided an employee login for employees to check their details. Additionally, the system had an inbuilt leave management system with an approval workflow, configurable PF and leave details and final settlement.

RESOURCES ENGAGED

Znifa used a three-member team to finish the project. The technology stack included Spring JDBC Template, jQuery, Ajax, JSP, JSTL, HTML 5, CSS3, log4j, SVN, Maven, Selenium 3.14, Eclipse IDE, Tomcat 9, and MySQL 5.5.

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KEY CHALLENGES

The key challenges faced during the project were capturing all the necessary employee details, automating the leave approval process, and generating various reports while ensuring compliance with all regulatory requirements.

SOLUTION IMPLEMENTATION

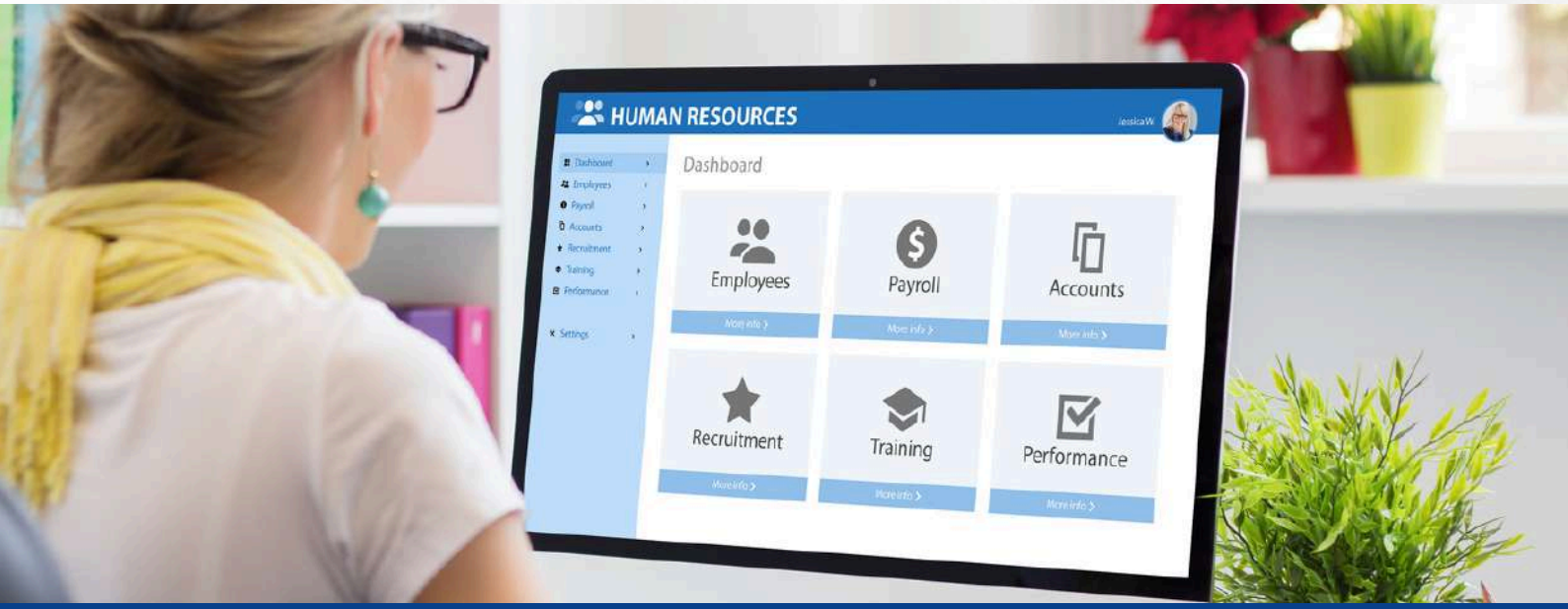
Znifa developed a payroll system from scratch in J2EE framework that captured all necessary employee details, integrated with the client's existing systems, automated the leave approval process, and generated various reports while ensuring compliance with all regulatory requirements. The system was also configured with a dashboard with vital information and comparison charts on the landing page.

RESULTS AND DATA

After the successful implementation of the payroll system, the client's HR team's productivity improved, and the time taken to generate various reports was reduced significantly. The system's automation of the leave approval process and compliance with all regulatory requirements improved the overall HR management process. The employee portal provided easy access to payroll, income tax, and PF details, improving transparency and accountability. Overall, the system's successful implementation helped the client streamline their HR management process, resulting in improved efficiency and productivity.

Overall, the project helped with

- Time reduction for generating various reports by 80%
- Improved productivity of the HR team by 70%
- Compliance with all regulatory requirements
- Portal for each employee to access their payroll, income tax, and PF details
- Automated leave approval process
- The system has successfully handled the payroll of over 1000 employees
- The application has been running smoothly with zero downtime since its implementation
- The client reported high satisfaction with the application and services provided by Znifa.



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