

Web-Based Human Resource Management System Using Java and SQL

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ABSTRACT

Human Resource Management Systems (HRMS) are now indispensable for modern organizations, serving to digitize and streamline complex HR functions. Crew Connect is a comprehensive, web-based HRMS designed specifically to efficiently manage core workforce activities. Its features include biometric attendance tracking, automated payroll generation, sophisticated leave management, dynamic hierarchy visualization, a real-time notification system, and secure cloud document storage. Built on a robust technical foundation utilizing a Java backend, MySQL database, and Next.js/React.js for the frontend the system employs development tools like Swagger, DB Builder, and automated email services. Crew Connect dramatically reduces manual effort while simultaneously better data accuracy and procedural transparency. This paper outlines the methodology, implementation, key results, and the future scope of the Crew Connect system.

Keywords — Human Resource Management Systems (HRMS), Java, SQL, MySQL, React.js, Web Development.

1. Introduction

The Human Resource Management (HRM) function is undeniably the backbone of any successful organization, tasked with critical administrative duties that dictate the operational rhythm of the entire company[1]. These responsibilities are wide-ranging, encompassing everything from initial employee recruitment and diligent attendance tracking to complex payroll calculation, maintaining smooth internal communication channels, and meticulously managing employee records and documentation.

The Challenge of Manual Processes

Historically, these essential HRM activities were overwhelmingly dependent on manual, paper-based processes. This reliance on physical forms, spreadsheets, and inter-office memos created significant friction. Not only did these manual systems consume valuable time and resources, but they were also notoriously vulnerable to human error, resulting in delayed payments, incorrect leave balances, and misplaced critical employee files. The lack of a unified, searchable system meant that HR staff spent countless hours simply retrieving information rather than focusing on strategic initiatives like employee development or engagement. In a rapidly evolving digital world, the inherent inefficiency and operational fragility of traditional HR methods became an unsustainable liability. This escalating complexity

and the urgent need for verifiable data accuracy are precisely what drove the industry-wide demand for robust, centralized Human Resource Management Systems (HRMS) [2].

Introducing CrewConnect: A Digital Solution

This necessity motivated the development of CrewConnect, which we designed as a comprehensive, web-based HRMS solution to fully automate and optimize these critical HR operations. CrewConnect is not just a digital filing cabinet; it is a productivity multiplier.[2] It directly tackles the most common pain points experienced by HR departments and employees alike. For instance, the system integrates biometric attendance recording, eliminating disputes over working hours [7]. Managers benefit from a transparent, multi-level leave approval workflow, while the system automatically generates precise payroll figures, drastically reducing the risk of errors tied to manual calculations.

Furthermore, CrewConnect promotes organizational clarity. It provides a dynamic visualization of the employee role hierarchy, making reporting lines instantly understandable across the enterprise. To address document management headaches, it includes secure cloud storage, ensuring all essential employee documents are safely backed up and accessible only to authorized personnel [7]. Finally, a real-time notification system keeps the entire workforce informed

of important updates, approvals, and company news.

The Technology Powering Efficiency

To guarantee both reliability and scalability, CrewConnect is built upon a high-performance technology stack. We leveraged Java [3] for developing the robust backend APIs, chosen for its enterprise-level stability and security. MySQL [4] serves as the reliable data storage engine. For the user interface—the part employees interact with daily—we utilized modern, high-speed web technologies, including HTML, CSS, JavaScript, and the advanced framework combination of Next.js [6] and React.js, [5] ensuring a smooth, responsive, and intuitive user experience.

The development process was streamlined using professional tools: Swagger provided clear and standardized API documentation; DB Builder facilitated efficient schema development and maintenance; and NPM managed project dependencies seamlessly. Crucially, an integrated, automated email service was implemented to ensure prompt and reliable communication for critical events, such as payroll alerts and leave status changes. By combining these advanced features and technologies, CrewConnect ensures a new level of efficiency, transparency, and strategic focus for the HR department.

2. Methodology

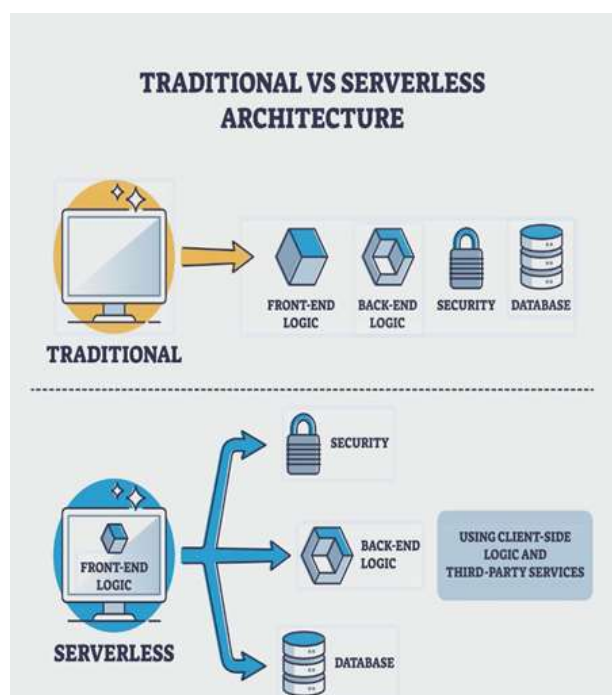


Fig 1: Workflow Flowchart

Building CrewConnect- Our approach to developing CrewConnect was structured to ensure a robust, scalable, and user-friendly Human Resource Management

System (HRMS). We adhered to a clear, phase-based development process and implemented a multi-tiered system architecture using industry-leading technologies [2].

A. CrewConnect System Architecture

CrewConnect operates on a modern three-tier architecture [2], which separates presentation, logic, and data storage. This design choice ensures optimal performance, easier maintenance, and enhanced security across the platform.

- **Frontend Layer (The User Experience):** This layer is the system interface that employees and managers interact with daily. We chose HTML, CSS, JavaScript, Next.js [6], and React.js [5] to deliver a responsive and intuitive user experience (UI). The use of React.js allowed us to build the interface using a component-based architecture, which significantly sped up development and makes future updates highly manageable. Next.js provides server-side rendering benefits, ensuring fast load times and improved performance even with heavy data loads.
- **Backend Layer (The Logic Engine):** The backend is the core intelligence of CrewConnect, responsible for executing all business logic, processing API requests, and enforcing security protocols. We selected Java [3] for its enterprise-level stability, security features, and proven ability to handle complex, concurrent transactions (like simultaneous payroll calculations or attendance logs). This layer is where all system functions, from payroll to approvals, are handled securely.
- **Database Layer (The Data Repository):** To provide reliable and structured storage for vast amounts of HR data, we utilized MySQL [4]. This relational database is highly effective for managing structured data, including sensitive employee profiles, detailed attendance logs, payroll calculation data, and document metadata. Its maturity and robustness ensure data integrity and reliable performance under continuous use.

Key Development Tools

To streamline our workflow and ensure high-quality output, we integrated several essential development tools:

- **Swagger:** Used to provide comprehensive API documentation and testing, ensuring seamless communication between the frontend and

backend teams.

- **DB Builder:** Facilitated the efficient design and management of the database schema, ensuring consistency and data integrity.
- **NPM (Node Package Manager):** Managed all project dependencies for the frontend, maintaining a stable and standardized development environment.

- **Integrated Email Sender:** Enabled automatic, real-time communication for important system events, such as leave status changes and critical automated notifications.

B. Core Functional Modules

CrewConnect is organized into several integrated modules, each designed to automate and simplify a specific HR function [2]:

Table 1: Core Function Modules and its Benefits

Module	Function & Benefit
Biometric Attendance	Automatically collects precise employee check-in and check-out data, eliminating manual logging errors and attendance fraud.
Canvas-based Hierarchy	Provides a dynamic, visual map of the entire organization's reporting structure, making it easy to understand and navigate reporting lines.
Attendance & Tracking	Records detailed working hours, accurately calculates overtime, and tracks absence patterns for compliance and performance review.
Leave Request/ Approval	Implements a digital workflow where employees submit requests and managers process approvals and rejections efficiently, maintaining an auditable trail.
Payroll Generation	Automates the complex process of salary calculation based on attendance, tax rules, and deductions, guaranteeing accuracy and timeliness.
Notification System	Delivers crucial alerts and workflow updates directly to the employee/manager dashboard and integrated email, ensuring no action is missed.
Cloud Storage	Offers a secure, centralized location for storing sensitive employee documents and certifications, replacing physical filing cabinets and enhancing data security.

C. Development Workflow

We adopted a sequential, phase-driven approach to project execution, which allowed for systematic development and iterative testing. Our workflow ensured that requirements were fully met before proceeding to integration and deployment:

1. **Requirement Analysis:** Defined the core features, user stories, and non-functional requirements in collaboration with future HR stakeholders.
2. **UI & Database Design:** Simultaneously designed the user interface wireframes and the foundational database schema (using DB Builder) to ensure data model consistency with the user experience.
3. **Backend API Development:** Developed the robust Java-based APIs, focusing on security and efficient handling of business logic.
4. **Frontend Integration:** Connected the React/Next.js frontend components to the documented backend APIs (validated via Swagger).
5. **Feature Development:** Implemented the core modules (Attendance, Payroll, Leave, etc.) and

performed internal unit testing.

6. **Testing & Deployment :** Conducted comprehensive system testing (functional and non-functional) before deploying CrewConnect to the production environment.

3. Result and Experiment

To validate the efficacy and impact of CrewConnect, we conducted a thorough evaluation using a sample set of employee records, directly comparing the system's performance against the traditional, manual HR processes

previously in use [2]. The core goal of this experiment was to quantitatively and qualitatively assess the improvements in efficiency, accuracy, and overall service delivery.

A. Manual vs. CrewConnect: A Comparative Analysis

The most telling results emerged from a feature-by-feature comparison, which clearly demonstrates the paradigm shift enabled by digitalization [7]. Table 2 below summarizes the key differences encountered during the trial:

Table 2: the key differences encountered during the trial

Feature	The Cost of the Manual Process	The Efficiency of CrewConnect HRMS
Attendance Tracking	Reliant on prone-to-error paper registers and sign-in sheets; difficult to audit.	Uses an automated Biometric System for instant, accurate check-in/out records.
Leave Management	Slow and fragmented, involving email chains or physical paper forms for approval.	Facilitated by a Digital Approval Workflow, ensuring rapid processing and an auditable history.
Payroll Processing	Demanded significant manual effort and countless hours of reconciliation, leading to frequent delays.	Delivers Auto-Generated Salary calculations, minimizing human error and ensuring timely payment.
Document Storage	Cluttered Physical Files requiring dedicated storage space and complex manual retrieval.	Centralized and secured via Cloud Storage, providing instant, authorized access from anywhere.
Internal Communication	Often Delayed or missed due to reliance on slow email or physical memos.	Instant Notifications via dashboard and integrated email ensure immediate alerts and action.

B. Impact and Outcomes

The experimental results overwhelmingly demonstrated the transformative value of the HRMS. The system achieved marked improvements across several key performance indicators [2,7]:

- **Improved Accuracy:** The switch to the Biometric System immediately resulted in near-perfect attendance accuracy, virtually eliminating disputes over clock-in/out times.
- **Reduced Processing Time:** The shift to automated payroll drastically reduced salary processing time, allowing the HR team to reallocate hours previously spent on manual reconciliation to more strategic tasks.
- **Enhanced Accessibility:** By migrating document storage to the cloud, the system ensured enhanced accessibility of critical HR services and employee information, drastically improving the speed of administrative tasks.

C. User Feedback

Beyond the measurable gains, qualitative user feedback was highly positive. Employees and managers who participated in the trial specifically highlighted the system's simplicity and intuitive design. Feedback noted the smooth workflow of the digital leave approval process and the clarity provided by the real-time notification system, confirming that the system is not only technically sound but also successful in the hands of everyday users.

Discussion

The development and successful evaluation of CrewConnect strongly demonstrate the transformative potential of automation when applied to core Human Resources operations [7]. The system moves HR from a reactive, administrative function to a proactive, digitally-driven strategic partner within the

organization.

The Achieved Success

The design choices implemented in CrewConnect directly addressed the common pitfalls associated with manual HR management:

- **Solving the Integrity Challenge:** The integration of the biometric attendance system is a critical success factor, effectively eliminating the potential for time theft and proxy marking [7]. This single feature ensures that attendance data is accurate, auditable, and indisputable.
- **Enhancing Security and Clarity:** The transition to secure cloud integration ensures highly reliable and safe document handling, removing the risk of loss or damage inherent to physical filing. Furthermore, the hierarchy visualization component provides managers and employees with a clear, dynamic view of the organizational structure, leading to smoother administrative workflows and better communication. [7]
- **Justifying the Tech Stack:** The selection of our technology stack was deliberate and strategic. Using Java for the backend [3] establishes a highly secure and scalable foundation, meaning the system can easily adapt to significant increases in employee numbers or transactional load. Concurrently, the use of React.js [5] and Next.js [6] ensures the user interface is fast, responsive, and easy to use, translating directly into improved employee adoption and reduced training time.

Opportunities for Future Enhancement

While CrewConnect is highly effective in its current implementation, the rapid evolution of HR technology

presents several exciting avenues for future enhancement [7]. To expand the system's utility and adaptability, particularly for large, complex enterprises, we have identified several key areas for development:

- **Expanded Accessibility:** Introducing dedicated **mobile accessibility** is essential, allowing employees to manage leave and view notifications directly from their personal devices, enhancing convenience and reducing dependence on desktop access.
- **Strategic Intelligence:** The addition of AI-driven analytics could transform the system's data into strategic insights, enabling HR leaders to predict turnover risks, optimize recruitment pipelines, or identify skill gaps.
- **Advanced Features:** To fully support large-scale operations, future iterations should include specialized modules such as sophisticated employee performance evaluation tools, detailed shift scheduling capabilities, and the integration of a chatbot support feature for instant query resolution.
- **Enterprise Adaptability:** Finally, implementing a multi-tenant SaaS integration model would allow the system to be securely deployed across various clients or departments simultaneously, greatly expanding its market reach and commercial viability.

In summary, CrewConnect has proven its value as a modern HR solution, laying a strong foundation that is ready to be expanded through targeted development focused on mobility, intelligence, and comprehensive enterprise feature sets.

4. Conclusion and future work

Conclusion

The development of CrewConnect marks a significant achievement in modernizing Human Resource Management (HRM) [1]. The system has successfully realized its core objective: providing a secure, integrated, and highly automated platform for essential HR functions [2]. By centralizing features such as real-time attendance tracking, precise payroll generation, streamlined leave approval workflows, clear organizational hierarchy mapping, and secure cloud document storage, CrewConnect effectively minimizes manual dependencies and dramatically enhances overall operational productivity. The successful implementation of its three-tier architecture, built upon reliable technologies like Java [3], MySQL [4], and

Next.js/ React.js [5,6], ensures the system is not only functional but also scalable and robust enough to handle the demands of a growing organization. Ultimately, CrewConnect proves that digitalization is the key to creating a more accurate, transparent, and efficient HR environment.

Future Work and Strategic Expansion

While the current iteration of CrewConnect provides a complete solution for core HR automation, our vision for the platform extends far beyond its present capabilities. The next phase of development will focus on incorporating advanced technologies and expanding market adaptability to solidify CrewConnect as an enterprise-grade solution. [7]

Our strategic roadmap for future work includes the following key enhancements:

- **Mobile Accessibility:** Developing dedicated Android and iOS mobile applications will be prioritized. This will ensure employees and managers can interact with the platform seamlessly, managing tasks like leave requests, attendance checks, and notifications on the go, significantly improving user convenience.
- **AI-Powered Strategic Insights:** Integrating AI-based analytics will allow the system to process aggregated HR data and provide high-value, predictive insights. This will help HR leadership make data-driven decisions regarding employee retention, performance trends, and resource allocation.
- **Recruitment Automation:** Implementing Machine Learning (ML) algorithms for resume screening will automate the initial, time-consuming stages of the recruitment process. This feature will intelligently filter candidate submissions based on specific criteria, allowing recruiters to focus on top-tier talent.
- **Instant HR Support:** The integration of a chatbot will provide employees with instant, 24/7 support for routine HR queries (e.g., "What is my remaining leave balance?"). This offloads common requests from the HR team, freeing them up for more complex matters.
- **SaaS Model Adaptation:** Moving toward a multi-company SaaS (Software as a Service) product model will allow CrewConnect to be securely deployed and customized for different client organizations simultaneously. This shift is crucial for market expansion and commercial

viability as a widely adopted enterprise tool.

These future developments are designed to evolve CrewConnect from an efficient internal tool into a comprehensive, intelligent, and flexible HR management solution ready to serve the needs of large-scale, dynamic enterprises.

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