MARA UNIVERSITY OF TECHNOLOGY

Web-Based Salary System for Palm Oil Estate Farmer

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DECLARATION

I certify that this thesis and the research to which it refers are the product of my own work and that any ideas or quotation from the work of other people, published or otherwise are fully acknowledged in accordance with the standard referring practices of the discipline.

NOVEMBER 21, 2005

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ABSTRACT

This Salary System is basically the system that is built to manage the salary at a Felda. This system allows user to view, add, delete and update information about their salary. The target users for this system are palm oil estate farmers, staff and manager. Every user has different roles in this system. Palm oil estate farmers only can view their salary system. Meanwhile, staffs only use it to key in data and view farmers' statistical salary analysis. Manager or administrator has the power to change anything about the data in the system. This system is focusing on the salary system for Felda Kemasul. This system is built as a web-based system that can be access online. This system is developed based on human computer interaction. "PHP: Hypertext Preprocessor" as the programming language, MySQL is selected as the database and Apache as the web server. This system provides updating of information and retrieving of data and in an efficient manner and less time consuming. This system is hopefully can manage the flow of salary smoothly.

ACKNOWLEDMENT

In the name of Allah, Most Gracious, Most Merciful. Praise to Allah, the one and only, for giving strength to complete this project.

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LIST OF ABBREVIATIONS

DOS	Disk Operating System
PHP	Hypertext Preprocessor
MySQL	Multi-threaded (Structured Query Language)
RDBMS	Relational Database Server
GPL	General Public License
LAMP	Linux, Apache, MySQL, PHP/Perl/Phyton
GUIs	Graphical User Interfaces
SAW	Salary and Wages System
COBOL	Common Business Oriented Language
SSL	Secure Sockets Layer
IVR	Voice Response System
SSN	Social Security Number
SAMS	Salary Analysis Management System
SPSS	Statistical Package for Social Sciences
UML	Unified Modeling Language

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CHAPTER I

INTRODUCTION

1.1 INTRODUCTION

As the world has moving towards the Internet and technology era, all of the industries have started to upgrade their performance using the computer and technology. The salary system is important in terms of preparations for the planned reform of the public service salary system aimed at assigning more responsibility and powers of decision to the heads of agencies. The ability of an organization to sustain the delivery of quality products and services is essential to its long-term success. Salary system is a computer programming which can calculate the net salary for a person.

1.2 PROJECT BACKGROUND

This project basically designs for solving salary management in felda by replacing current Disk Operating System (DOS) System with Online Salary Management System. A web site is developed to help user to manage their activity. The focus of this project is the salary calculation for palm oil estate farmers. This system will be used by staff and manager to manage farmers' salary. Besides view the salary by farmers, the system also can view the decision analysis and statistical analysis about the salary for each of the farmers. By using this new method of salary, hopefully farmers will encourage to manage their salary in the best of way. This system is design only for the use of palm oil estate farmers of Felda Kemasul and they have an authority to view the web site only.

In Malaysia recently as far as we know, there is still new in online system that design for managing salary. This type of information system is quite popular at other country especially United State. Many of their big organization apply this information system for their salary management system.

The issue and problem that always rise during current salary management such as difficulty to link each other weather staff, manager or farmers. Besides it takes a lot of

time and using many workers just to calculate the salary .The interface also is not interactive as good as possible. This salary system perhaps will solve the problems.

1.3 BACKGROUND OF THE PROBLEM

Felda Kemasul is one of the felda in Malaysia. From my observation through out several years at my hometown (Felda Kemasul), there are something must be change through their salary system. As the world has moving towards the Internet and technology era, all of the industries have started to upgrade their performance using the computer and technology. Although the farmers have lowest education level but if they are trained, they can do better than before. Prime minister also suggested that one home one compute. So, we can bring information technology in their life through this channel.

From the management of salary system, the system is still in the old fashion. They use DOS System which only black and white in color. Besides, they have to print report and give to the manager when manager ask for it. So, it takes time to do that task. The problem rises here are:

- Not everybody will get the new information because of may be the notice board is noticed by manager at office. As the result farmers will not get to know about the event.
- Sometimes, farmers have something to ask about their salary but they did not know to whom they should ask.
- Manager also can check how effective their staff in make solution to the problems.

Salary payment is conducted every month. Currently the payment processes are done at office. When the farmers want to take their salary, they have to come to the office and crowded to see their pay slip before taking their salary. This process of registration is time consuming and manager face problem in handling the crowded in the office, since all the farmers come to take their salary. New salary system is required to overcome problems exist and increase the efficiency.

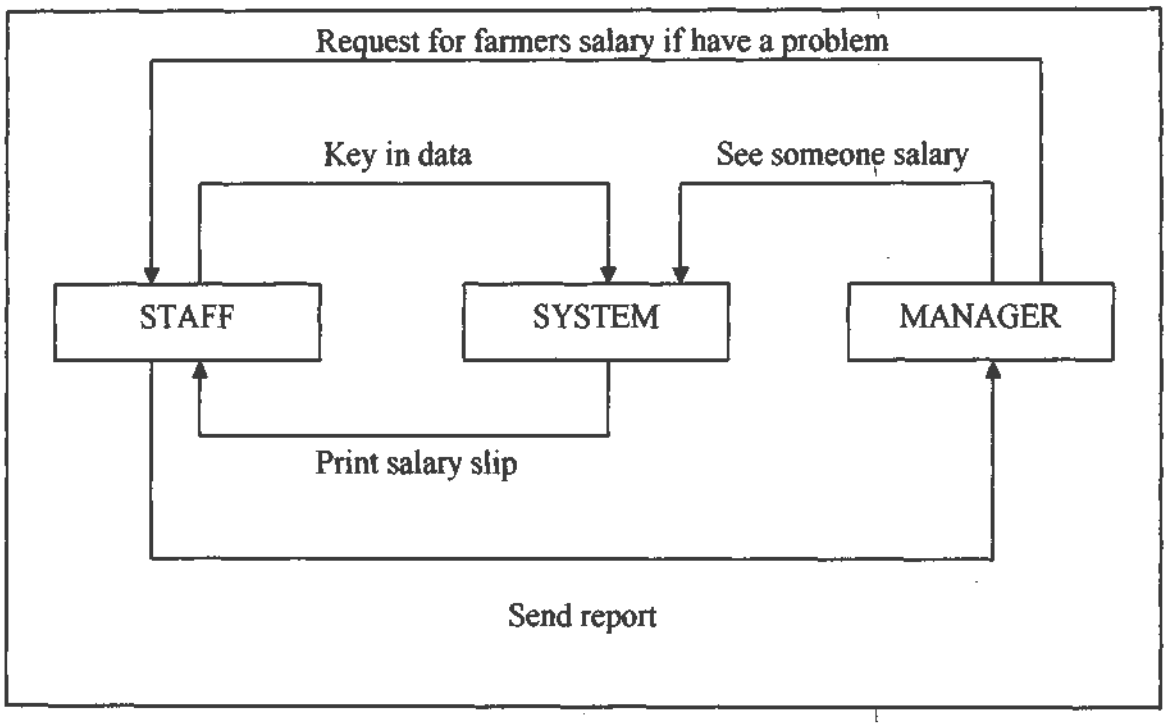

Figure 1.1: Diagram for the current system.

1.4 PROBLEM DESCRIPTION

Below are the problem descriptions from farmers and management perspective (staff and manager).

1.4.1 Farmers Perspective

From the farmer perspective, they find hard when:

- The time for their salary – they have to go to the office to see their salary.
- To see the latest news – everything latest news on the board at the office.
- To tell their confusion about salary – they also have to go to the office.

1.4.2 Organization Perspective

The current system for salary system is DOS System and stands alone. Besides, the background color is black and white. Then, there was few optional buttons in the system. User also much using keyboard than mouse.

Here, are some user requirements for the new system:

- provide a good system framework for an effective and efficient management control.
    - ensuring all inter-company billing is automatically done from a single source of entry.
- provide up-to-date information for performance measurements and strategic decision making.
    - the ability to ensure effective budget and expenditure control at individual and group company level.
- provide a more user- friendly interface design
    - to increase the productivity of the staff.

Mr. Wan Mazlan Wan Abdullah (personal communications, September 18, 2000).

Figure 1.2 to 1.6 illustrates the example of the current system:

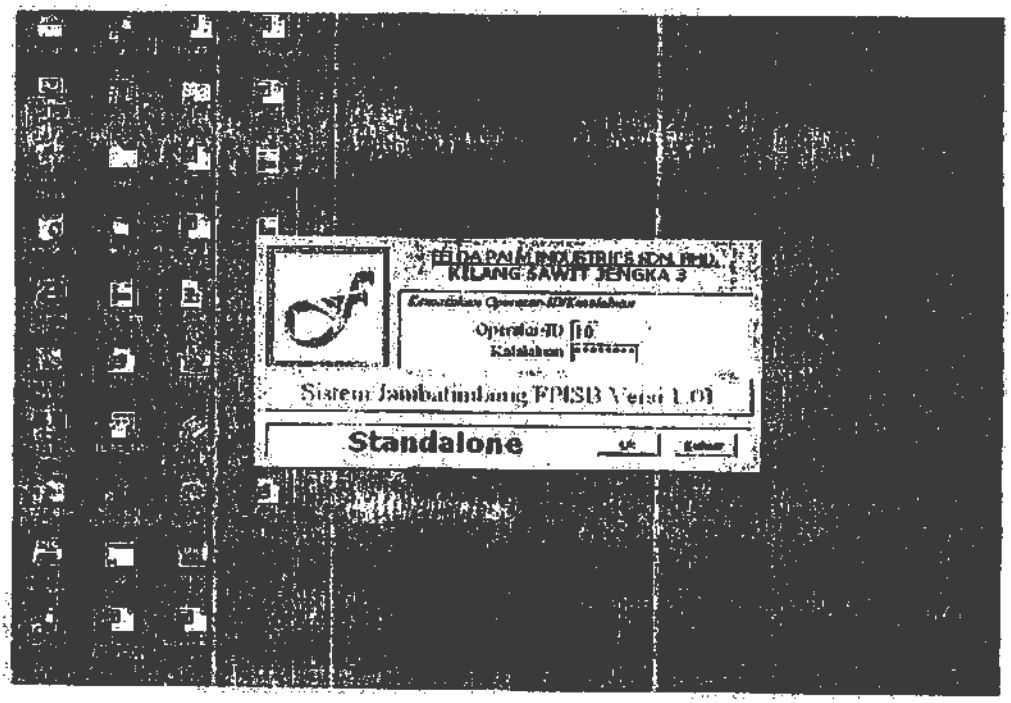

Figure 1.2: Print screen for log in

- Id and password enter by user by click Enter or OK.
- Password for every user will determine in a period of time. If password ended, user must create a new password.
- The system is standalone.
- The background color for the system is black and white.

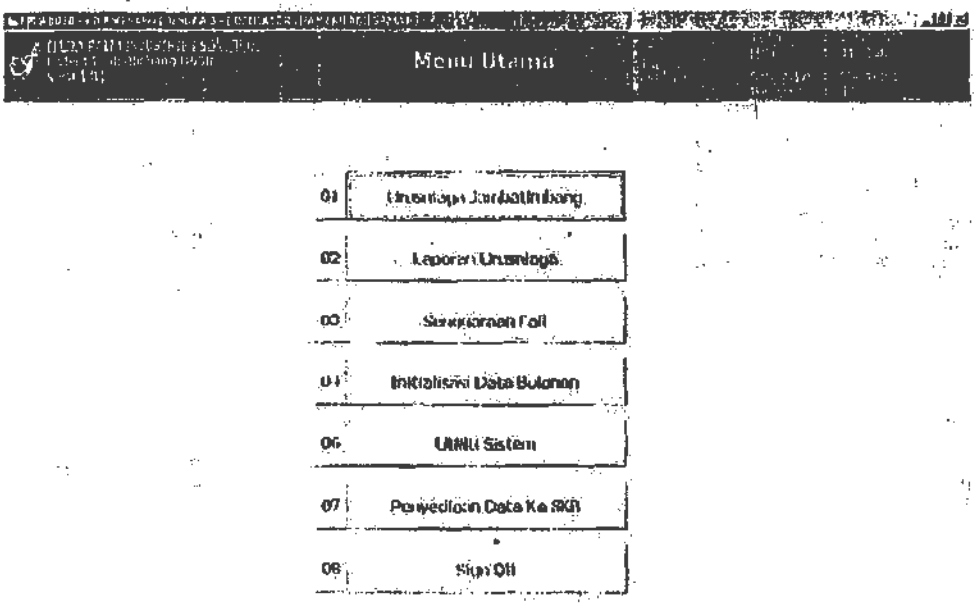

Figure 1.3: Print screen for main menu

- This is main menu for the system.
- It use Arrow and Enter for choice.
- Background is black and white in color.

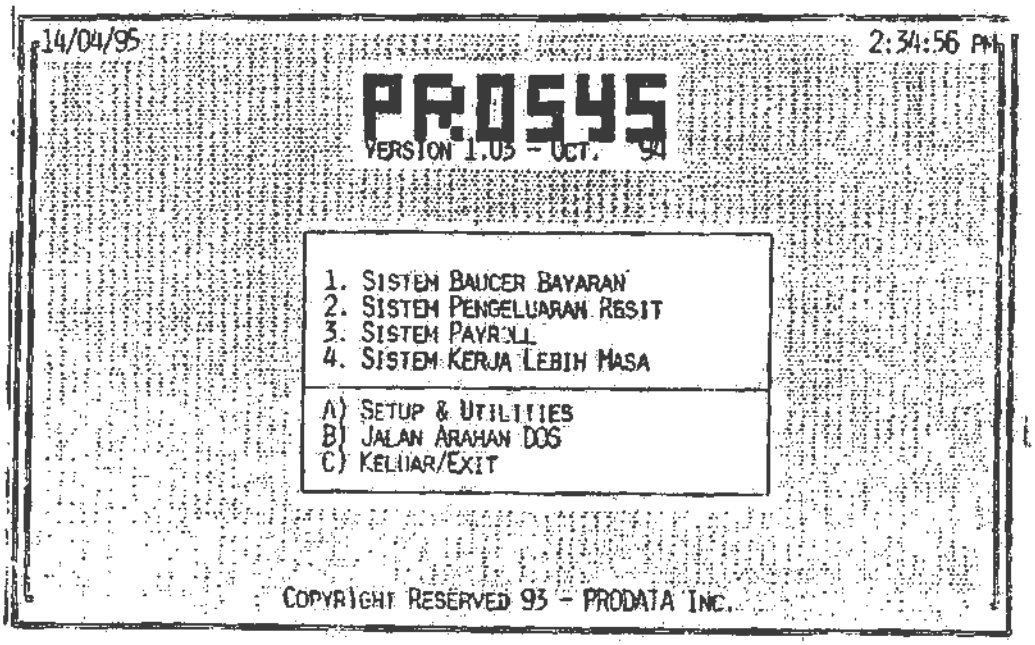

Figure 1.4: Print screen for related system

- Another system related to this system located here.
- The system use Arrow and Enter for choice.
- Background color is black and white.

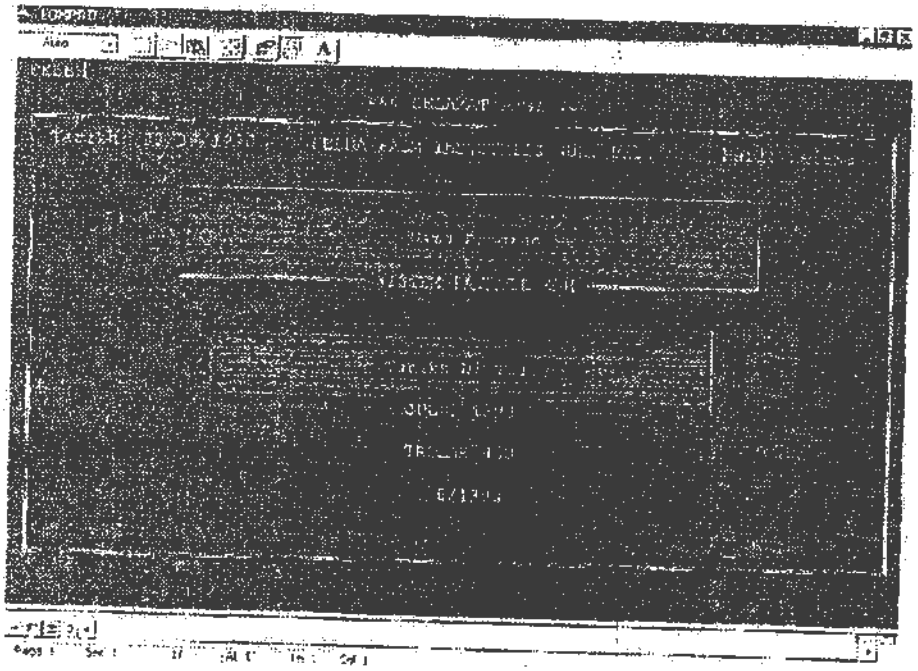

Figure 1.5: Print screen for first screen in payroll system

- System will start if user type CD KBH at C:\ (C Prompt).
- User must enter their password before enter the system.
- Password limited to 6 characters only.
- Button ENTER will use for password correction.
- Button F10 will use to terminate the system.

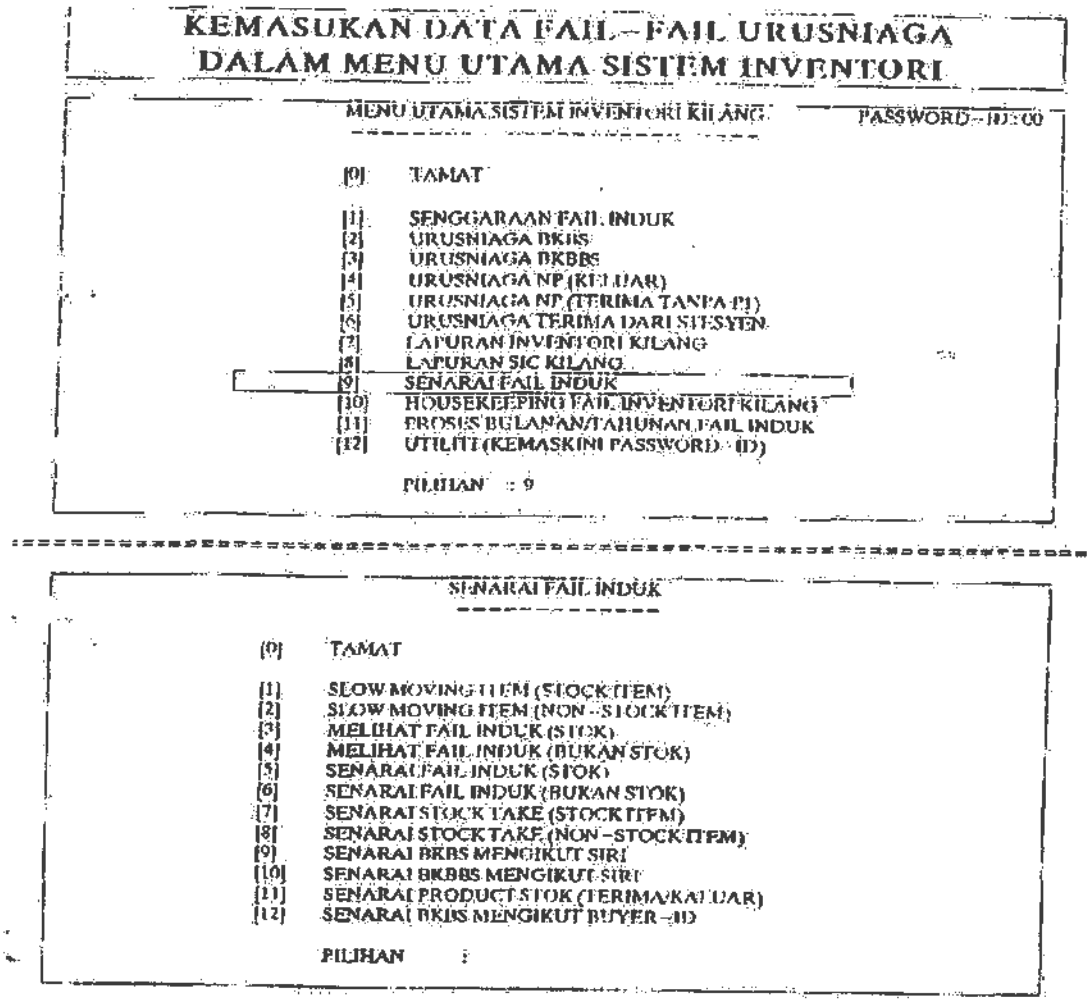

Figure 1.6: Print screen for data entry of business files in inventory system.

- From this menu, staff will select a task from these menus by pressing the numbers given or press the scroll down and scroll up key.
- When the staff presses the enter key, a screen for data entry will appear. This screen allows the staff to key in data of farmers and factories.