Human Resource & Payroll System for

Sri Lanka Ports Authority

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Declaration

I hereby declare that this thesis was carried out by me for the degree of Master of Science / Information Technology under the guidance and supervision of Mr. Chaman Wijesiriwardana. The previous works, articles and websites, which I have made use of, are acknowledged at the respective places in the text. I assure that the present thesis, which I am submitting to the University, no Degree Diploma or Distinction has been conferred on me, either in this or in any other University.

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This thesis is based on research done for Sri Lanka Ports Authority Payroll System by studying last ten years data. To achieve this target,

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Abstract

Sri Lanka Ports Authority (SLPA) is one of the largest and economically important leading semi-government Organization in Sri Lanka. One of their major problems exists with managing Human Resource and making estimates which is very crucial to plan future fund allocation for Payroll and Plan Investment.

Sri Lanka Ports Authority consists of three main ports namely Colombo, Galle and Trincomalee. Work force for above ports are 9100, 380 and 420 respectively. Sri Lanka Ports Authority pays annually over 14 Billion rupees for their employees as salary, which is nearly 40% of Organization Cost.

Payroll is a sector of the management in which accuracy is required and a lapse in the data can lead to adverse effect on employee motivation and production. In this research study, it is mainly focused on Payroll Cost estimation including Loan cost of SLPA. Currently payroll cost estimation is done using manual calculating methods and it is vastly different from the actual cost in some months. Major parameter for SLPA Payroll cost fluctuation is SLPA Loans. The reason for this is new recruitments taken place by SLPA one year or three years ago. If the SLPA recruits a few hundreds of employees within one year, they are eligible for loans from the date of their appointment. This Results on the un-expected rising amount on the loan cost by several Millions. If this repetition goes on in the same manner at the time of renewal of their Loans, the cost is unbearable to SLPA in one particular month. Taking into consideration this situation, this research is mainly focused on SLPA loans cost rather than other attributes.

Therefore, this report surveys the current state of the art in relevant technologies and methods applicable in the industry.

Finally, in this project, Finance Division of Sri Lanka Ports Authority gets an opportunity to estimate their Payroll cost, few months ahead which will assist them to analyze and manage their funds. Solution methodology is proposed to tackle date of Appointment e and date of Retirement of Employees.

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