



Report on Internship

CSE499

Project: HR Management System

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Acknowledgement

Thanks and my deepest gratitude to Almighty Allah for giving me the opportunity, strength, direction, patience to complete my CSE courses and finally I'm about to end my journey. By the grace and courage of Almighty Allah I could finish my internship and able to complete my report.

I would like to be grateful and thankful to my departmental supervisor Dr. T. M. Abul Kalam Azad, Associate Professor, Department of CSE, University of Liberal Arts Bangladesh. His guideline, inspiration and support helped me throughout my internship period and I could able to finish my internship project successfully.

I'm deeply indebted to Ronald Roni Saha, CEO, Enkaizen and Hoq Md. Ziaul, Head of Business, Enkaizen. Their heartwarming support, time, effort and g moderating helped me doing my tasks and project throughout the internship.

My heartiest thanks to my friends, and family for their unconditional support. They inspired me and love me which make my task complete.

Abstract

This report contains my internship journey of three months along with my internship project which highlights what I learned so far, my tasks and responsibilities at Enkaizen. As a software engineer intern I could know about the role of software developer on web applications, new frameworks, new terms, new technologies, how to work in industry life, how to manage team work and work load. As an intern it was a great opportunity for me to gain professional working life with project which increased my practical knowledge depth. Through this report I will reflect my experience, challenges, project details, internship details along with company details and achievements which I gather in Enkaizen as an intern.

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CHAPTER 1

INTRODUCTION

1.1 Introduction

My project is an web based and software development project using PHP language and Laravel Framework with Bootstrap and jquery .which can be used in office management system. Most of the feature is this is admin based but Employee also have a beautiful profile where they will get notified daily update ,calendar, notices, own info and also can apply for leave from profile. Corona Pandemic situation made us to work from home and to stay safe we need a smart management system in work place. To keep people safe and to make management system easy, my application is very useful. By using my application, admin can easily get rid of manual lengthy process and move to a smart system. Enkaizen offered me to join with this project and I decided to work on it.

I have joined Enkaizen which is a popular private software development company in Bangladesh for IT services as software engineer intern. I was suggested to learn their work process and how to maintain their standards so that I can understand how they work together and how they manage the framework to complete their project. After that, I found the opportunity to work with their web application development team

Through this report, I have described all my working processes and the achievement area which I received from Enkaizen during Internship.

1.2 Motivation

The motivation of our project is to cope with digital era. We are living in an age of technology. So it's important to be used with tech life. As the world is running so fast, we need to be digital to run with the updated world. Less Difficulty than manual process: Manual process requires much effort. Manual process requires

pen, paper, file and lots of documents. But this process saves any company from all those difficulties. Accessible from Anywhere: Any office can run their management system from any places. User can use this system on phone, desktop, laptop, tab and so on. Easily usable: This is so much easy to use and saves time. There is no trouble and error in this system. It's a user friendly process to create a friendly relationship between employee and admin. Less Maintenance Cost: It saves maintenance cost as well. The office need not to keep any staff to control their management system.

1.3 Internship Objectives

HR Management System is to ensure a stable and comfortable work environment with data at one place and efficient operations. My main purpose is to learn about software development industry in real life. In our country, there are a lot of companies cannot afford to pay employee for Human resource management system manually. So my system will help them to manage the system by using an app. And I think it will support people to start business plan.

It will make a connection between technology with official environment.. So I decided to work on it. It helps me to learn new language and web based features.

We have divided our objectives into following pieces:

- Adaptation with Industry: It's very important to adapt with industry life. Most of the company runs with smart apps and system. Any office can manage their employee management system through this system.
- Be familiar with technology: By doing this project I could be able to gather knowledge about lots of technology.
- Learn about software development project: This is a software development project. While making this project I have to learn many frameworks, tools and so on which were software based.
- Workforce empowerment: Empowerment is formed on the idea that provides employees with resources, opportunities, responsibilities and motivate to do their work. It's totally creates a friendly environment for the employee and admin can access very easily.

1.4 Introduction to the Company

Enkaizen is a emerging professional software service provider located in Mohakhali , Dhaka ,Bangladesh. They build cloud applications that aim to aid business processes.It were started from February 2012, providing its services with other four countries. Custom software development, Web development, dedicated development team building, product development- commerce site build up, mobile app creation are their major services.

1.5 Report Layout

I have organized my report into 5 chapters. In chapter 1 I tried to describe introduction part of my project, motivation I had, my internship objectives, and introduction to the company I'm working with.

Chapter 2 was completely about the Enkaizen , I did my internship. In organization part I tried cover about introduction, product and market situation, and some analysis on it. In chapter 3, I tried to show the tasks, projects and activities where. Chapter 4 is about competencies and smart plan which have three parts, 1st one is competencies earned, 2nd one is smart plan and 3rd one is reflections. In chapter 5, I have described about conclusion part. Here I also described about Scope for further career.

CHAPTER- 2

ORGANIZATION

2.1 Introduction

The logo for Enkaizen, featuring the word "ENKAIZEN" in a bold, blue, serif font.

Figure 2.1-logo

Enkaizen is a technology based consulting and web Development Company which helps a business by removing the gap between the strategy of business and technology. This company helps clients rapidly to implement technical solutions which give optimal results with efficient use of technology. This total work is done through technical researcher and expertise in business. Helps in startups, creating midsize companies, establishing enterprises through web development and gives software solutions.

They are providing their services almost 4 others country and continue its journey for almost 8 years. They have more than 20 global regular customers, more than 30 completed projects. Custom software development, web based application, web development, product development, mobile app, UI/UX design, testing products etc are the main attractive services they have been providing globally.

People will choose Enkaizen for many purposes. They give value for money as they provide high standard service and takes reasonable payments for their work. They build strong bonds with clients and create trust and confidence between provider and client. Enkaizen has a great team from different sites and all developers are quite highly experienced.

Name	Enkaizen
Address	House#474, Road#31,Mohakhali DOHS,Dhaka-1213,Bangladesh
Year of Establishment	February,2012

Contact	0179573127
Website	https://www.enkaizen.com/

Table 2.1: Overview of Enkaizen

2.2 Product and Market Situation:

Enkaizen has a variety in the type of products. They have products for startup, e-commerce solutions, some apps, websites, and software migrations and so on.

Giving a short description on their products:

- **Mobile apps:** Mobile applications are referred as mobile apps. Enkaizen provides the basic types of mobile apps like native apps, web apps and hybrid apps.
- **Multilingual website:** This website which doesn't deal only English speakers. People from multi languages can use this very easily. So Enkaizen provides works and products even for them who doesn't know English.
- **E-commerce solutions:** Online based E commerce system build up is another major service of Enkaizen.
- **API Integrations:** They connect application, data sources and these technologies are able to connect each other to perform a joint function.
- **Word press websites:** Using PHP laravel and other framework, Enkaizen provide a best quality word press website to the clients.
- **Legacy software migration:** Legacy system is also in their service list

2.3 Target Group

From startup to enterprise they work for all. They are ready to work and give services to starting level to ending level. They have 5 major projects from different country and 1 local. Local team is looking after several local projects within single team. As they are dealing with abroad project in full swing, now they are looking for the local projects. Their service is for all types of business. They not only provide tools but also provide solutions and advices to its clients

2.4 SWOT Analysis



Figure 2.4-SWOT

SWOT Stands for Strengths, Weakness, Opportunities, Threats. This is one of the best tools I ever think of in view of focusing on improvements of our work or business. It is typically used by product and marketing teams during strategic planning to identify what their product is doing well, where it can improve, and how it fits in the competitive landscape.

- **Strengths:** The main strength of Enkaizen is that they have old employee who are experienced and trained from very beginning. They are still continuing.
- **Weakness:** It's difficult to get an experienced developer with proper training. At first the company needs to train the fresher's or developers. If the company gets any big project all on a sudden for solving it in a short time they fail to manage their schedule as they already remain fixed with their work. So failed to manage extra time or team for doing tasks.
- **Opportunities:** Digitalization of Bangladesh is a great opportunity for Enkaizen. Day by day their team is getting bigger.
- **Threats:** Bangladesh is towards digitalization but they are not digitalized completely. So there are so many miss concept

2.5 Organizational Structure

Enkaizen follows Team Based Organizational Structures. In every team there is a team leader and under him there is 3-4 developer along with QA and them himself. On Top CEO is there along with CTO. Besides county based team, they have small business development team along with office operation and maintenance. Team based organizations have increasing productivity, transparency and performance.

This type of structure helps to promote a growth for setting mind. These give value to experience and work ability rather than seniority. Changes traditional system and moves towards updating. they are concern about even the structure is running accordingly by observing regularly and providing better employee services and future growth.

Chapter- 03

Competencies and Smart Plan

3.1 Daily Task and Activities:

My journey as an intern with Enkaizen started from 5th July 2021. For the safety insurance in Corona pandemic situation, my office allows me to work with them from home. I was supposed to complete every tasks and activities through online.

- **Office schedule:** Scheduled office time is from 10.00am to 6.00pm from Sunday to Thursday. Friday and Sunday considered as holiday.
- **Meeting time:** I and my co worker Rabeya have to join with our CEO of Enkaizen and our internship supervisor Ronald Roni Saha in office meeting at exact 10.00 am using online based app Skype. We use video and audio call for meeting purpose. Here we discuss about our day tasks and previous days tasks submission.
- **Tasks:** Most of the day I were supposed to learn things based on our main project. Our CEO provides me some videos and links and talks about topics related to HR management system. I had to complete many mini projects like portfolio, todo list, admin- user login etc as weekly tasks.
- **Solving Tasks:** Our daily meeting used ended up at 11.30 am. From that time to 1.30 pm was lunch break. 2pm to 5pm, I was spending time on learning, gathering information, applying it on projects, finding errors, noted problems , searching for solves.
- **Task submission:** At 5pm we had another meeting with our CEO and in this part I had to submit my tasks and update of my activities I was done so far. Sometimes a PHP developer from Enkaizen used to join our meeting and help me to complete my incomplete tasks and solve queries so that I can learn.

- **End of the day:** Work hour ended up on 6pm. I had to note down daily activities and the lessons I learned so that I could recheck whenever I need.

3.2 Events and Activities:

As I was very new to the company, they wanted to know my previous activity, my projects, my adaptability, and to develop main project there were some small project I had to complete. The Events are:

- **Previous Project Preview:** The Company asked me to share my each and every project done by me in my academic courses. I did write a report on it (6th july,2021) and submit it to our CEO Ronald Roni Saha. I included every small details and my role of those project clearly. Also the frameworks, languages, technical tools I have used were mentioned too.
- **Update Resume:** They wanted me to update my resume with project detailing and I submitted it on 8th July, 2021.
- **Web based Portfolio:** The company wanted to know my skill on HTML, CSS. So they asked me to make a web based portfolio using HTML and CSS. This portfolio contains my personal academic and official information in different pages. Submitted my work on 13th July, 2021.

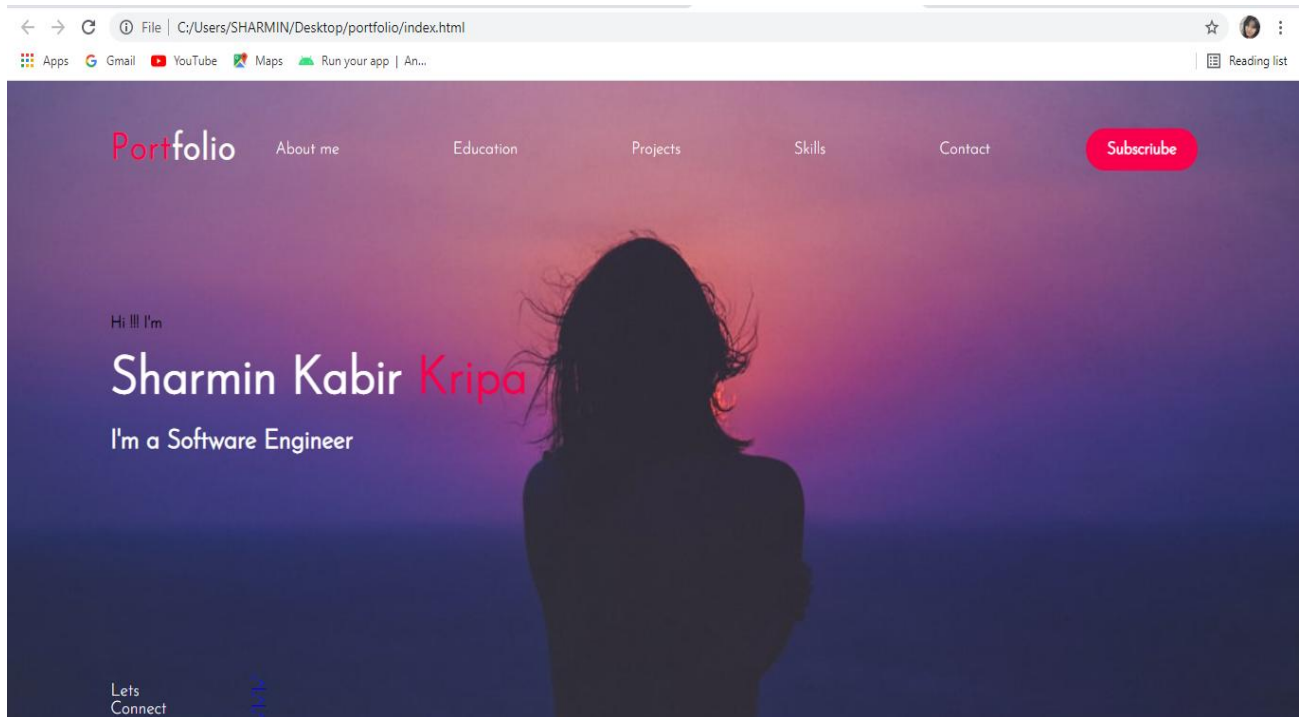


Figure 3.2.1 Portfolio

- **To-do List:** After portfolio, they asked me to make a To-do list using PHP and Laravel framework. This project was to connect myself with new language and framework I never worked with. Before starting main project, it was a practice project. For completing this project I got to know about laravel installation, command lines, servers, database connection etc. I submitted it on 10th August,2021.

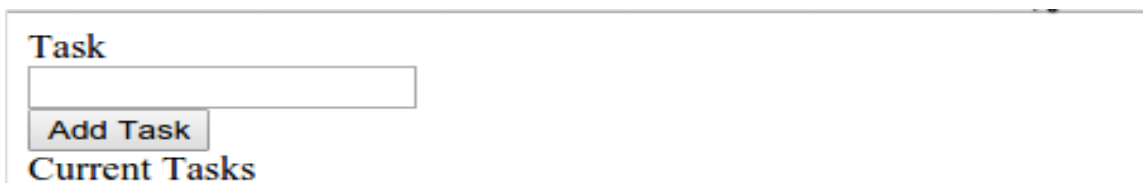


Figure 3.2.2 Todolist

- **HR Management System:** This is our main project so we were planning from the beginning of my internship. We started to plan 10th july, 2021. After that we took almost 20 days to learn laravel and completed other mini projects. We started to work on it on 10th August to 22th September 2021.
- **Report Making:** I started to write on my project final report from 10th September and continued it 06th October 2021.

3.3 Project Task and Activities:

3.3.1 Project Design:

A good project plan and design makes any project perfect and easy to work with. Project design is an primary and important stage of the project. I joined Enkaizen as an intern; my initial work was as software developer. Enkaizen is a web based software services provider. So they wanted me to build an software by using PHP language with Laravel framework. The subject was on human resource management system. As the language wasn't in my academic lesson, it was totally a new thing to me. I needed to learn and worked day and night to accomplish this task by using laravel ,bootstrap, jQuery ,Mysql database by following agile methodology.

3.3.2- Methodology of the project:

For our project we use agile methodology. This is the best methodology for web based application among all of other methodology. So we decided to choose this to control our project progress.

Agile methodology helps developer to get the exact requirement of a client. So I think this methodology helps me to complete my project perfectly. This methodology was strongly followed by me and my colleges.

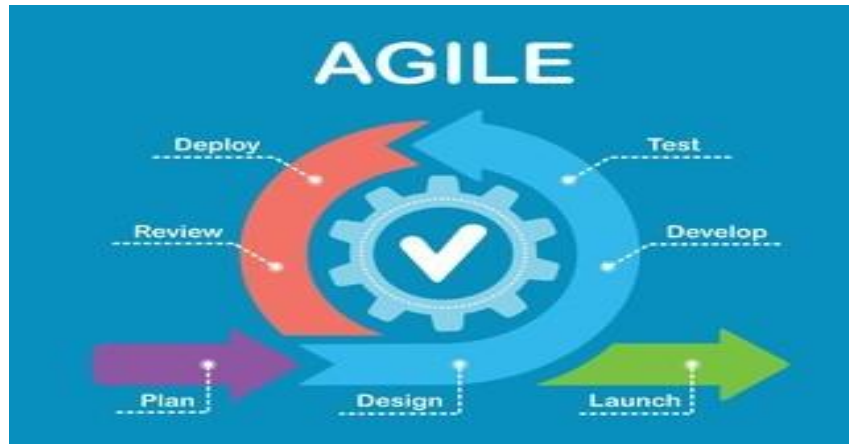


Figure 3.3.2 Agile methodology

3.3.3 -Planning:

Planning is the first step to start a project. My methodology also pointed it as a first priority. So I did my planning with my ideas before starting HR management system. Here is my content:

- Admin/ employee login
- Add information
- Employee add: controlled by admin
- Modify details by admin
- Attendance system :controlled by admin
- Information Searching system
- Leave management system : requested by employee, approvable by admin
- Academic Calendar: Holyday and special event controlled by admin ,viewed by employee
- Notice board: controlled by admin
- Expense graph: controlled by admin
- Dash board: Contain a calendar and expense graph
- Expense collection
- Award information

3.3.4-Designing:

To show my designing part I would like to add some of diagrams will help to understand clearly. I have added Entity Relationship Diagram (ERD), Class Diagram, Use Case Diagram, DFD diagram and a flow chart

i) Entity Relationship Diagram

I have showed 8 entity and 50 attributes with 9 relationships to complete my ERD of HR management system.

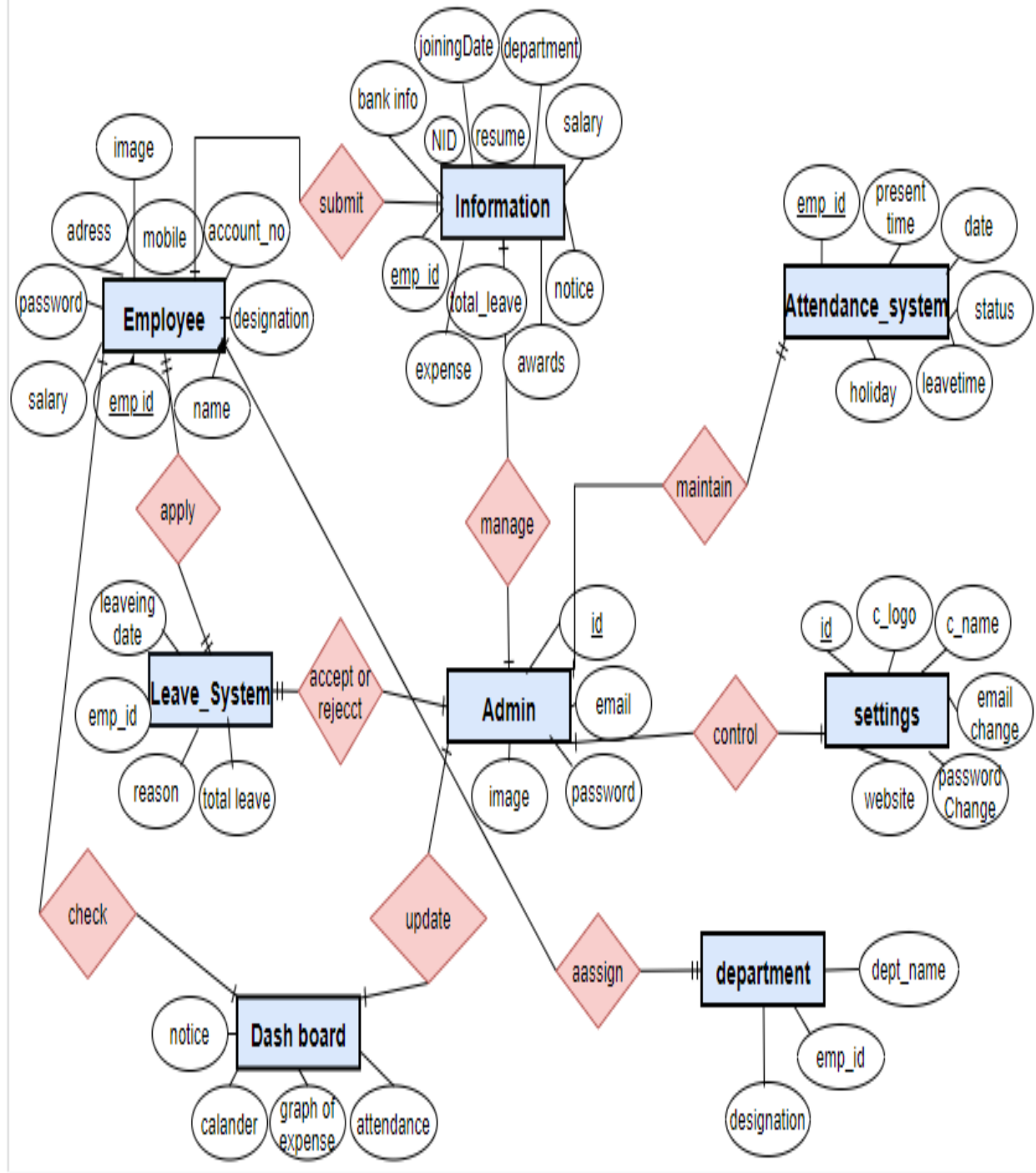


Figure 3.3.4.1 ERD

ii) Class Diagram:

Here Dashboard, Department, Admin, Attendance, Information, settings, leave system, employees, department considered as class. I tried to show class behavior by putting 1-1,*-1.

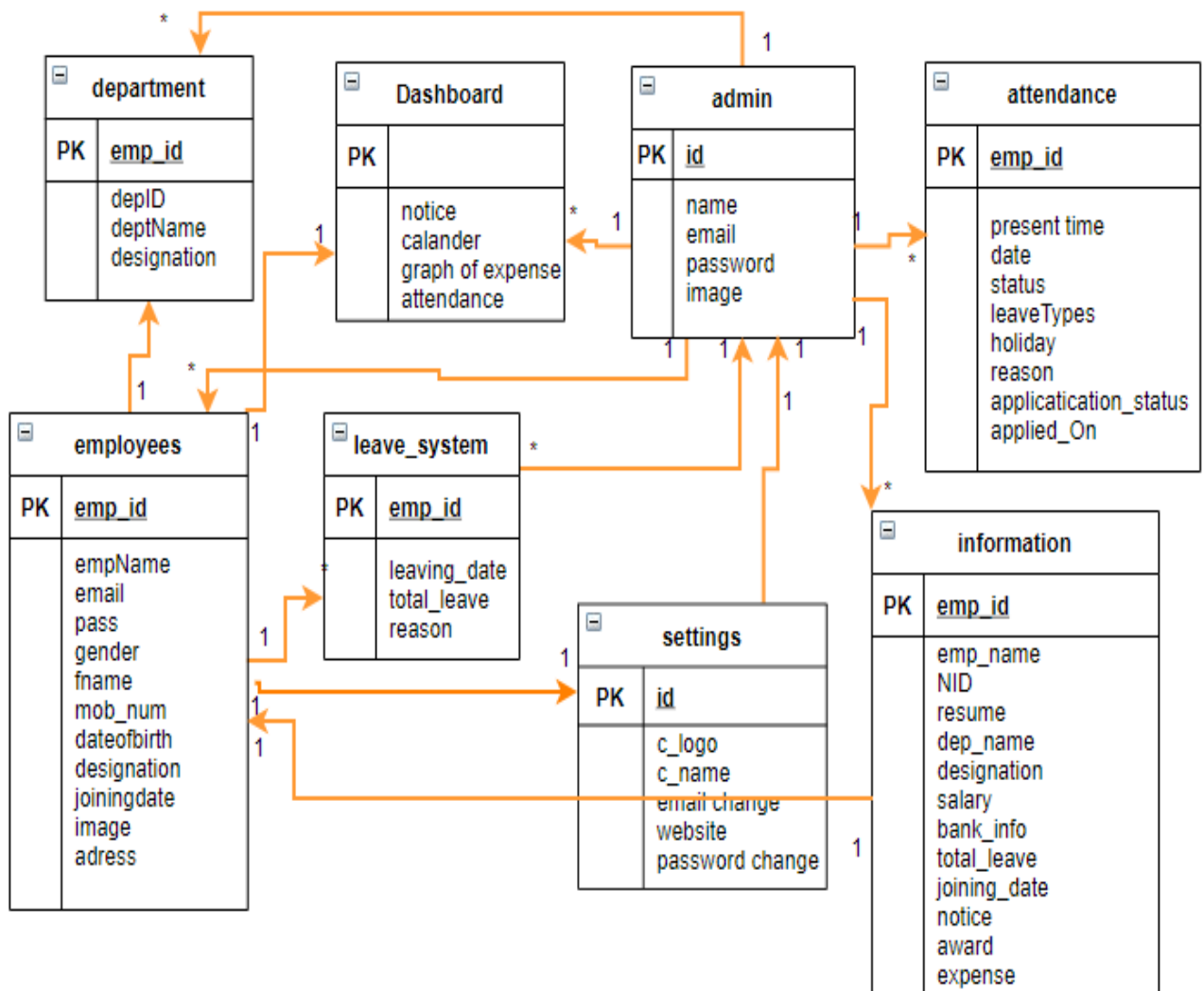


Figure 3.3.4.2 Class Diagram

iii) Use Case Diagram

There has a clear view of two user's activities.



Figure 3.3.4.3 use case diagram

iv) DFD Diagram

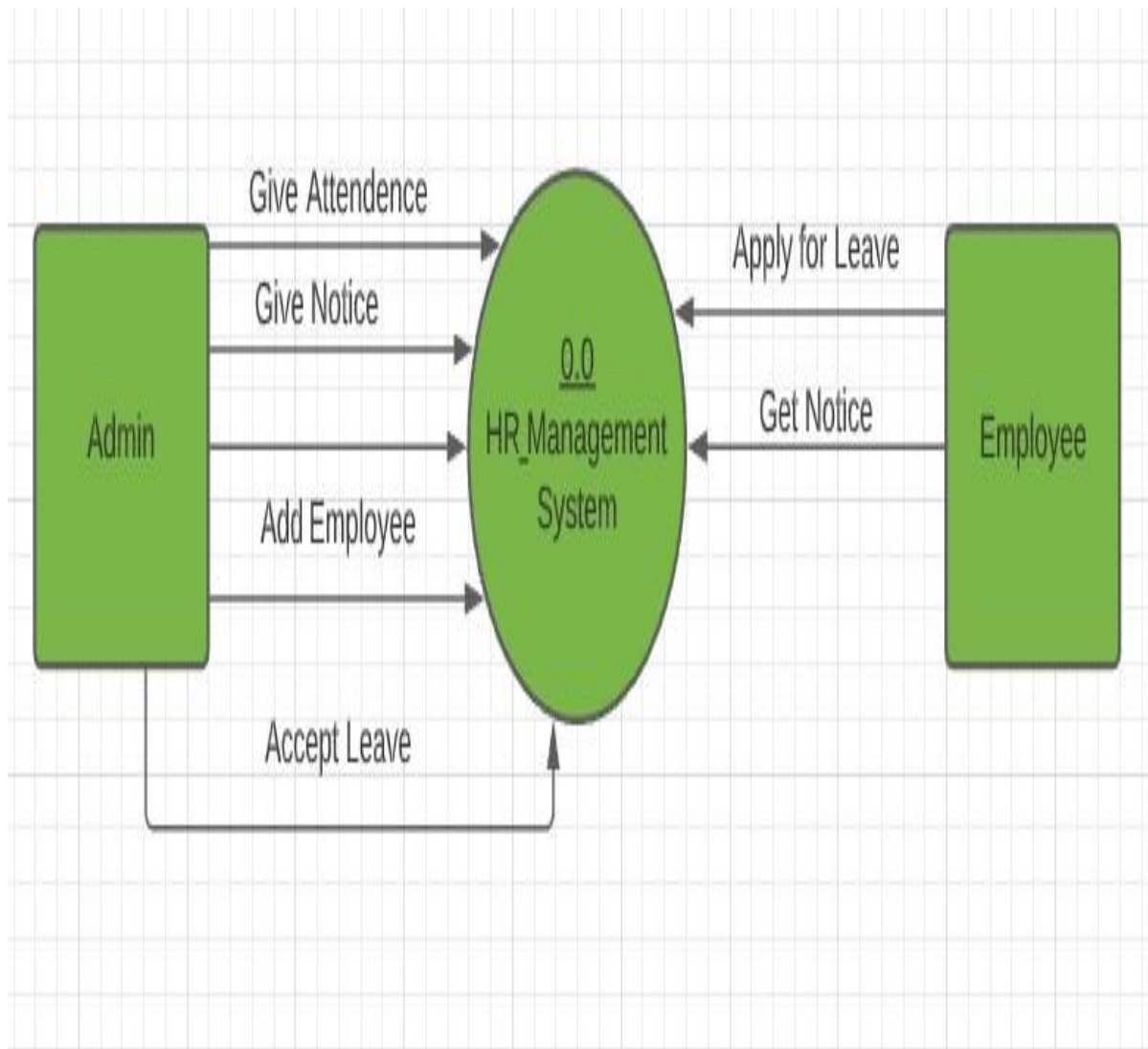


Figure 3.3.4.4 DFD

v) Activity Diagram

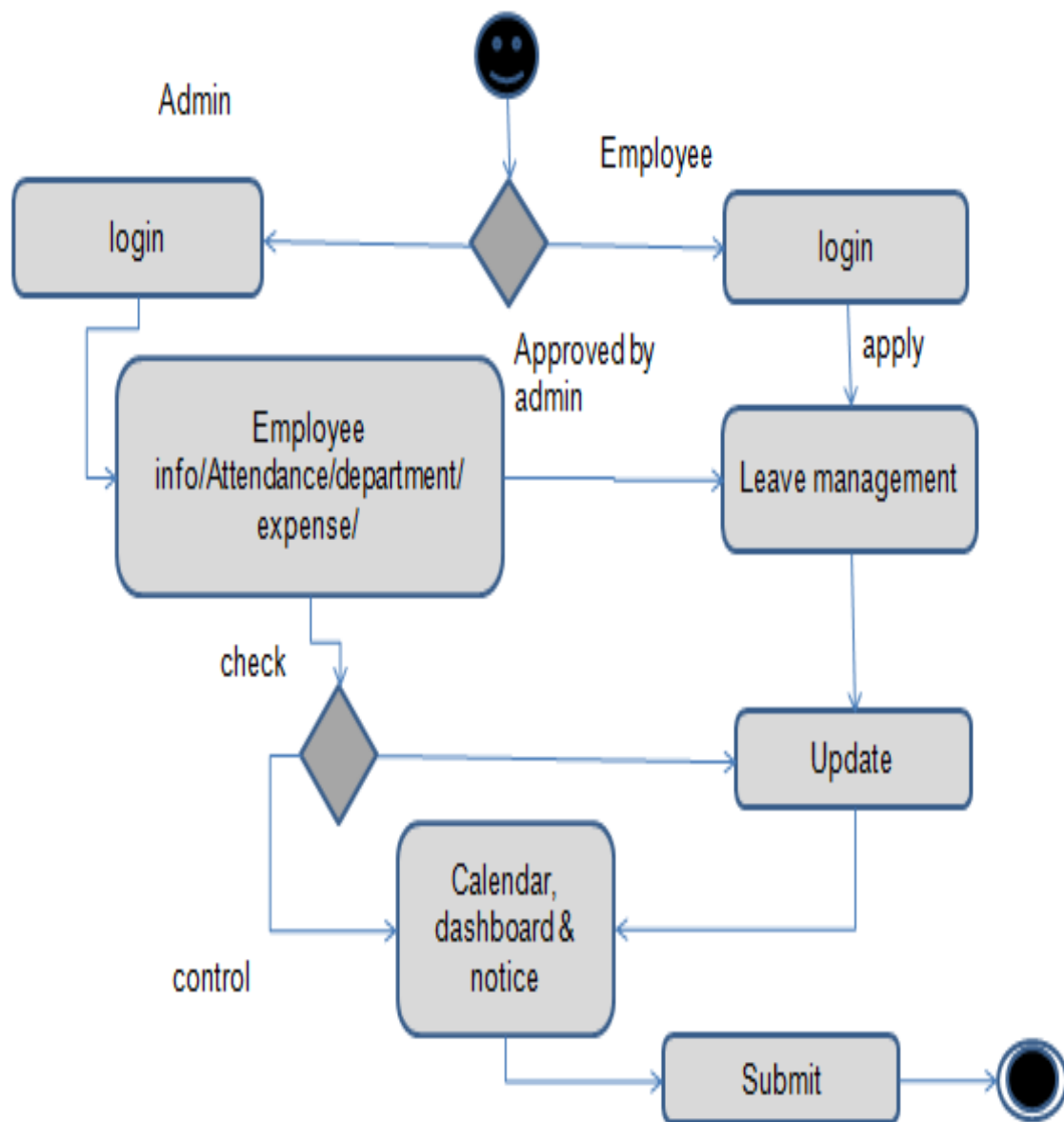


Figure 3.3.4.5 Activity diagram

3.3.5-Development:

HR management system is a web based application. The language of this project is PHP version:7 and I choose Laravel version:7 framework for backend and to create frontend I have used bootstrap 5,jQuery with MySQL database. To do my coding part, I have used Visual Studio Code as technical tool.

Frontend Development:

- Admin login page: admin have to login with email and password.

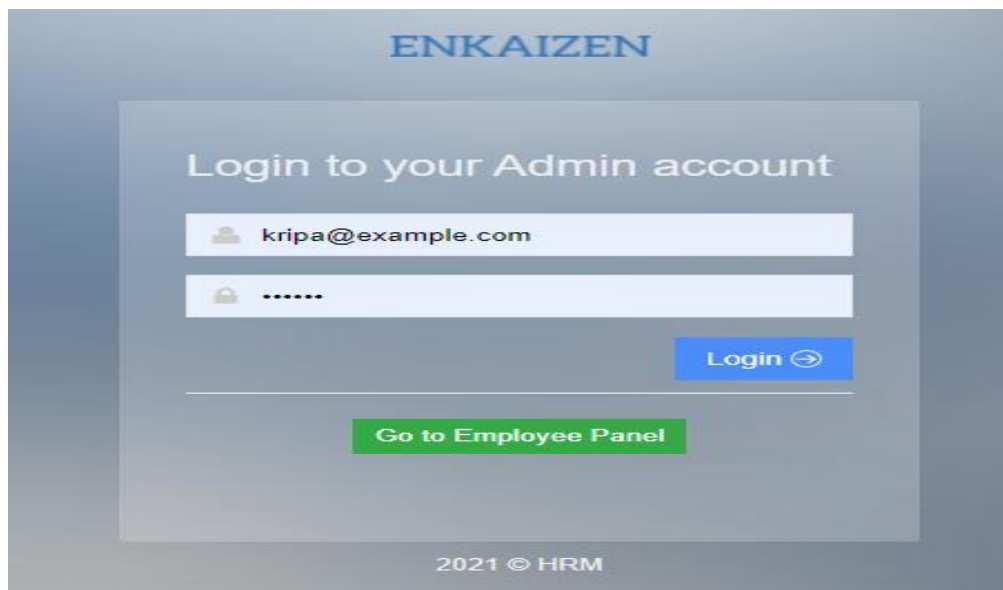


Figure 3.3.5.1 admin login

- Employee login page: Employee can join login panel when admin will create an account for him. He need to change his password after login

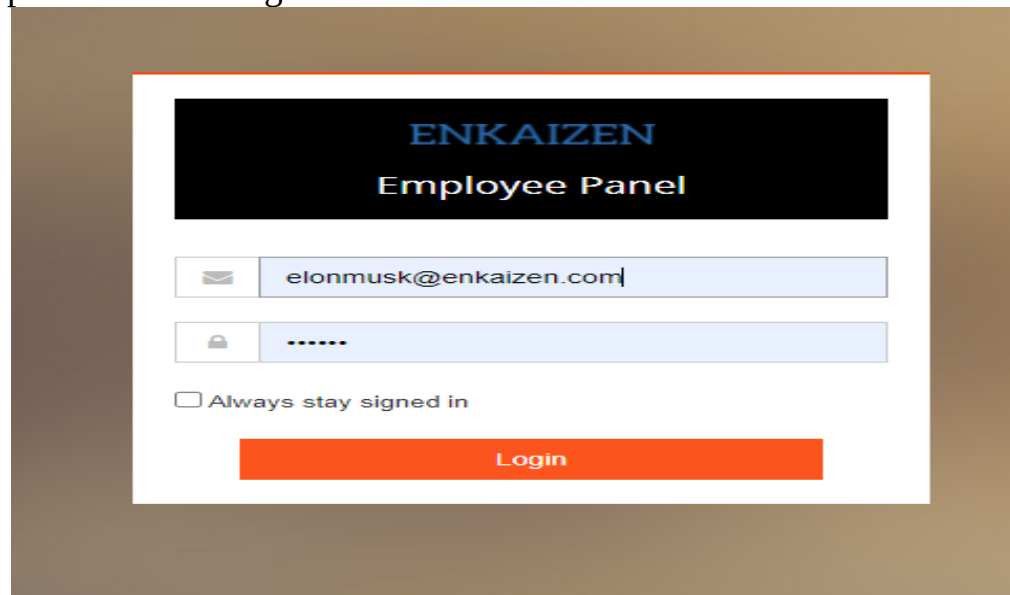


Figure 3.3.5.2 employee login

- Dashboard Calendar: Calendar will show attendance ,leave and holiday info

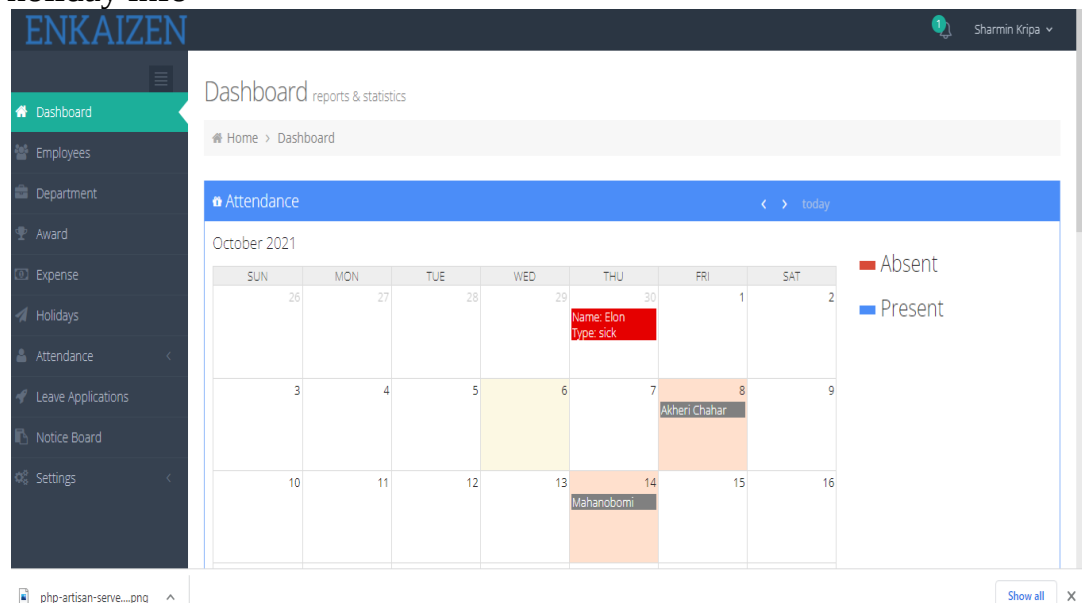


Figure 3.3.5.3 dashboard

- Expense graph : This graph is based on inserted expense information

ENKAIZEN

Expense

Home > Expense

Add New expense Item +

Expense List

5 records Search:

ID	Item Name	Purchase From	Purchase Date	Price (\$)	Action
2	CPU	BD Computer Center	11-Aug-2021	15000	View/Edit Delete
1	DELL Computer	Kripa IT solution	05-Oct-2021	550000	View/Edit Delete

Showing 1 to 2 of 2 entries

First < 1 > Last

Figure 3.3.5.4 expense graph

- Holidays :Admin can add holiday,it will be shown in dashboard

ENKAIZEN

Holiday Holidays List

Home > Holidays > Holidays list of 2021

Add Holidays + Mark All Sunday Holiday ✓

January
February
March
April
May
June
July
August
September
October

October

#	Date	Occasion	Day	Action
1	08 October 2021	Akheri Chahar	Fri	X
2	14 October 2021	Mahanobomi	Thu	X

Figure 3.3.5.5- holiday

- Employee add system:;Admin can create and edit employee account

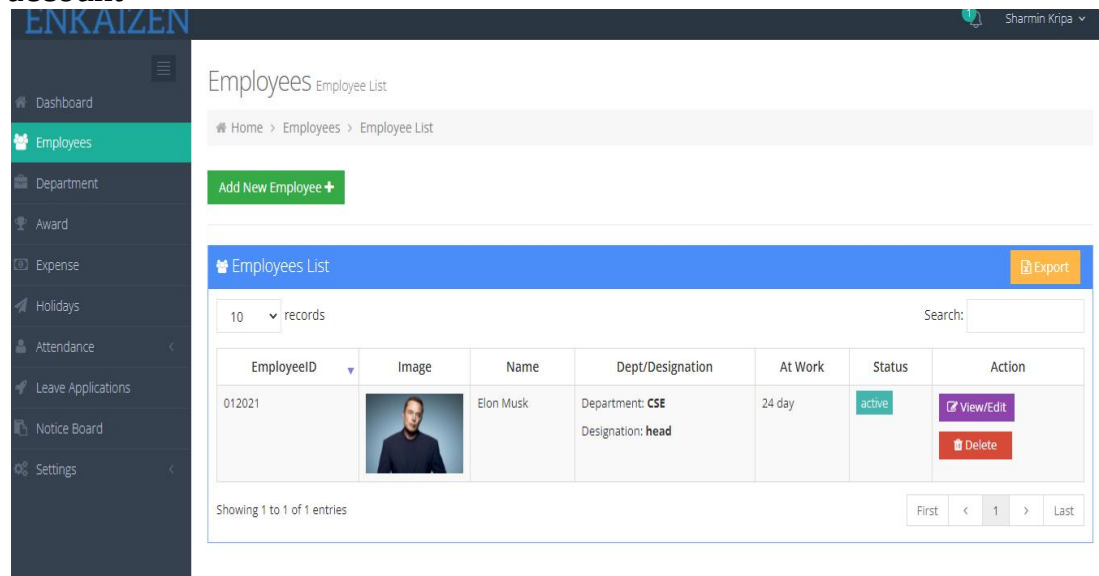


Figure 3.3.5.6 employee add

- Department add system: Department is to define employee designation

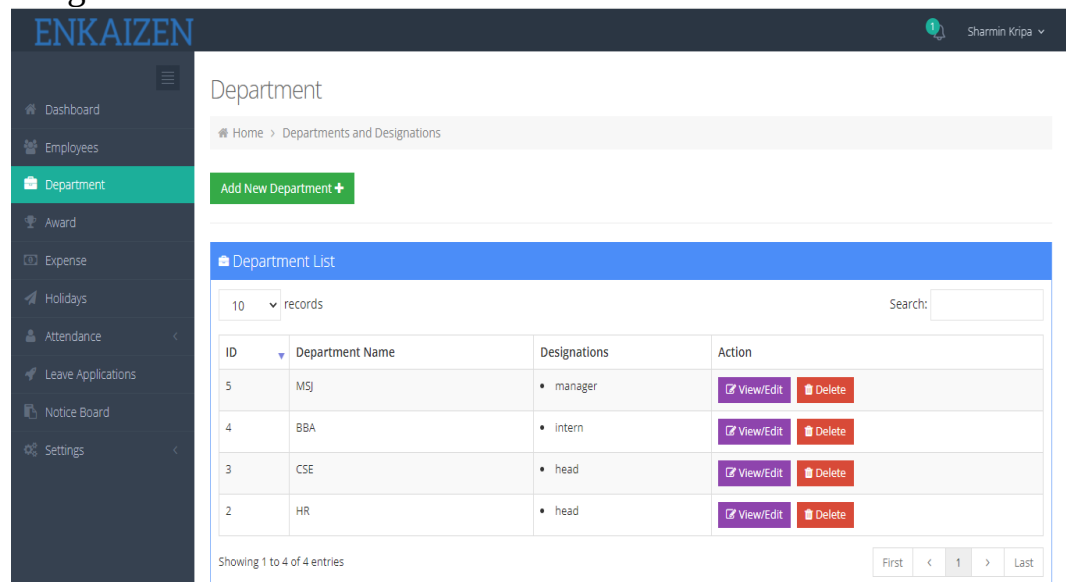


Figure 3.3.5.7- Department

- Employee profile: Here personal details, company details ,notice board, upcoming holidays, and a dashboard will be shown with the profile. Employee can request for leave

ENKAIZEN HOME LEAVE MY ACCOUNT

Personal Details

Name	Elon Musk
Father's Name	Errol Musk
DOB	28-Jun-1971
Gender	Male
Email	elonmusk@enkaizen.com
Phone	+1-310-363-6000
Local Address	10911 Chalon Rd, Los Angeles
Permanent Address	10911 Chalon Rd, Los Angeles

Company Details

Employee ID	012021
Department	CSE

Notice Board

28 DO WORK FROM HOME
09, 2021
Dear All,
Corona Situation is not good. Stay home, Stay safe

Upcoming Holidays

Akheri Chahar	08 Oct 2021
Mahanobomi	14 Oct 2021

Elon Musk
head
At work for : 24 day

0 ATTENDANCE 1/10 LEAVE 1 AWARDS

Figure 3.3.5.8- Employee profile

- Attendance system: Only admin can put attendance of present employee and it will keep records.

ENKAIZEN Sharmin Kripa

Edit Attendance

Home > Attendance > Update attendance

select another date

☐ ☒ No Email Notification

Mark Attendance

Date 06-Oct-2021

EmployeeID	Name	Status
012021	Elon Musk	p

Navigation Menu: Dashboard, Employees, Department, Award, Expense, Holidays, Attendance (selected), Mark Attendance, View Attendance, Leave Types, Leave Applications, Notice Board, Settings

Figure 3.3.5.9-Attendance

- Leave type added system: this is for leave management system and count the leave employee has taken.

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Dashboard

Employees

Department

Award

Expense

Holidays

Attendance

Mark Attendance

View Attendance

Leave Types

Leave Applications

Notice Board

Settings

LeaveType

Home > LeaveTypes > Leave Types

Add New Leave Type +

LeaveTypes List

Number of leaves of Half day are not added to total leaves on Employee Dashboard Page

5 records

Search:

#	Leave	Number of Leaves	Action
5	unpaid	0	View/Edit Delete
1	sick	5	View/Edit Delete
6	others	0	View/Edit Delete

Figure 3.3.5.10-leave type

- Leave application: It will show the information of total leave and cause with date.

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Dashboard

Employees

Department

Award

Expense

Holidays

Attendance

Leave Applications

Notice Board

Settings

Leave Applications

Home > Leave Applications

No Email Notification

Applications

5 records

Search:

ID	Name	Date	Leave Type	Reason	Applied on	Status	Action
3	Elon Musk	30-Sep-2021	sick	dengue	28-Sep-2021	approved	View/Edit Delete
6	Elon Musk	03-Oct-2021	half day-casual	family occassion	28-Sep-2021	pending	View/Edit Delete

Showing 1 to 2 of 2 entries

First < 1 > Last

Figure 3.3.5.11-Leave Application

- Award added system : it contains award details.

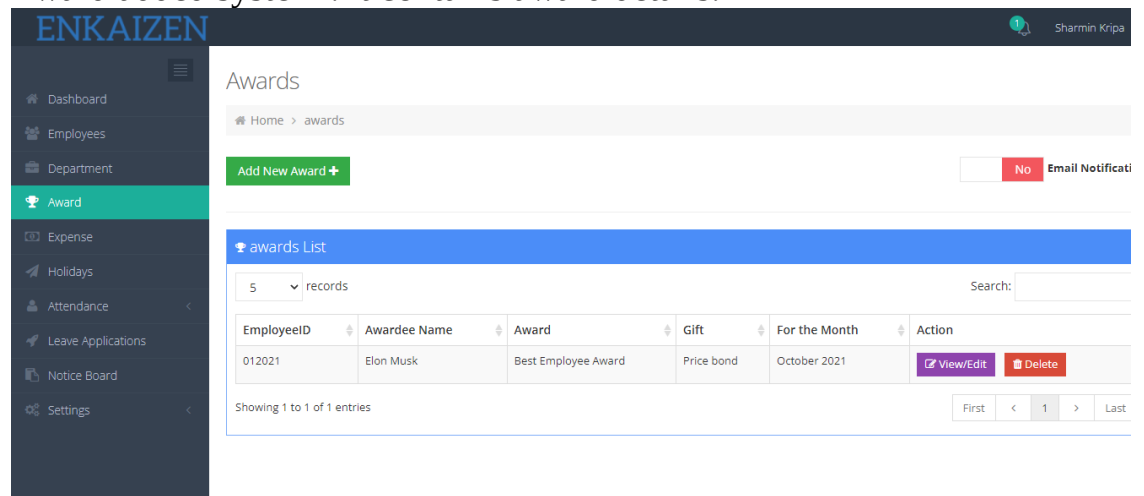


Figure 3.3.5.12- award

- Setting company profile : can change logo,name and email of the website

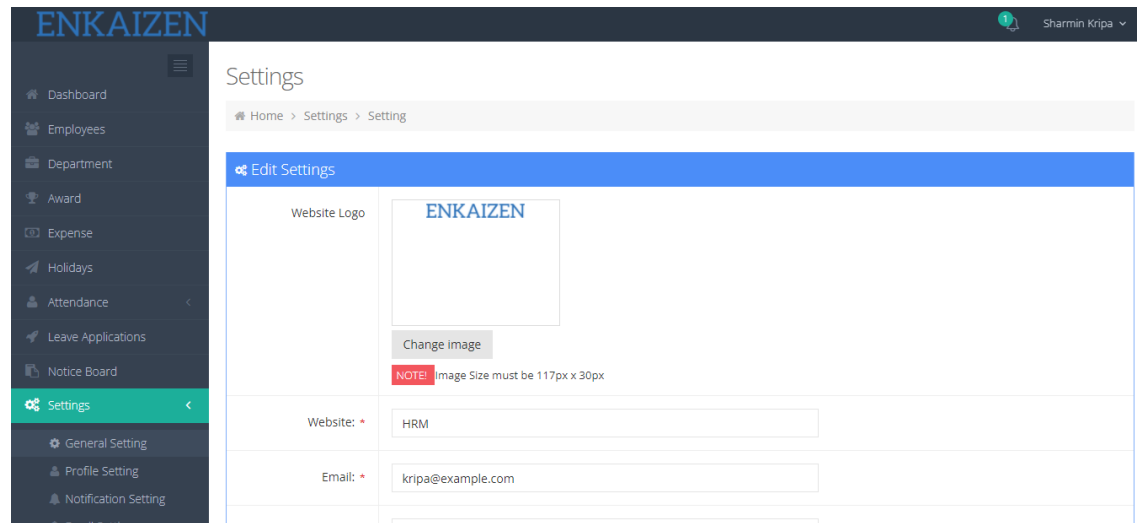


Figure 3.3.5.13- company profile

- Setting admin profile: admin can change name email and password

Figure 3.3.5.14-admin profile

Backend Development:

- database table and attribute

Table	Action	Rows	Type	Collation	Size	Overhead
admins	Browse Structure Search Insert Empty Drop	2	InnoDB	utf8mb4_unicode_ci	32.0 KiB	-
attendance	Browse Structure Search Insert Empty Drop	0	InnoDB	utf8mb4_unicode_ci	96.0 KiB	-
awards	Browse Structure Search Insert Empty Drop	0	InnoDB	utf8mb4_unicode_ci	32.0 KiB	-
bank_details	Browse Structure Search Insert Empty Drop	0	InnoDB	utf8mb4_unicode_ci	32.0 KiB	-
department	Browse Structure Search Insert Empty Drop	0	InnoDB	utf8mb4_unicode_ci	16.0 KiB	-
designation	Browse Structure Search Insert Empty Drop	0	InnoDB	utf8mb4_unicode_ci	32.0 KiB	-
employees	Browse Structure Search Insert Empty Drop	0	InnoDB	utf8mb4_unicode_ci	64.0 KiB	-
employee_documents	Browse Structure Search Insert Empty Drop	0	InnoDB	utf8mb4_unicode_ci	32.0 KiB	-
expenses	Browse Structure Search Insert Empty Drop	0	InnoDB	utf8mb4_unicode_ci	16.0 KiB	-
failed_jobs	Browse Structure Search Insert Empty Drop	0	InnoDB	utf8mb4_unicode_ci	16.0 KiB	-
holidays	Browse Structure Search Insert Empty Drop	0	InnoDB	utf8mb4_unicode_ci	32.0 KiB	-
leavetypes	Browse Structure Search Insert Empty Drop	6	InnoDB	utf8mb4_unicode_ci	32.0 KiB	-
migrations	Browse Structure Search Insert Empty Drop	20	InnoDB	utf8mb4_unicode_ci	16.0 KiB	-
noticeboards	Browse Structure Search Insert Empty Drop	0	InnoDB	utf8mb4_unicode_ci	16.0 KiB	-
queue	Browse Structure Search Insert Empty Drop	0	InnoDB	utf8mb4_unicode_ci	32.0 KiB	-
salary	Browse Structure Search Insert Empty Drop	0	InnoDB	utf8mb4_unicode_ci	32.0 KiB	-
settings	Browse Structure Search Insert Empty Drop	1	InnoDB	utf8mb4_unicode_ci	16.0 KiB	-
17 tables	Sum	29	InnoDB	utf8mb4_general_ci	544.0 KiB	0 B

Figure 3.3.5.15-database

- Database connection

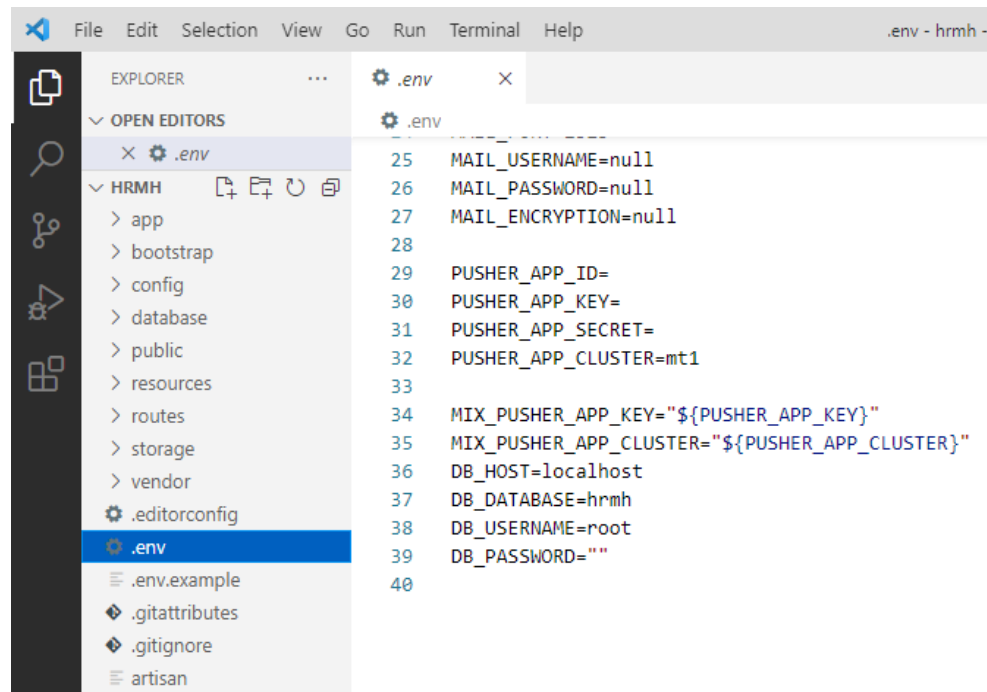


Figure 3.3.5.16-connection

- Link laravel command

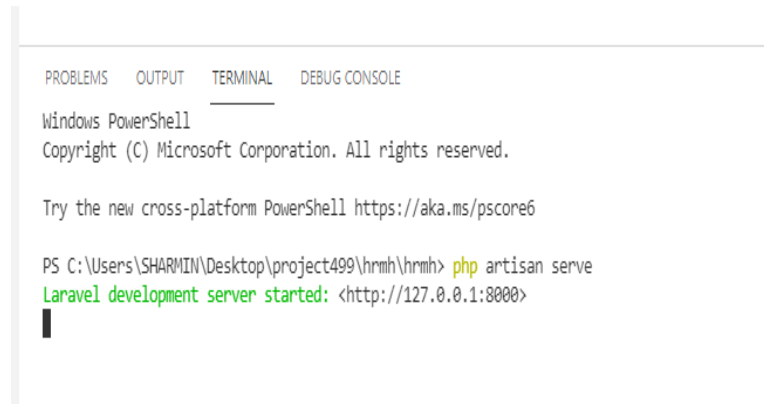


Figure 3.3.5.17-link code

3.3.6-Test: I did manual test by inserting data and checking code of my application. It works perfectly.

3.3.7-Review: Some of my friend and two companies tried our application and their opinions were very supportive. According to their review every functionality worked exact the same as expectation.

3.3.8-Launch: Enkaizen will launch this application on December 2021.

3.3.9-Resources:

- Front end development: HTML, CSS, JavaScript
- Back end development: PHP
- Framework : Laravel 7, Bootstrap 5
- Database : MySQL
- User Interface : JavaScript
- Operating System: Windows 10
- Technological Tool: Sublime Text, Visual Studio code , Xampp
- Cloud platform: Github , Google drive
- Communication App: Skype , LinkedIn

3.3.10 Timeline:

TASK	Starting Time	End Time	Duration
Gathering Ideas on project	27 June	15 July	18 days
Researching and studying	11 July	26 July	15 days
Making plan	20 July	28 July	8 days
Working on Front-end	29 July	15 August	17 days
Creating Database	12 August	22 August	10 days
Working on Back -end	23 August	09 September	17days
Developing the design	05 September	16 September	11 days
Testing	17 September	24 September	7 days
Review	25 September	28 September	3 days
Report Writing	25 September	9 October	14 days

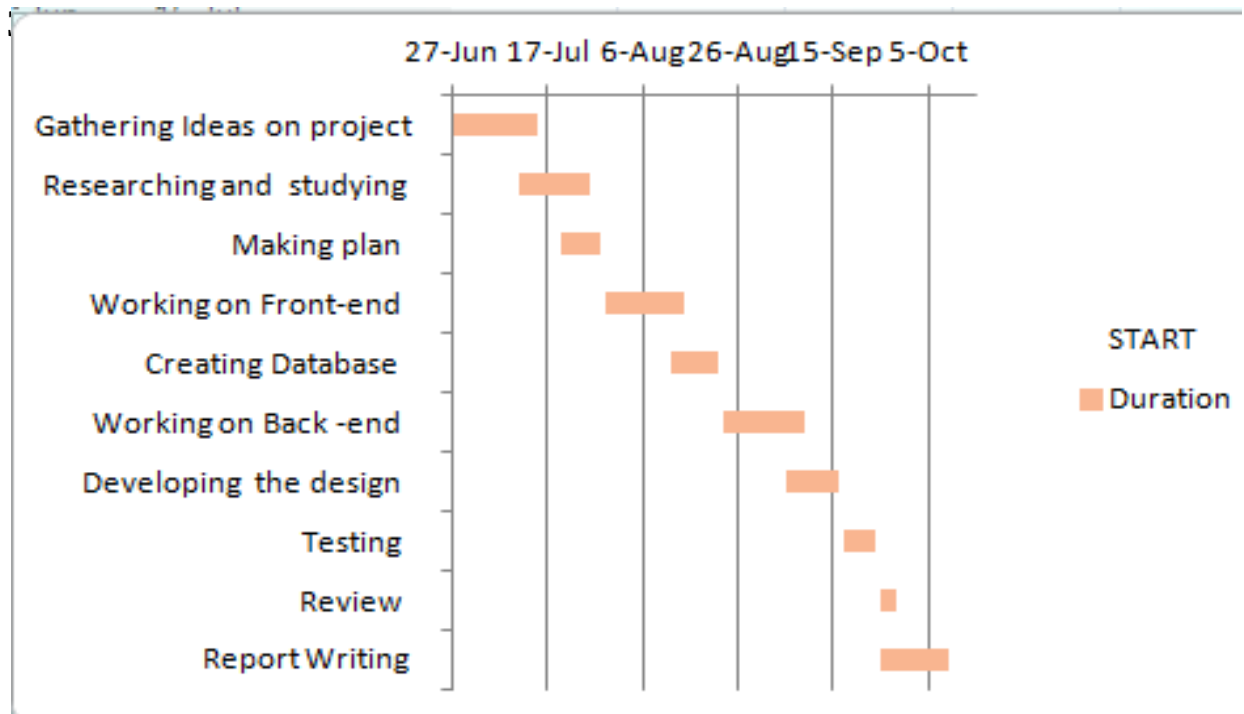


Figure 3.3.11 Gant chart

3.4 Challenges

Personal Challenges:

- Internship challenges: I was supposed to work only with the office provided me. It was challenging to work with new technologies
- Learning progress challenges: I needed to learn and work from YouTube and other open sources. Sometime I wasn't able to find exact the same thing I was searching for.
- Time maintenance challenges: As I was new with PHP and Laravel, the learning process was about to affect my timeline.
- Maintaining group work: I was dependent on my co worker. As if she couldn't finish her, I couldn't able to do my part.

Technical Challenges:

- Different pages for admin and employees: I was in a trouble with different user login system. But I learned and solved it.
- Adapting with different tools: New framework and languages were challenging to adapt easily.
- Database connection problems: I did a mistake from the beginning in my code so my database wasn't working properly. I took help from an developer and fixed it completely.
- Application server conflict: Skype and Xampp are using same server. So sometimes it didn't work properly.

Chapter 4

Competencies and Smart Plan

4.1 Competencies Earned:

Through this project I could be able to know how to work in industry life with new tools and technologies. Many functions are tasks were done by me to complete the project. I had to use different languages with new frameworks like Laravel, Bootstrap, JavaScript and so on. . In the time of my internship, I have gained practical knowledge on web development, new features, tasks and also gained how to maintain a web application, different programming languages, learn about security and office etiquette, and mostly how a software firm works for the satisfaction of clients. Also, I have learned the most popular JavaScript library, database Mysql using the coding technique and design skills I have learned in my courses at my university. Apart from that I had to learn some new technologies and frameworks to complete my project task. After that I have successfully finished my task in due time and which gives the HR Management System project a more effective look and makes it more users friendly.

My main purpose is to learn about software development industry in real life. In our country, there are a lot of companies cannot afford to pay employee for Human resource management system manually. So my system will help them to manage the system by using an app. And I think it will support people to start business plan.

It was my very first experience with professional life. I learned to be disciplined, to be attentive, to work with smartness, be active on tasks, to finish tasks on time, help other colleagues, to try again and again, learn from open sources like YouTube and web pages. Enkaizen treated me very warmly. I got to chance to talk to them about future activities, upcoming projects, and new technical updates and so on. The best part I gained from this project is to work in a team. Each and every member of the team was very helpful. I feel very lucky to be a part of their team.

4.2 Smart Plan

SMART plan refers to Specific, Measurable, Attainable, Relevant and Time bonding. This is the idea which every project goal must be follow the SMART criteria to be effective. SMART goal is to applied to all aspects of project management. To reach the exact goal of a project, it should be maintain. I did follow for my HR management system too.

Name	Description	My Plan
Specific	Clearly identify the goal	I wanted to help office management and organize important information safe
Measurable	Define the goal in measurable terms	To ensure secure attendance system, expenses, departments, leave management system are the main goal
Attainable	Choose goals that are realistic and manageable	Real information, NID, bank information, activities would be collected in different section
Relevant	Make sure the goal is important and interesting	This project is an office based management system which ensures business objectives completely.
Time bonding	Define the time frame during which can be goal achievable	My project has a good timeline following every single

		methodology and I did complete it on time.
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Table 4.2: Smart Plan Chart

4.3 Reflections

As an Intern,I feel so lucky to get the opportunity to work with such amazing colleges at Enkaizen and having my favorite faculty Dr. Abul Kalam Al Azad sir as my supervisor. They teach me the best way to reach my goal.

This internship is a lesson of my life. From this I get to know the industrial project with professionalism for the first time. It is a great experience.now I know the differences between academic and professional life.I learned a lot from this internship as like new language, new framework, features, strategies, adaptability, technical tools, maintenance etc.I am blessed that I get to explore an amazing work environment and support from Enkaizen. All of my colleagues are cooperative, friendly, and understanding. I never felt left out because everyone is so inspiring and optimistic. My CEO used to talk and we discussed our ideas, vision, and our future goal. From this, I get to know the updated technical idea which helped me to focus on my work and also make my work interesting.

Laravel is the most used web framework nowadays. It will help to set my future goal. I decided to work with this framework in future. I was afraid of coding but PHP seems so interesting to me.It build up my confident level. It will help me to get good opportunity in job sector too.

CHAPTER 5

5.1 Discussion and Conclusion

Working with Enkaizen as a software engineer intern has helped me to understand what my area of interest is. I got to know about an immense amount of technical knowledge .I think I should work on application web based development system in my future career. In this internship journey I could learn new methods, worked with laravel for the 1st time. I could learn many easy techniques which will help in future. By doing HR management system project I could find my lacking and could improve many skills.

By attending weekly meeting with the CEO and other team members helps me to sort out problems. We discussed about our work cycle, helped me to develop a never give up attitude. Not only these but also I got to know about the software life cycle used in software industry. It make me inspired to be active, responsible and punctual.

As a software engineer intern, I gain enough confidence dramatically due to my internship. I am ready to work in a professional organization and eager to contribute to growth and profit with all the skills I have acquired.

It's a smart system by which a company can keep data securely and also the cost of this system will be more affordable than manual system. It will reduce all processing time. For medium and small company, this system will help to be organized in a low budget .Easily accessible and data alteration system will reduce disturbance. Also in another way it will help our country in digitalization. We can use this system safely even in this pandemic situation.

5.2: Scope for Further Career

HR management system is a software development based work which is a crucial topic for any management system. Admin works majority tasks very easily. We have a plan to change and bring a few changes to this website. We are thinking to develop our project in future by implementing these ideas:

- i. Employee can edit his/her data.
- ii. Employee can give attendance.
- iii. Employee can search for colleague's information.
- iv. Can add a comment section on notice board
- v. Mobile phone notification system
- vi. Salary maintenance depending on employee activity
- vii. Email notification system.
- viii. Guest login system
- ix. Employee review system based on activity
- x. Project and upcoming update of company table
- xi. Arrange a launch IOS app
- xii. Arrange a launch android app.
- xiii. Add an online payment system.

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Appendix A: Internship Reflection

Appendix B: Company Detail

Enkaizen Website Screenshot



ENKAIZEN SOLUTIONS



MOBILE
APPS



MULTILINGUAL
WEBSITES



API
INTEGRATIONS

PRODUCTS FOR STARTUP TO ENTERPRISE

SERVICES WE DO



Custom Software
Development



Web Development



Dedicated Development
Team



Product Development



E-Commerce



Mobile Apps



Testing & QA



UI/UX Design