

# Employee Task & Performance Tracking System

ASAN NAINAR M<sup>1</sup>, SETHUPATHI P<sup>2</sup>

<sup>1</sup>Assistant professor, Department of Computer Applications, SRM Valliammai Engineering College, Kattankulathur.

<sup>2</sup>PG Student, Department of Computer Applications, SRM Valliammai Engineering College, Kattankulathur.

**Abstract** - The Employee Task & Performance Tracking System is a full-stack web application designed to streamline task allocation, monitor employee productivity, and improve organizational efficiency. The system is developed using React.js for the frontend and Node.js with Express.js for backend processing, while SQLite is used for efficient data storage. It provides role-based dashboards for administrators, managers, and employees, enabling real-time task tracking and performance evaluation. The platform incorporates secure authentication mechanisms and dynamic data visualization to enhance decision-making. By automating task management and performance monitoring, the system reduces manual workload and improves transparency. Future enhancements include intelligent analytics, mobile integration, and cloud-based scalability.

**Index Terms** - Employee Task Management, Performance Tracking System, Task Allocation, Productivity Analysis, Web Application, Dashboard Analytics, Data Visualization, Role-Based Access Control (RBAC), Real-Time Monitoring, Employee Performance Evaluation, Task Scheduling, Project Management System, Workload Distribution, Performance Metrics, Data Management, User Authentication, Secure Login System, RESTful API, React.js, Node.js, SQLite Database, Frontend-Backend Integration, System Automation, Organizational Efficiency, Cloud-Based Systems, Scalable Architecture.

## I. INTRODUCTION

In modern organizations, efficient task management and performance evaluation are essential for maintaining productivity and achieving business goals. Traditional approaches such as manual tracking or spreadsheet-based systems are inefficient, error-prone, and lack real-time insights.

The Employee Task & Performance Tracking System is developed to overcome these limitations by providing a centralized digital platform for managing employee tasks and monitoring performance. The system enables administrators and managers to assign tasks, track progress, and evaluate employee

productivity through real-time dashboards. Employees can view assigned tasks, update their status, and monitor their performance metrics.

This system improves transparency, reduces administrative overhead, and enhances communication between employees and management.

## II. LITERATURE REVIEW

Traditional task management systems primarily rely on manual processes or basic digital tools that lack real-time monitoring and performance evaluation capabilities. Many existing systems focus only on task assignment without providing insights into employee productivity or workload distribution. Studies have shown that the absence of integrated performance tracking leads to inefficiencies, delayed task completion, and reduced accountability within organizations. Furthermore, conventional systems often lack user-friendly interfaces and data visualization features, making it difficult for managers to analyze employee performance effectively.

Recent advancements in web-based applications have introduced automated task management systems with enhanced functionalities such as real-time updates, dashboard analytics, and role-based access control. Modern systems utilize technologies like React.js, Node.js, and database management systems to improve system scalability and performance. Research indicates that integrating performance evaluation metrics with task tracking significantly enhances organizational productivity and decision-making. The proposed Employee Task & Performance Tracking System builds upon these advancements by combining task management, performance analysis, and visualization into a unified platform, thereby overcoming the limitations of existing systems.

### III. PROBLEM STATEMENT

In many organizations, task management and employee performance evaluation are still handled using manual methods or basic digital tools such as spreadsheets. These approaches lack real-time tracking, centralized data management, and proper performance analysis. As a result, managers face difficulties in monitoring task progress, identifying delays, and evaluating employee productivity accurately. The absence of a structured system leads to poor communication, inefficient workflow, and reduced accountability among employees.

Additionally, existing systems often do not provide role-based access control or intuitive dashboards for data visualization. This limits the ability of administrators and managers to make informed decisions based on real-time data. There is a need for a comprehensive system that can automate task allocation, track progress dynamically, and provide accurate performance metrics in a secure and user-friendly environment. The proposed Employee Task & Performance Tracking System aims to address these challenges by offering a centralized, efficient, and scalable solution for modern organizational needs.

### IV. OBJECTIVE

The primary objective of the Employee Task & Performance Tracking System is to design and develop a centralized web-based platform that improves task management and employee performance evaluation within an organization. The system aims to automate the process of task assignment, progress tracking, and performance analysis, thereby reducing manual effort and improving overall efficiency. By providing real-time updates and structured workflows, the system enhances communication and coordination between employees, managers, and administrators.

The specific objectives of the system are as follows:

- To develop a secure user authentication system with role-based access control for Admin, Manager, and Employee
- To enable efficient task creation, assignment, and tracking with priority levels and deadlines
- To provide real-time monitoring of task progress and employee performance

- To design interactive dashboards and data visualizations for better decision-making
- To improve employee productivity and accountability through performance metrics
- To ensure data consistency and centralized storage using an efficient database system
- To create a user-friendly and responsive interface for ease of use across devices
- To build a scalable system that can be extended with advanced analytics and future enhancements

### V. SYSTEM ARCHITECTURE

The Employee Task & Performance Tracking System is designed using a modular three-tier architecture that ensures scalability, maintainability, and efficient data processing. The architecture separates the system into presentation, application, and database layers, enabling smooth interaction between components and easy system updates without affecting overall functionality. This structured design supports real-time task management, secure data handling, and efficient performance monitoring.

#### *A. Presentation Layer*

The presentation layer represents the user interface of the system and is developed using React.js with Tailwind CSS. It provides interactive dashboards for administrators, managers, and employees. This layer is responsible for displaying task details, performance metrics, and graphical visualizations. The use of component-based architecture allows dynamic updates of data without page reloads, ensuring a smooth and responsive user experience.

#### *B. Application Layer*

The application layer is implemented using Node.js and the Express.js framework, which handles the core business logic of the system. It processes user requests, manages task assignments, updates task status, and calculates performance metrics. This layer also implements secure authentication and role-based access control to ensure that users can only access authorized features. Communication between the frontend and backend is carried out through RESTful APIs.

#### *C. Database Layer*

The database layer uses SQLite to store all system data, including user information, task details, and performance records. The database is structured to ensure efficient data

retrieval and consistency. CRUD (Create, Read, Update, Delete) operations are performed through the backend to manage data securely. Proper indexing and schema design improve performance and support analytical queries.

*D. System Workflow*

The system workflow begins when a user logs into the system through the frontend interface. The request is sent to the backend server for authentication and validation. Once authenticated, users can perform actions such as task creation, task updates, and performance viewing. These actions are processed by the application layer and stored in the database. The updated information is then reflected in the user interface in real time, ensuring seamless interaction between all layers.

*E. Security and Integration*

The architecture incorporates security features such as authentication, authorization, and data protection mechanisms. Role-Based Access Control (RBAC) ensures that different users have access to appropriate functionalities. The system also supports integration between modules such as task management, performance tracking, and dashboards, ensuring a unified and efficient workflow.

real-time monitoring, and data-driven decision-making. By utilizing modern web technologies and a modular architecture, the system ensures scalability, security, and ease of use.

*A. Employee Interface*

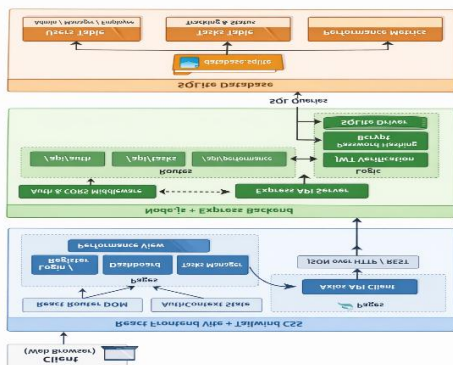
The employee interface provides a personalized dashboard where users can view assigned tasks, update their progress, and monitor their performance. Employees can access task details such as description, priority, and deadlines. The interface also displays performance metrics, including completed and pending tasks, allowing employees to track their productivity. The simple and intuitive design ensures that users can interact with the system without technical complexity.

*B. Manager Interface*

The manager interface enables managers to create, assign, and monitor tasks for employees. Managers can set task priorities, define deadlines, and track the progress of assigned tasks in real time. The system provides visual insights through charts and reports, helping managers evaluate employee performance and identify delays or bottlenecks. This interface improves workflow management and ensures efficient task distribution.

*C. Admin Interface*

The admin interface acts as the central control panel of the system. Administrators can manage user accounts, monitor system activities, and access overall performance statistics. The admin dashboard provides a comprehensive view of completed tasks, pending tasks, and employee performance rankings. This interface ensures system control, data consistency, and effective decision-making.



VI. PROPOSED SYSTEM AND DESIGN

The Employee Task & Performance Tracking System is designed as a centralized, web-based application that automates task management and employee performance evaluation within an organization. The system integrates multiple functional modules into a unified platform, enabling efficient task allocation,

## VII. SYSTEM TESTING

System testing is an essential phase in the development of the Employee Task & Performance Tracking System, as it ensures that all modules function correctly and satisfy the required specifications. The testing process is carried out to verify the reliability, accuracy, security, and performance of the system before deployment. Since the application includes multiple user roles such as admin, manager, and employee, testing is necessary to confirm that each role can access only the permitted functionalities and that the overall workflow operates without errors.

The system is tested using different testing techniques, including functional testing, integration testing, performance testing, and user acceptance testing. In functional testing, each module such as user login, task creation, task assignment, task status update, dashboard monitoring, and performance evaluation is tested individually to ensure proper operation. The system inputs and outputs are verified to confirm that each module behaves according to the expected logic. For example, when a manager assigns a task to an employee, the task must be correctly stored in the database and displayed in the employee dashboard.

## VIII. IMPLEMENTATION AND RESULT

### 8.1 IMPLEMENTATION

The Employee Task & Performance Tracking System is implemented as a full-stack web application using modern technologies. The frontend is developed using React.js with Tailwind CSS, providing a responsive and interactive user interface. The backend is built using Node.js and the Express.js framework, which handles business logic, API requests, and user authentication. The system uses SQLite as the database to store user details, task information, and performance records in a structured manner.

The application is designed with a modular approach, consisting of separate interfaces for administrators, managers, and employees. The authentication system ensures secure login and role-based access control. The admin dashboard is used for managing users and monitoring system activities, while the manager dashboard supports task creation, assignment, and tracking. The employee dashboard allows users to

view assigned tasks, update task status, and monitor their performance.

### 8.2 RESULTS

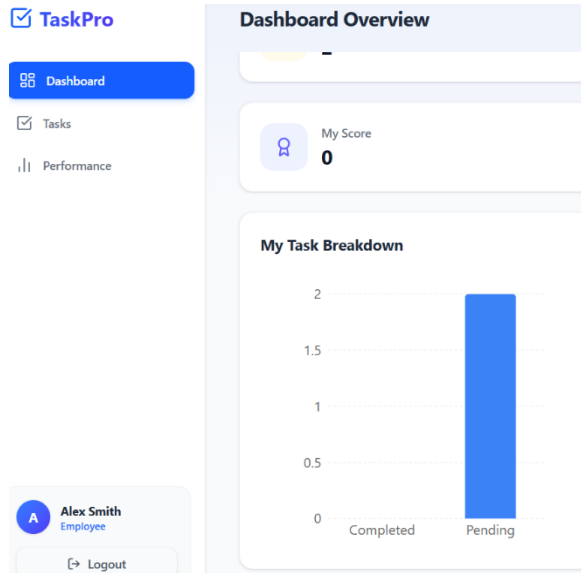
The implementation of the system produced effective and reliable results across all modules. The application successfully performs task assignment, progress tracking, and performance evaluation in real time. Users are able to log in securely, access their respective dashboards, and perform operations based on their roles without any conflicts or errors.

The system provides clear and accurate insights through dashboards and graphical representations. Task updates are reflected immediately, ensuring that managers and administrators have up-to-date information about employee activities. The performance module effectively calculates and displays employee productivity based on task completion.

The system significantly improves workflow efficiency by reducing manual effort and enhancing communication between users. Employees can easily track their responsibilities, while managers can monitor progress and make informed decisions. Overall, the results demonstrate that the system is reliable, user-friendly, and capable of improving organizational productivity.

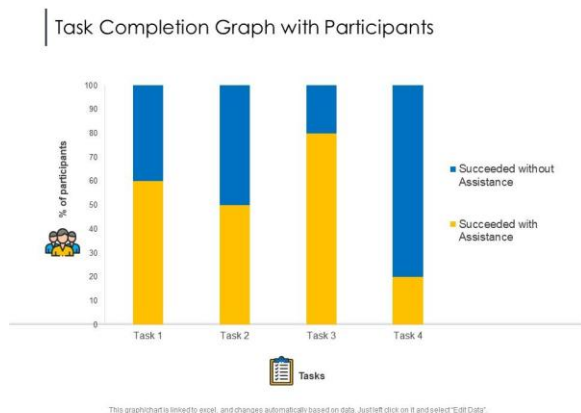
#### 8.2.1 ROLE-SPECIFIC CLIENT RENDERINGS

- 1) Employee Dashboard: Provides a clear overview of assigned tasks, task status, and performance metrics. It helps employees track their progress and complete tasks efficiently.
- 2) Manager Dashboard: Allow managers to assign tasks, monitor progress, and evaluate employee performance through visual dashboards.
- 3) Admin Dashboard: Acts as a centralized control panel for managing users, monitoring system activity, and generating reports.



### A. Employee Dashboard

The employee dashboard provides a clear overview of individual task performance and progress. As shown in Fig. 1, the dashboard displays the performance score along with a graphical representation of task distribution. The bar chart highlights the number of completed and pending tasks, allowing employees to easily understand their current workload. The interface is designed to be simple and user-friendly, enabling quick access to task-related information. This visualization helps employees track their progress effectively and encourages timely completion of assigned tasks, thereby improving overall productivity.

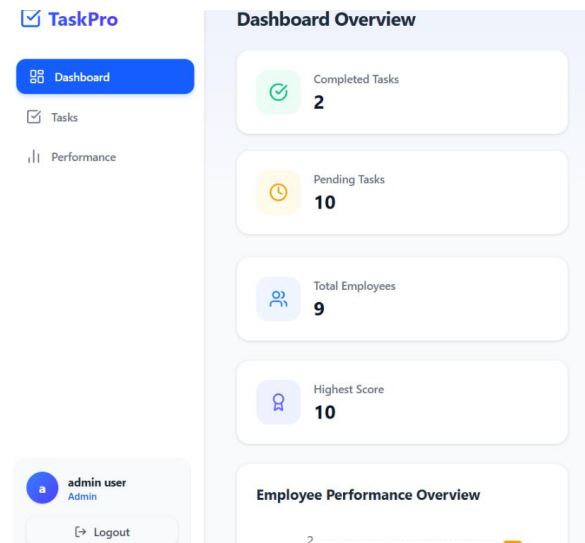


(Fig.1. The task completion)

### B. Manager Dashboard

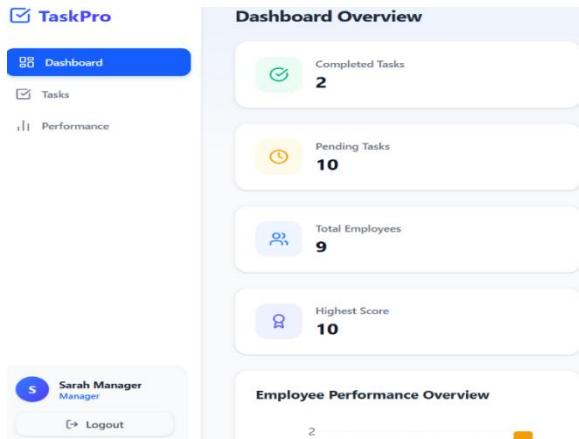
The manager dashboard provides a comprehensive overview of task and employee performance within the

system. The dashboard displays key metrics such as completed tasks, pending tasks, total employees, and the highest performance score. These indicators help managers quickly assess the overall progress of tasks and identify areas that require attention. The dashboard also includes performance visualization, enabling managers to monitor employee productivity effectively. This centralized interface improves decision-making by providing real-time insights into task distribution and team performance.



(Fig.2. manager dashboard)

The admin dashboard provides a centralized view of the entire system's performance and activity. It displays key metrics such as the number of completed tasks, pending tasks, total employees, and the highest performance score. These indicators enable administrators to monitor overall system efficiency and track organizational productivity. The dashboard also includes performance visualization, helping in analyzing task distribution among employees. This interface supports effective decision-making by providing real-time insights into system operations and performance trends.



Admin dashboard

## IX. FUTURE ENHANCEMENT

The Employee Task & Performance Tracking System has been successfully developed with essential features for task management and performance evaluation. However, the system can be further enhanced to improve its functionality, scalability, and user experience. Future developments can focus on incorporating advanced technologies and additional features to make the system more efficient and intelligent.

One of the major enhancements is the integration of advanced analytics and intelligent performance evaluation. By incorporating data analysis techniques, the system can provide deeper insights into employee productivity, identify performance trends, and suggest improvements. Additionally, implementing automated task prioritization based on deadlines and workload can further optimize task management.

Another important enhancement is the development of a mobile application for Android and iOS platforms. This will allow users to access the system anytime and anywhere, improving accessibility and convenience. The system can also be extended with a real-time notification mechanism, including email and push notifications, to keep users informed about task updates, deadlines, and system activities.

Furthermore, the system can be improved by enabling integration with external tools such as communication platforms and project management software. This will enhance collaboration and streamline workflow across different systems. The implementation of cloud-based

deployment can also improve scalability, reliability, and data accessibility.

Finally, enhancing security features such as multi-factor authentication, data encryption, and activity logs will ensure better protection of user data. These future enhancements will make the system more robust, scalable, and suitable for real-world organizational environments.

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