7. ABSTRACT

A system and a method adapted for a dynamic management of customized functionalities associated to an organization are disclosed. The system includes a database server for managing information associated to the organization, an application provided as a graphical user interface on a client device for storing, monitoring and retrieving data associated to the organization, a project management module for scheduling and allotting a project to a workforce, a shift management module for managing shift timings associated to the workforce, a human resource management module for managing human resource aspects, a workforce management module providing a restricted access to the workforce enabling the workforce to accomplish the project, an accounts management module for managing the accounting information and productivity based incentives of the workforce and a biometric device communicatively coupled to the client device enabling to automatically authenticate and record an attendance of the workforce.

5. CLAIMS

What is claimed is:

1. A system adapted for a dynamic management of customized functionalities associated to an organization, comprising:

at least one database server enabling to manage information associated to at least one of : a workforce; a project assigned to the organization; and a client list associated to the organization;

an application provided as a graphical user interface on a plurality of client devices, whereby the application tool enables to perform at least one of: a storing; a monitoring; and a retrieval of a data related to the at least one of: the workforce; the project assigned to the organization; and the client list associated to the organization;

at least one project management module for enabling to schedule and allot the at least one of the project assigned to the organization to the at least one the workforce;

at least one shift management module enabling to manage a plurality of shift timings associated to the at least one of the workforce;

at least one human resource management module enabling to manage a plurality of human resource aspects associated to the at least one workforce;

at least one workforce management module providing a restricted access to the at least one workforce enabling the at least one the workforce to accomplish the at least one of the project assigned to the organization by the at least one client list associated to the organization;

at least one accounts management module enabling to manage the accounting information associated to the organization; and

at least one of a biometric device communicatively coupled to the plurality of client devices enabling to automatically authenticate and record an attendance of the at least one workforce.

2. The system of claim1, wherein the application provided on the plurality of client devices and on the at least one data base server enables to manage the customized functionalities associated to the organization.

3. The system of claim 1, wherein the at least one workforce categorized in to a plurality of hierarchical levels for providing a restricted access to the at least one project management module.

4. The system of claim3, wherein the plurality of the higher hierarchical levels enabled to perform at least one of :

a simultaneous assignment of the at least one project to the at least one of the workforce;

transferring the at least one project assigned to the at least one of the workforce in an absence of a concerned workforce; and

enabling to access designed and informative periodical reports to visualize the exact history as well as the latest information associated to at least one of: the client list; the project assigned to the organization ; and the at least one of the workforce.

5. The system of claim1, wherein the at least one workforce management module enables the at least one workforce to perform at least one of :

opening a file for accomplishing the at least one of the project assigned to the organization by the client list associated to the organization;

enabling to record a status of the at least one project assigned to the organization by collecting a completed percentage of work entered by the at least one of the workforce;

transmitting at least one of a query to at least one of a higher hierarchical level concerned to the at least one work force;

closing the file on accomplishing the at least one of the project assigned to the at least one of the work force; and

monitoring at least one of: an attendance; and a productivity of the at least one of the work force.

6. The system of claim1, wherein the at least one shift management module enables the at least one work force to perform at least one of :

responding to the at least one of the query message received by the at least one of the workforce;

informing about a plurality of specifications and a change in a working shift associated to the at least one of the workforce; and

downloading records from at least one of a biometric reader for generating a plurality of corresponding informative periodical reports.

7. The system of claim1, wherein the at least one accounts management module enables to manage at least one of :

a salary earned by the at least one of the workforce;

a production based incentive of the at least one of the workforce;

a allowance added to the salary of the at least one workforce; and
a plurality of accounts associated to the organization.

8. The system of claim1, wherein the plurality of human resource aspects associated to the at least one of the workforce comprising at least one of :

a personal information of the at least one workforce associated to the organization;

an update of at least one of: a leave; a holiday; and a permission took by the at least one of the workforce;

a management of a plurality of issues related to hiring at least one of a new applicant; and

an assistance in report generation useful for the least one of the account management module.

9. A method adapted for a dynamic management of customized functionalities associated to an organization comprising:

activating an application provided as a graphical user interface on a plurality of client devices by a secured login through at least one of: an authenticated identification code; and a biometric login, whereby the activation of the application enables to perform at least one of: a storing; a retrieval; and a monitoring of a data related to at least one: a workforce; a project assigned to the organization; and a client list associated to the organization;

scheduling and allotting the at least one of the project assigned to the organization to the at least one of the workforce through at least one of a project management module;

managing a plurality of shift timings of the at least one of the workforce by at least one shift management module;

managing a plurality of human resource aspects associated to the at least one workforce by at least one human resource management module; and

managing a plurality of accounts associated to the organization by at least one accounts management module.

10. The method of claim 9, wherein an application tool provided on at least one of: a database server; and a plurality of client devices enable to manage customized functionalities associated to the organization.

11. The method of claim 9, wherein the secured login through at least one of: an authenticated identification code; and a biometric login enables to record an attendance of the at least one of the workforce.

12. The method of claim 9 further comprising categorizing the at least one work force in to a plurality of hierarchical levels for proving a restricted access to the at least one project management module.

13. The method of claim 9, wherein the at least one of the project assigned to the organization are simultaneously assigned to the at least one workforce through the at least one project management module.

14. The method of claim 9 further comprising at least one of: a management of a plurality of personal details associated to the at least one workforce; an updation of at least one of a leave; a holiday; a permission took by the at least one workforce; a management of a plurality of issues related to hiring at least one of a

new applicant; and an assistance in an informative report generation useful for the least one accounts management module by the at least one human resource management module.

15. The method of claim 9, wherein managing the accounting information associated the organization achieved through the informative reports generated from at least one of: the project management module; the shift management module; and the human resource management module.

6. DATE AND SIGNATURE:

Dated this June 1, 2010

Applicant Signature 

(Mr. Sresh Kumar Sreenivas Shenoy)

07 JUN 2010

ORIGINAL

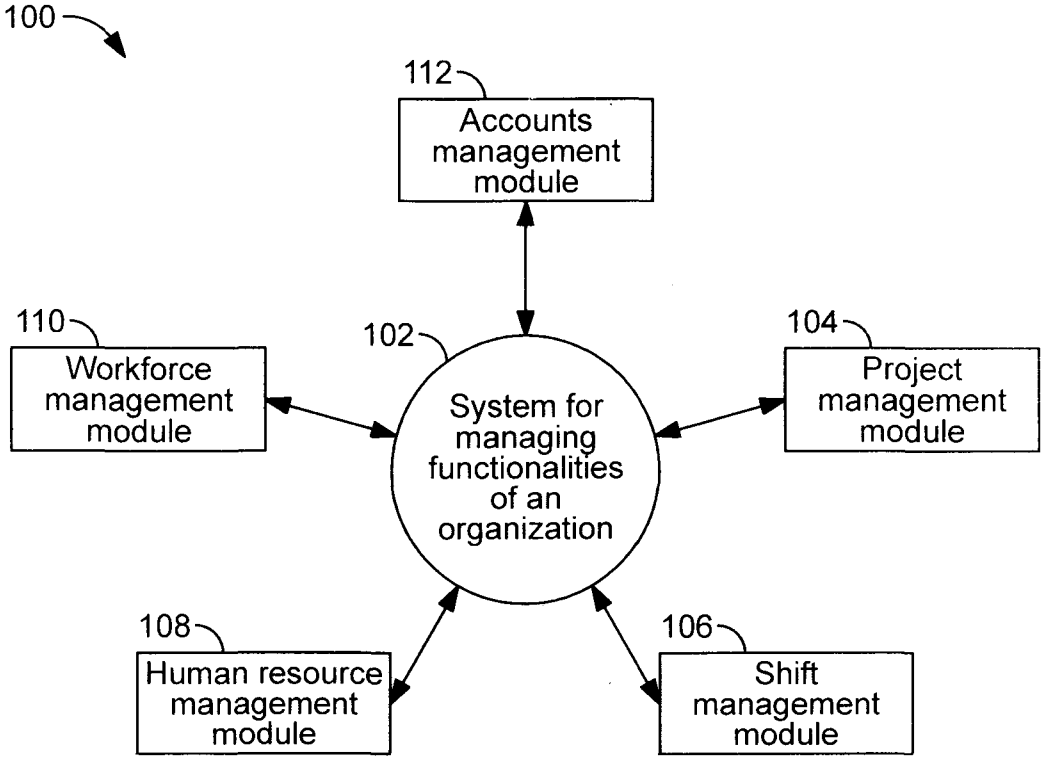


FIG. 1

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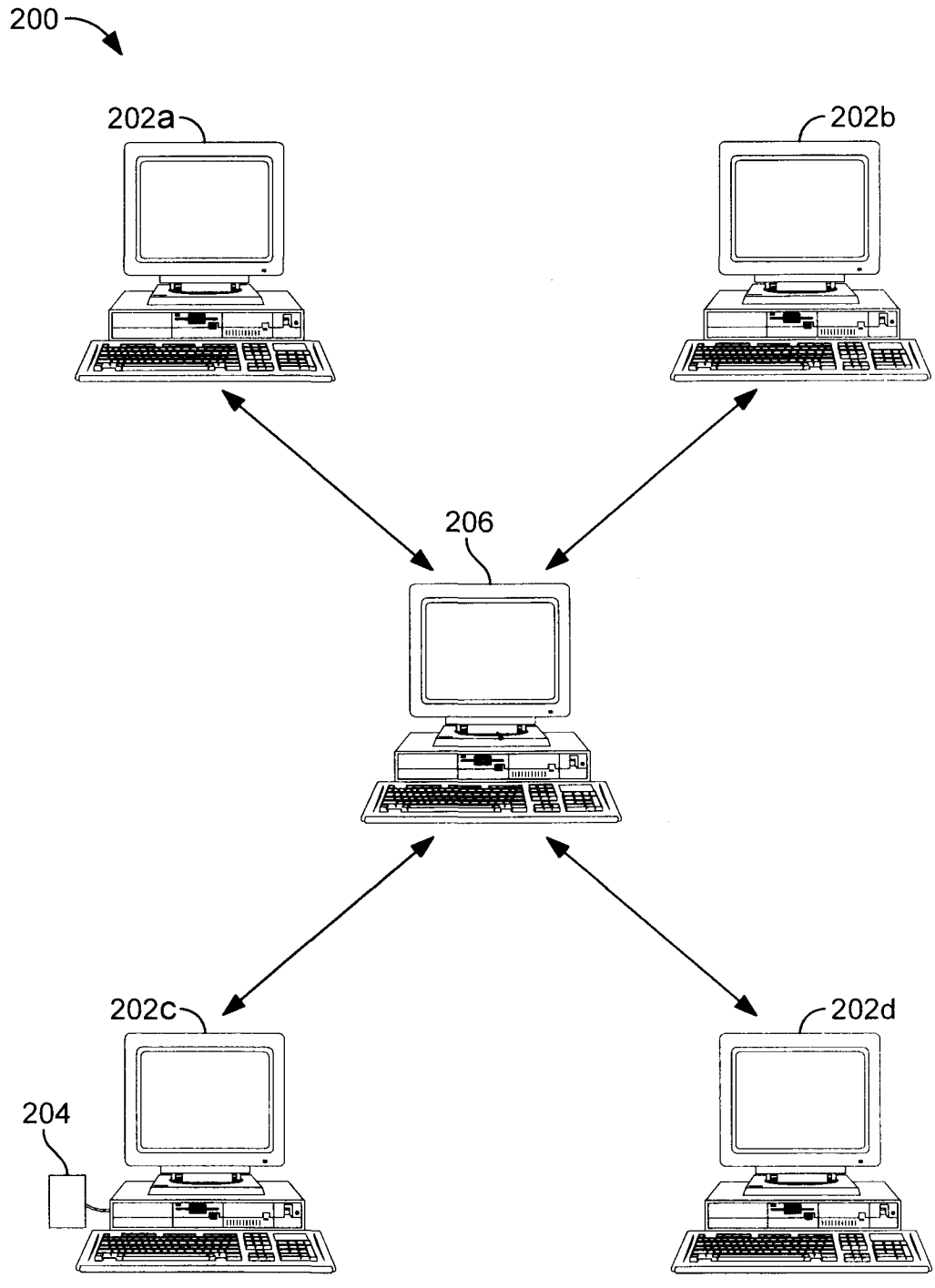


FIG. 2

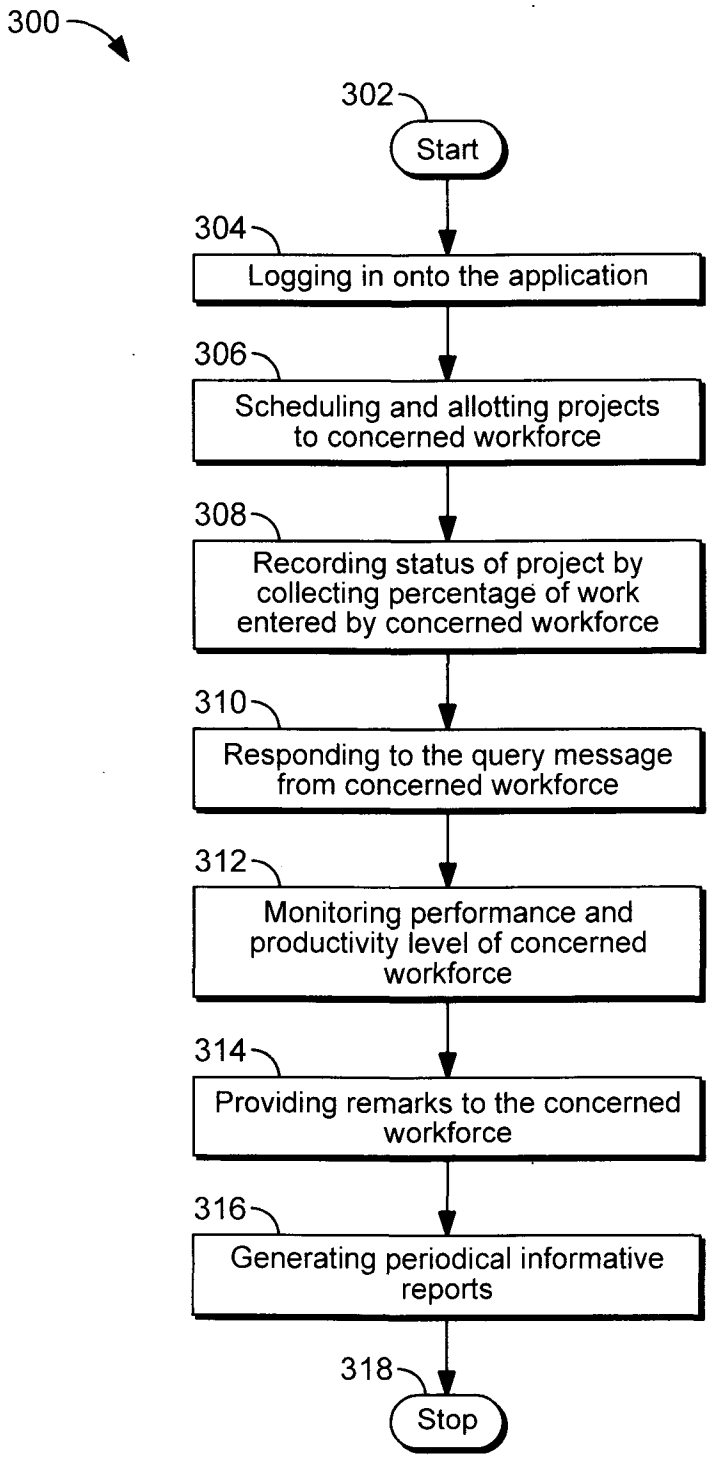

300
302
Start
304
Logging in onto the application
306
Scheduling and allotting projects to concerned workforce
308
Recording status of project by collecting percentage of work entered by concerned workforce
310
Responding to the query message from concerned workforce
312
Monitoring performance and productivity level of concerned workforce
314
Providing remarks to the concerned workforce
316
Generating periodical informative reports
318
Stop

FIG. 3

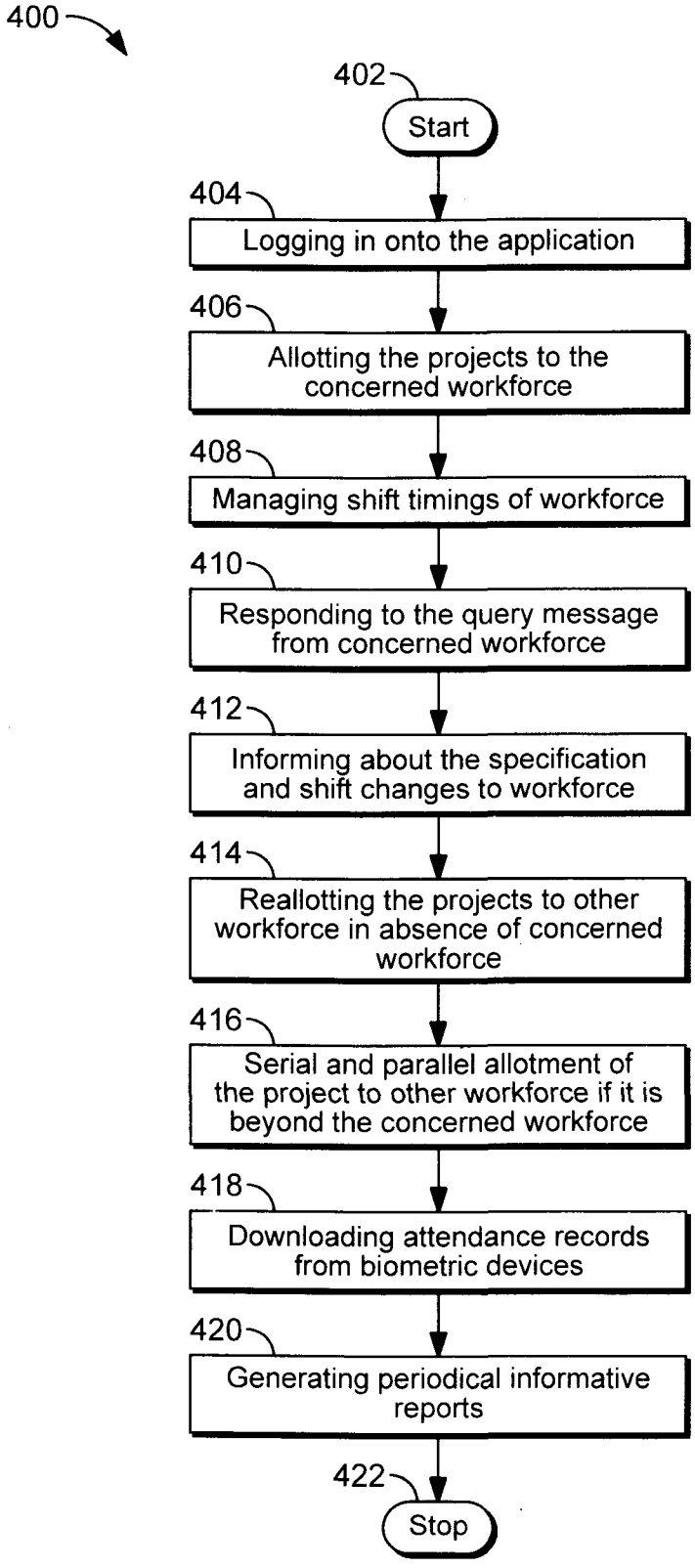

400
402
Start
404
Logging in onto the application
406
Allotting the projects to the concerned workforce
408
Managing shift timings of workforce
410
Responding to the query message from concerned workforce
412
Informing about the specification and shift changes to workforce
414
Reallotting the projects to other workforce in absence of concerned workforce
416
Serial and parallel allotment of the project to other workforce if it is beyond the concerned workforce
418
Downloading attendance records from biometric devices
420
Generating periodical informative reports
422
Stop

FIG. 4

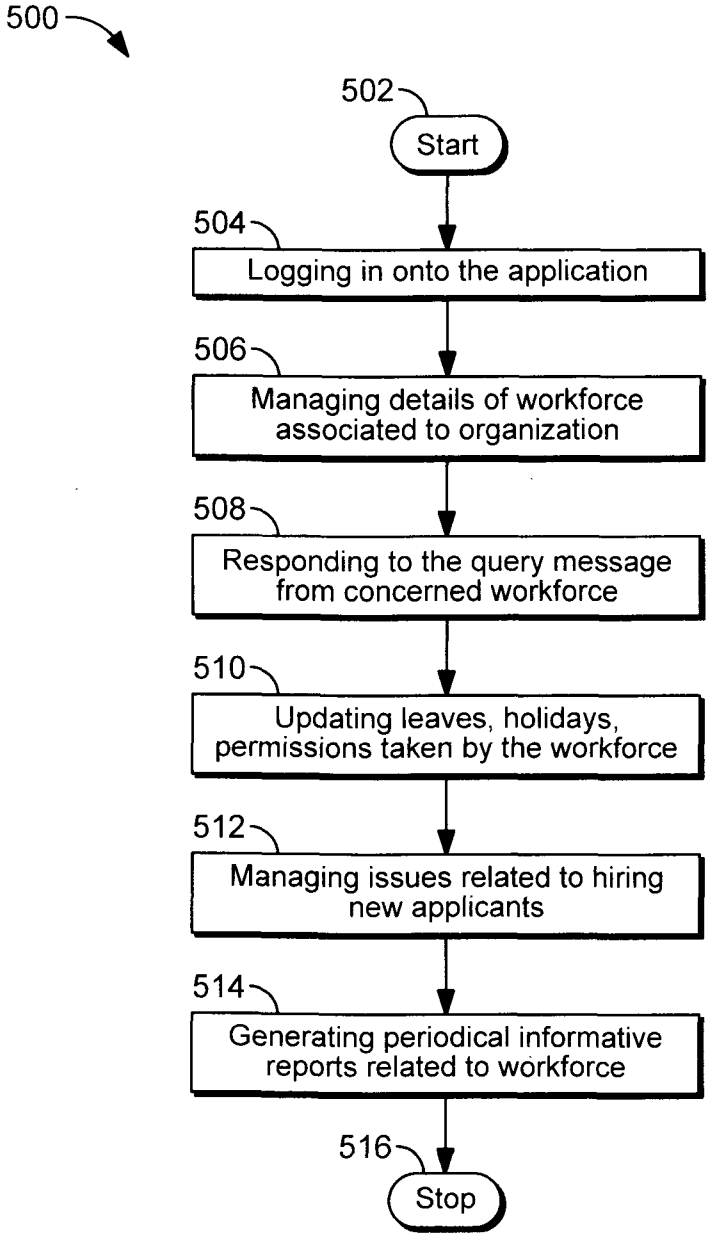

500
502
Start
504
Logging in onto the application
506
Managing details of workforce associated to organization
508
Responding to the query message from concerned workforce
510
Updating leaves, holidays, permissions taken by the workforce
512
Managing issues related to hiring new applicants
514
Generating periodical informative reports related to workforce
516
Stop

FIG. 5

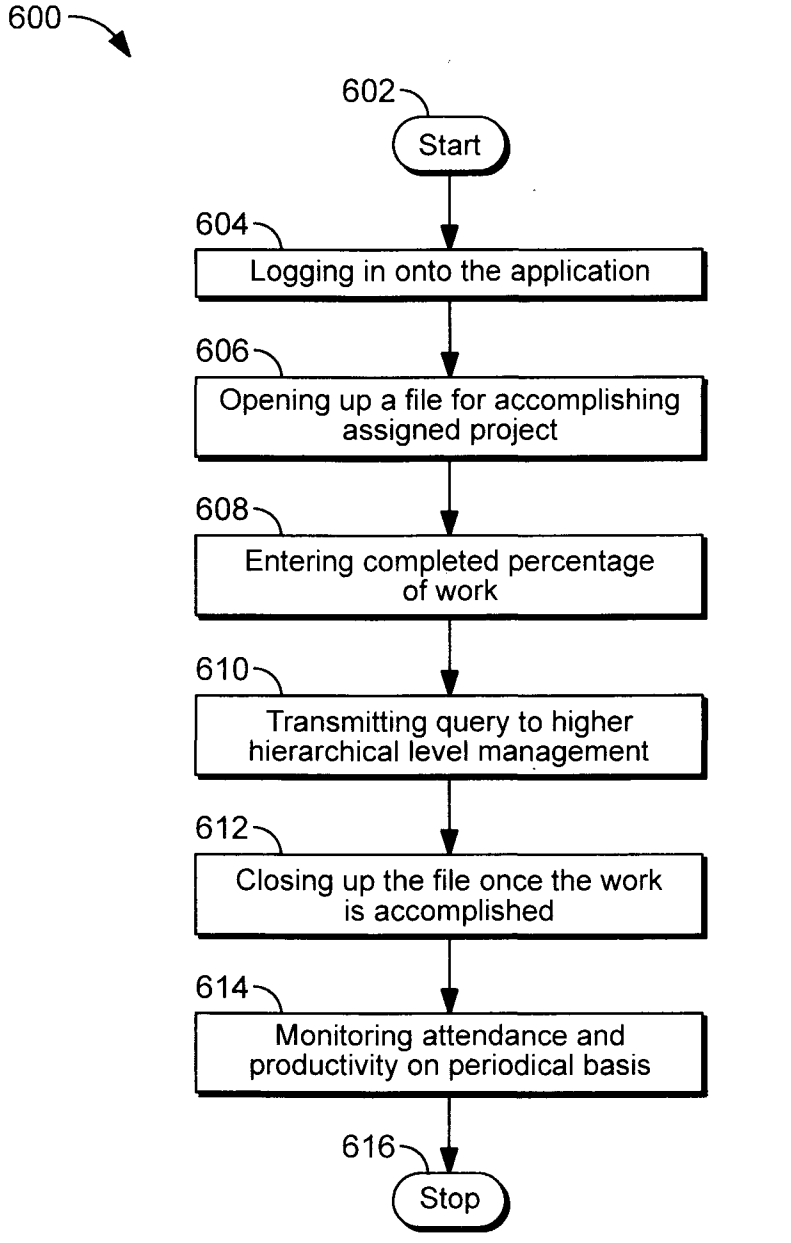

600
602
Start
604
Logging in onto the application
606
Opening up a file for accomplishing assigned project
608
Entering completed percentage of work
610
Transmitting query to higher hierarchical level management
612
Closing up the file once the work is accomplished
614
Monitoring attendance and productivity on periodical basis
616
Stop

FIG. 6

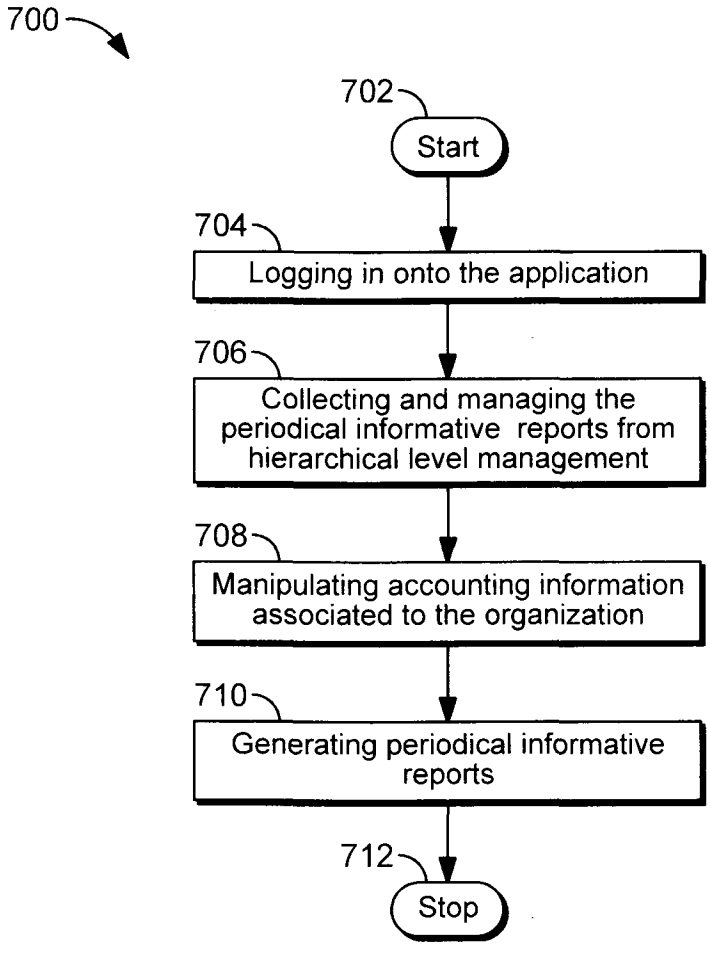

700
702
Start
704
Logging in onto the application
706
Collecting and managing the periodical informative reports from hierarchical level management
708
Manipulating accounting information associated to the organization
710
Generating periodical informative reports
712
Stop

FIG. 7

4. DESCRIPTION:

Technical field of the Invention

[0001] The present invention generally relates to an organization management system. More specifically the present invention relates to a system and a method adapted for a dynamic management of customized functionalities associated to the organization.

Background of the Invention

[0002] Project Management is an approach which enables to manage work within the constraints of time, cost and performance. The complex relationships between various competing resources, outcomes and client expectations that affect the performance and delivery of specified tasks require the application of methodologies particularly suited to the management of unique undertakings. The tasks might involve managing a plurality of technically complex projects, managing funding, combining and managing the workforce.

[0003] Conventional systems available today tend to focus on either project management or resource management, but generally not both. As such, they tend to lack suitable functionality and flexibility. Although most project management systems work with resources, they do not usually provide a method of managing them independently just through the project management system.

[0004] Conventionally, time records have been maintained on "time cards", which are typically used in connection with a mechanical time clock which stamps in and out times on the card. Payroll for the employees is then prepared with reference to the time records stamped on a card. Other conventional systems have recognized, however, maintaining the time records in computer a readable form in addition to human readable form, which would permit automation of payroll preparation for the companies. But these conventional methods are not efficient enough to meet the desired objective.

[0005] Conventionally available tools such as MICROSOFT PROJECT to help a project manager track and display the information about projects. The tool helps in initiating, planning, executing, controlling, and reporting progress of projects where the emphasis is placed upon using the tool to effectively create and manage project schedules using accepted project management principles. These conventional tools do not have facilities for managing contest-based projects or other projects that involve a phased, rigorous development methodology. The database, where the resource information is stored, cannot be shared or manipulated by a plurality of projects.

[0006] In these conventional methods, statements and documents relating to a single project must be managed using different application packages i.e. when multiple projects are being carried on in parallel, in order to store or read out necessary document files or participate in an electronic forum, the electronic location where such operations are conducted must first be searched out, project by project which creates a problem because the user-oriented access rights management becomes complicated and troublesome.

[0007] Hence there exists a need of a system and a method which addresses all of the above problems and enables dynamic management of customized functionalities associated to an organization.

Brief Summary of the Invention

[0008] A system and a method adapted for a dynamic management of customized functionalities associated to an organization are disclosed. According to a first aspect of the present invention, a system adapted for a dynamic management of customized functionalities associated to an organization includes at least one database server enabling to manage information associated to at least one of a workforce, a project assigned to the organization and a client list associated to the organization.

[0009] According to the first aspect, the system adapted for a dynamic management of customized functionalities associated to the organization includes an application provided as a graphical user interface on a plurality of client devices, whereby the application tool enables to perform at least one of a storing, a monitoring and a retrieval of a data related

to the at least one of the workforce, the project assigned to the organization and the client list associated to the organization. The application provided on the plurality of client devices and on the at least one data base server enables to manage the customized functionalities associated to the organization.

[0010] According to the first aspect, the system adapted for a dynamic management of customized functionalities associated to the organization includes at least one project management module for enabling to schedule and allot the at least one of the project assigned to the organization to the at least one the workforce.

[0011] According to the first aspect, the system adapted for a dynamic management of customized functionalities associated to the organization includes at least one shift management module enabling to manage a plurality of shift timings associated to the at least one of the workforce. The at least one shift management module enables the at least one work force to perform at least one of responding to the at least one of the query message received by the at least one of the workforce, informing about a plurality of specifications and a change in a working shift associated to the at least one of the workforce and downloading records from at least one of a biometric reader for generating a plurality of corresponding informative periodical reports.

[0012] According to the first aspect, the system adapted for a dynamic management of customized functionalities associated to the organization includes at least one human resource management module enabling to manage a plurality of human resource aspects associated to the at least one workforce. The plurality of human resource aspects associated to the at least one of the workforce comprising at least one of a personal information of the at least one workforce associated to the organization, an update of at least one of a leave, a holiday and a permission took by the at least one of the workforce, a management of a plurality of issues related to hiring at least one of a new applicant and an assistance in report generation useful for the least one of the account management module.

[0013] According to the first aspect, the system adapted for a dynamic management of customized functionalities associated to the organization includes at least one workforce management module providing a restricted access to the at least one workforce enabling the at least one the workforce to accomplish the at least one of the project assigned to the organization by the at least one client list associated to the organization. The at least one workforce categorized in to a plurality of hierarchical levels for providing a restricted access to the at least one project management module. The plurality of the higher hierarchical levels enabled to perform at least one of a simultaneous assignment of the at least one project to the at least one of the workforce, transferring the at least one project assigned to the at least one of the workforce in an absence of a concerned workforce and enabling to access designed and informative periodical reports to visualize the exact history as well as the latest information associated to at least one of the client list, the project assigned to the organization and the at least one of the workforce. The at least one workforce management module enables the at least one workforce to perform at least one of opening a file for accomplishing the at least one of the project assigned to the organization by the client list associated to the organization, enabling to record a status of the at least one project assigned to the organization by collecting a completed percentage of work entered by the at least one of the workforce, transmitting at least one of a query to at least one of a higher hierarchical level concerned to the at least one work force, closing the file on accomplishing the at least one of the project assigned to the at least one of the work force and monitoring at least one of an attendance and a productivity of the at least one of the work force.

[0014] According to the first aspect, the system adapted for a dynamic management of customized functionalities associated to the organization includes at least one accounts management module enabling to manage the accounting information associated to the organization. The at least one accounts management module enables to manage at least one of a salary earned by the at least one of the workforce, a production based incentive of the at least one of the workforce, a allowance added to the salary of the at least one workforce and a plurality of accounts associated to the organization.

[0015] According to the first aspect, the system adapted for a dynamic management of customized functionalities associated to the organization includes at least one of a biometric device communicatively coupled to the plurality of client devices enabling to automatically authenticate and record an attendance of the at least one workforce.

[0016] According to a second aspect of the present invention, a method adapted for a dynamic management of customized functionalities associated to an organization is disclosed. According to a second aspect, the method adapted for a dynamic management of customized functionalities associated to the organization includes activating an application provided as a graphical user interface on a plurality of client devices by a secured login through at least one of an authenticated identification code and a biometric login, whereby the activation of the application enables to perform at least one of a storing, a retrieval and a monitoring of a data related to at least one of a workforce, a project assigned to the organization and a client list associated to the organization. The application tool provided on at least one of a database server and a plurality of client devices enable to manage customized functionalities associated to the organization. The secured login through at least one of an authenticated identification code and a biometric login enables to record an attendance of the at least one of the workforce.

[0017] According to the second aspect, the method adapted for a dynamic management of customized functionalities associated to the organization includes scheduling and allotting the at least one of the project assigned to the organization to the at least one of the workforce through at least one of a project management module. The at least one of the project assigned to the organization are simultaneously assigned to the at least one workforce through the at least one project management module.

[0018] According to the second aspect, the method adapted for a dynamic management of customized functionalities associated to the organization includes managing a plurality of shift timings of the at least one of the workforce by at least one shift management module.

[0019] According to the second aspect, the method adapted for a dynamic management of customized functionalities associated to the organization includes managing a plurality of human resource aspects associated to the at least one workforce by at least one human resource management module.

[0020] According to the second aspect, the method adapted for a dynamic management of customized functionalities associated to the organization includes managing a plurality of accounts associated to the organization by at least one accounts management module. Managing the accounting information associated the organization achieved through the informative reports generated from at least one of the project management module, the shift management module and the human resource management module.

[0021] According to the second aspect, the method adapted for a dynamic management of customized functionalities associated to the organization further comprising categorizing the at least one work force in to a plurality of hierarchical levels for proving a restricted access to the at least one project management module.

[0022] According to the second aspect, the method adapted for a dynamic management of customized functionalities associated to the organization further comprising at least one of a management of a plurality of personal details associated to the at least one workforce, an updation of at least one of a leave, a holiday, a permission took by the at least one workforce, a management of a plurality of issues related to hiring at least one of a new applicant and an assistance in an informative report generation useful for the least one accounts management module by the at least one human resource management module.

Brief description of the Drawings

[0023] Other objects and advantages of the present invention will become apparent to those skilled in the art upon reading the following detailed description of the preferred

embodiments, in conjunction with the accompanying drawings, wherein like reference numerals have been used to designate like elements, and wherein:

[0024] FIG. 1 is a diagram illustrating an overview of a system adapted for a dynamic management of customized functionalities associated to an organization.

[0025] FIG. 2 is a diagram illustrating client server architecture for managing customized functionalities associated to an organization.

[0026] FIG. 3 is an exemplary flowchart illustrating a series of activities accomplished by project management module.

[0027] FIG. 4 is an exemplary flowchart illustrating a series of activities accomplished by a shift management module.

[0028] FIG. 5 is an exemplary flowchart illustrating a series of activities accomplished by a human resource management module.

[0029] FIG. 6 is an exemplary flowchart illustrating a series of activities accomplished by a workforce management module.

[0030] FIG. 7 is an exemplary flowchart illustrating a series of activities accomplished by an accounts management module.

Detailed description of the Invention

[0031] It is to be understood that the present disclosure is not limited in its application to the details of construction and the arrangement of components set forth in the following description or illustrated in the drawings. The present disclosure is capable of other embodiments and of being practiced or of being carried out in various ways. Also, it is to be understood that the phraseology and terminology used herein is for the purpose of description and should not be regarded as limiting.

[0032] The use of "including", "comprising" or "having" and variations thereof herein is meant to encompass the items listed thereafter and equivalents thereof as well as additional items. The terms "a" and "an" herein do not denote a limitation of quantity, but rather denote the presence of at least one of the referenced item. Further, the use of terms "first", "second", and "third", and the like, herein do not denote any order, quantity, or importance, but rather are used to distinguish one element from another.

[0033] Exemplary embodiments of the present invention are directed towards a system and a method adapted for a dynamic management of customized functionalities associated to an organization. According to a first aspect of the present invention, a system adapted for a dynamic management of customized functionalities associated to an organization includes at least one database server enabling to manage information associated to at least one of a workforce, a project assigned to the organization and a client list associated to the organization.

[0034] According to the first aspect, the system adapted for a dynamic management of customized functionalities associated to the organization includes an application provided as a graphical user interface on a plurality of client devices, whereby the application tool enables to perform at least one of a storing, a monitoring and a retrieval of a data related to the at least one of the workforce, the project assigned to the organization and the client list associated to the organization. The application provided on the plurality of client devices and on the at least one data base server enables to manage the customized functionalities associated to the organization.

[0035] According to the first aspect, the system adapted for a dynamic management of customized functionalities associated to the organization includes at least one project management module for enabling to schedule and allot the at least one of the project assigned to the organization to the at least one the workforce.

[0036] According to the first aspect, the system adapted for a dynamic management of customized functionalities associated to the organization includes at least one shift management module enabling to manage a plurality of shift timings associated to the at least one of the workforce. The at least one shift management module enables the at least one work force to perform at least one of responding to the at least one of the query message received by the at least one of the workforce, informing about a plurality of specifications and a change in a working shift associated to the at least one of the workforce and downloading records from at least one of a biometric reader for generating a plurality of corresponding informative periodical reports.

[0037] According to the first aspect, the system adapted for a dynamic management of customized functionalities associated to the organization includes at least one human resource management module enabling to manage a plurality of human resource aspects associated to the at least one workforce. The plurality of human resource aspects associated to the at least one of the workforce comprising at least one of a personal information of the at least one workforce associated to the organization, an update of at least one of a leave, a holiday and a permission took by the at least one of the workforce, a management of a plurality of issues related to hiring at least one of a new applicant and an assistance in report generation useful for the least one of the account management module.

[0038] According to the first aspect, the system adapted for a dynamic management of customized functionalities associated to the organization includes at least one workforce management module providing a restricted access to the at least one workforce enabling the at least one the workforce to accomplish the at least one of the project assigned to the organization by the at least one client list associated to the organization. The at least one workforce categorized in to a plurality of hierarchical levels for providing a restricted access to the at least one project management module. The plurality of the higher hierarchical levels enabled to perform at least one of a simultaneous assignment of the at least one project to the at least one of the workforce, transferring the at least one project assigned to the at least one of the workforce in an absence of a concerned workforce and

enabling to access designed and informative periodical reports to visualize the exact history as well as the latest information associated to at least one of the client list, the project assigned to the organization and the at least one of the workforce. The at least one workforce management module enables the at least one workforce to perform at least one of opening a file for accomplishing the at least one of the project assigned to the organization by the client list associated to the organization, enabling to record a status of the at least one project assigned to the organization by collecting a completed percentage of work entered by the at least one of the workforce, transmitting at least one of a query to at least one of a higher hierarchical level concerned to the at least one work force, closing the file on accomplishing the at least one of the project assigned to the at least one of the work force and monitoring at least one of an attendance and a productivity of the at least one of the work force.

[0039] According to the first aspect, the system adapted for a dynamic management of customized functionalities associated to the organization includes at least one accounts management module enabling to manage the accounting information associated to the organization. The at least one accounts management module enables to manage at least one of a salary earned by the at least one of the workforce, a production based incentive of the at least one of the workforce, a allowance added to the salary of the at least one workforce and a plurality of accounts associated to the organization.

[0040] According to the first aspect, the system adapted for a dynamic management of customized functionalities associated to the organization includes at least one of a biometric device communicatively coupled to the plurality of client devices enabling to automatically authenticate and record an attendance of the at least one workforce.

[0041] According to a second aspect of the present invention, a method adapted for a dynamic management of customized functionalities associated to an organization is disclosed. According to a second aspect, the method adapted for a dynamic management of customized functionalities associated to the organization includes activating an application provided as a graphical user interface on a plurality of client devices by a

secured login through at least one of an authenticated identification code and a biometric login, whereby the activation of the application enables to perform at least one of a storing, a retrieval and a monitoring of a data related to at least one of a workforce, a project assigned to the organization and a client list associated to the organization. The application tool provided on at least one of a database server and a plurality of client devices enable to manage customized functionalities associated to the organization. The secured login through at least one of an authenticated identification code and a biometric login enables to record an attendance of the at least one of the workforce.

[0042] According to the second aspect, the method adapted for a dynamic management of customized functionalities associated to the organization includes scheduling and allotting the at least one of the project assigned to the organization to the at least one of the workforce through at least one of a project management module. The at least one of the project assigned to the organization are simultaneously assigned to the at least one workforce through the at least one project management module.

[0043] According to the second aspect, the method adapted for a dynamic management of customized functionalities associated to the organization includes managing a plurality of shift timings of the at least one of the workforce by at least one shift management module.

[0044] According to the second aspect, the method adapted for a dynamic management of customized functionalities associated to the organization includes managing a plurality of human resource aspects associated to the at least one workforce by at least one human resource management module.

[0045] According to the second aspect, the method adapted for a dynamic management of customized functionalities associated to the organization includes managing a plurality of accounts associated to the organization by at least one accounts management module. Managing the accounting information associated the organization achieved through the

informative reports generated from at least one of the project management module, the shift management module and the human resource management module.

[0046] According to the second aspect, the method adapted for a dynamic management of customized functionalities associated to the organization further comprising categorizing the at least one work force in to a plurality of hierarchical levels for proving a restricted access to the at least one project management module.

[0047] According to the second aspect, the method adapted for a dynamic management of customized functionalities associated to the organization further comprising at least one of a management of a plurality of personal details associated to the at least one workforce, an updation of at least one of a leave, a holiday, a permission took by the at least one workforce, a management of a plurality of issues related to hiring at least one of a new applicant and an assistance in an informative report generation useful for the least one accounts management module by the at least one human resource management module.

[0048] Referring to FIG.1 is diagram 100 illustrating an overview of a system adapted for a dynamic management of customized functionalities associated to an organization. According to a non limiting exemplary embodiment of the present invention, a system for managing functionalities of an organization 102 for communicating with a project management module 104, a shift management module 106, a human resource management module 108, a workforce management module 110 and a accounts management module 112.

[0049] In accordance with a non limiting exemplary embodiment of the present invention, the system for managing functionalities of the organization 102 enabling a dynamic management of a project, a client list, a workforce associated to the organization. The system for managing functionalities of the organization 102 manages the overall functionalities of the organization ensuring the security level associated to the organization. The system for managing functionalities of the organization 102 manages

the customized functionalities of the organization by categorizing the workforce into multiple hierarchical levels for providing a restricted access to the project management module 104. The system for managing functionalities of the organization 102 further enables managing the multiple informative reports generated periodically from multiple hierarchical level managements. The multiple informative reports include project wise reports, workforce wise reports and other periodical reports associated to the pending projects and the like. The system for managing functionalities of the organization 102 enables appropriate initiation, planning, execution, control and reporting the progress of the functionalities associated to the organization.

[0050] According to a non limiting exemplary embodiment of the present invention, the project management module 104 enables to schedule and allot the project to the workforce associated to the workforce management module 110. The multiple hierarchical levels provide a restricted access to the project management module 104. The project management module 104 enable to assign the project to the workforce simultaneously, transfer the project assigned to the workforce in absence of the concerned workforce and to access the periodical reports to visualize the exact history as well as the latest information associated to the organization. The project management module 104 enables the organization to serve the client list associated to the organization by ensuring timely completion and delivery of the assigned project. The project management module 104 records status of the project by collecting percentage of work entered by the workforce associated to the workforce management module 110. The project management module 104 further responds to the queries of the workforce and monitors the productivity level of the workforce. The project management module 104 also generates the periodical informative reports for the workforce.

[0051] In accordance with a non limiting exemplary embodiment of the present invention, the shift management module 106 enables to manage shift timings associated to the workforce. Further more the shift management module 106 enables to respond to the query messages received from the workforce. The shift management module 106 is further enabled to inform about the specifications and the shift changes to the workforce.

The shift management module 106 further enables to download the attendance records from a biometric device reader for generating corresponding periodical informative reports. The periodical informative reports include weekly reports, monthly report and annual reports and the like. The periodical informative reports correspond to the overtime details of the workforce, late shift timing details and the like.

[0052] According to a non limiting exemplary embodiment of the present invention, the human resource management module 108 enables to manage human resource aspects associated to the workforce. The human resource aspects includes updating leaves, holidays, permissions taken by the workforce, managing issues related to hiring of new applicants, generating periodical informative report useful for the accounts management module 112 and managing personal information associated to the workforce of the organization. The issues related to hiring new applicants include conducting aptitude tests, scheduling interviews and the like. The personal information associated to the workforce of the organization includes code assigned to the workforce, name and address associated to the workforce and the like.

[0053] In accordance with a non limiting exemplary embodiment of the present invention, the workforce management module 110 provides a restricted access to the workforce and enables the workforce to accomplish the assigned projects. The workforce management module 110 enables the workforce to open up a file for accomplishing the project assigned through the project management module 104, enter the percentage of work completed, transmit the query messages to the higher hierarchical level management concerned to the work force, closing the file once the work is accomplished and enabling the workforce to monitor their attendance and productivity level on periodical basis. The workforce management module 110 also enables the workforce to apply for the leaves, manage the attendance, enter the break information availed during the working hours and visualize the estimated time of the projects assigned to the workforce.

[0054] According to a non limiting exemplary embodiment of the present invention, the accounts management module 112 enables to manage the accounting information associated to the organization. The accounting information associated to the organization includes the salary earned by workforce, the production based incentive of the workforce, the allowances added to the salary of the workforce and billing information associated to the client based on the foreign exchange rate entered for manipulation list and the like.

[0055] Referring to FIG.2 is diagram 200 illustrating client server architecture for managing customized functionalities associated to an organization. In accordance with a non limiting exemplary embodiment of the present invention, the client server architecture for managing customized functionalities associated to the organization includes multiple client devices, a database server 206 and a biometric device 204. The multiple client devices include a client device 202a, a client device 202b, a client device 202c and a client device 202d. The biometric device 204 is coupled to one of client device 202c associated to the workforce for enabling the automatic recording of attendance of the workforce. The clients include the workforce associated to the organization.

[0056] In accordance with a non limiting exemplary embodiment of the present invention, the client server architecture for managing customized functionalities associated to the organization includes the multiple client devices 202a, 202b, 202c, 202d. The multiple client devices 202a, the client device 202b, the client device 202c and the client device 202d are provided with an application as a graphical user interface. The application on the multiple client devices 202a, 202b, 202c, 202d enables the workforce to store, monitor and retrieve the data related to the workforce, the project and the client list associated to the organization. The multiple client devices 202a, 202b, 202c, 202d are communicatively coupled to the database server 206 to store, monitor and retrieval of the data related to the workforce, the project and the client list associated to the organization.

[0057] According to a non limiting exemplary embodiment of the present invention, the client server architecture for managing customized functionalities associated to the

organization includes the database server 206 enabling to manage information associated to the workforce, the project and the client list associated to the organization. The database server 206 assists the multiple client devices 202a, 202b, 202c, 202d to store, monitor and retrieve the data related to the workforce, the project and the client list associated to the organization.

[0058] In accordance with a non limiting exemplary embodiment of the present invention, the client server architecture for managing customized functionalities associated to an organization includes the biometric device 204. The biometric device 204 includes device enabled to scan the finger print of the workforce and the like.

[0059] Referring to FIG.3 is an exemplary flowchart 300 illustrating a series of activities accomplished by a project management module. In accordance with a non limiting exemplary embodiment of the present invention, the series of activities accomplished by the project management module starts at 302. Next at step 304, the workforce associated to project management module logs in onto the application residing on the client device with an authenticated and secured user login details. The workforce associated to project management module is also enabled to login automatically setting up an automatic attendance through the biometric device communicatively coupled to one of the client device. The client device includes a personal computer and the like. The authenticated login details include username, password, a finger print scanned by the biometric device and the like. Next at step 306, the workforce associated to project management module allots and schedules the projects to the concerned workforce for accomplishing the assigned project. Coming to step 308, the workforce associated to project management module reviews and records the status of the project allotted to the concerned workforce by collecting percentage of work entered by the concerned workforce. At step 310 the workforce associated to the project management module responds to the query messages received from the concerned workforce. Next at step 312, the workforce associated to project management module further monitors the performance and productivity level of the concerned workforce based on their skills, attendance and percentage of completion of the assigned project. Coming to step 314, the workforce associated to project

management module further provides remarks for the concerned workforce based on their performance and productivity level. Next at step 316 the workforce associated to project management module also generates periodical designed and informative reports associated to the customized functionalities of the organization. Finally the process ends at step 318.

[0060] Referring to FIG.4 is an exemplary flowchart 400 illustrating a series of activities accomplished by a shift management module. According to a non limiting exemplary embodiment of the present invention, the series of activities accomplished by the shift management module starts at 402. Next at step 404, the workforce associated to shift management module logs in onto the application residing on the client device with an authenticated and secured user login details. The authenticated user login details include username, password, finger print scanned by the biometric device and the like. The workforce associated to shift management module are also enabled to login automatically setting up an automatic attendance by means of the biometric device communicatively coupled to one of the client device for scanning the finger print of the workforce. The client device includes personal computer and the like. Coming to step 406, the workforce associated to shift management module allots the projects assigned to the organization to the concerned workforce. At step 408, the workforce associated to shift management module further manages the shift timing of the concerned workforce ensuring the completion of the project in scheduled time. Next at step 410, the workforce associated to shift management module further responds to the query messages received from the concerned workforce. Coming to step 412, the workforce associated to shift management module enables informing the concerned workforce about the specifications and shift changes. Next at step 414, the workforce associated to shift management module further enables re-allotting the project to available workforce in absence of the concerned workforce ensuring the completion of project in scheduled time. At step 416, the workforce associated to shift management module further enables serial and parallel allotment of the project to the other workforce if the project is beyond the concerned workforce. Next at step 418, the workforce associated to shift management module further enables downloading the attendance records from the biometric device reader.

The downloaded attendance record from the biometric device reader enables the workforce associated to shift management module to manage shift timings for the workforce. At step 420, the workforce associated to shift management module also generates designed and informative reports on periodical basis associated to the customized functionalities of the organization. The customized functionalities of the organization includes functionalities associated to the workforce, functionalities associated to the clients list associated to the organization and functionalities associated to the project assigned to the organization by the clients list associated to the organization. Finally the process ends at step 422.

[0061] Referring to FIG.5 is an exemplary flowchart 500 illustrating a series of activities accomplished by a human resource management module. In accordance to a non limiting exemplary embodiment of the present invention, the series of activities accomplished by human resource management module starts at 502. Next at step 504, the workforce associated to human resource management module logs in onto the application residing on the client device with an authenticated and secured user login details. The secured login details include finger print scanned by the biometric device, username, password and the like. The workforce associated to human resource management module are also enabled to login automatically setting up an automatic attendance by means of the biometric device communicatively coupled to one of the client device. The client device includes personal computer and the like. At step 506, the workforce associated to human resource management module manages the details associated to the workforce. The detail associated to the workforce includes department details, position details and personal information details and the like. Next at step 508, the workforce associated to human resource management module further responds to the query messages from the workforce. Coming to step 510, the workforce associated to human resource management module further updates leaves, holidays and permissions taken by the workforce. At step 512, the workforce associated to human resource management module further manages issues related to hiring of new applicants. The issues related to hiring of new applicants include conducting aptitude tests, scheduling interviews and the like. Coming to step 514, the workforce associated to human resource management module further enables

generation of periodical designed and informative reports related to the workforce enabling to manage customized functionalities of the organization. Finally the process ends at step 516.

[0062] Referring to FIG.6 is an exemplary flowchart 600 illustrating a series of activities accomplished by a workforce management module. According to a non limiting exemplary embodiment of the present invention, the series of activities accomplished by workforce management module starts at 602. At step 604, the workforce associated to workforce management module logs in onto the application residing on the client device with an authenticated and secured user login details. The authenticated user login details finger print scanned by the biometric device, username, password and the like. The workforce associated to workforce management module are also enabled to login automatically setting up an automatic attendance by means of the biometric device communicatively coupled to one of the client device. The client device includes a personal computer and the like. Next at step 606, the workforce associated to workforce management module opens up a file for accomplishing the project assigned by the higher hierarchical level management. The higher hierarchical level management includes the workforce associated to project management module, the workforce associated to shift management module and the like. Coming to step 608, the workforce associated to workforce management module enters the percentage of work completed based on the status of the project. Next at step 610, the workforce associated to workforce management module further enables transmission of the query messages to the higher hierarchical level management. At step 612, the workforce associated to workforce management module closes up the file once the work is accomplished. Next at step 614, the workforce associated to workforce management module further enables to monitor the attendance and the productivity level. The workforce associated to workforce management module is enabled to monitor the attendance and the productivity level on a periodical basis. Finally the process ends at step 616.

[0063] Referring to FIG.7 is an exemplary flowchart 700 illustrating a series of activities accomplished by an accounts management module. In accordance with a non limiting

exemplary embodiment of the present invention, the series of activities accomplished by accounts management module starts at 702. At step 704, the workforce associated to accounts management module logs in onto the application residing on the client device with an authenticated and secured user login details. The user login details include finger print scanned by the biometric device, username, password and the like. The workforce associated to accounts management module are also enabled to login automatically setting up an automatic attendance by means of the biometric device communicatively coupled to one of the client device. The client device includes a personal computer and the like. Coming to step 706, the workforce associated to the accounts management module collects and manages the periodical informative reports from the higher hierarchical level management. The higher hierarchical level management includes the workforce associated to project management module, the workforce associated to shift management module and the like. Next at step 708, the workforce associated to accounts management module manages the accounting information associated to the organization. The accounting information associated to the organization includes accounting information associated to the workforce, accounting information associated to the client list associated to the organization and the like. The accounting information associated to the workforce includes management of salary earned by the workforce, production based incentive of the workforce, allowance added to the salary of the workforce and the like. The accounting information associated to the client list associated to the organization includes billing information corresponding to the projects assigned to the organization by the client list and the like. Coming to step 710, the workforce associated to accounts management module further generates designed and informative reports on periodical basis enabling management of functionalities of the organization. Finally the process ends at step 712.

[0064] As will be appreciated by a person skilled in the art the present invention provides a variety of advantages. Firstly, the invention enables a dynamic management of the functionalities associated to the organization. Secondly, the invention provides an optimum security level by facilitating backup and restores facility. Thirdly, the invention

is a cost effective means. Fourthly, the invention is customizable based on the functionalities adopted by the organizations.

[0065] While specific embodiments of the invention have been shown and described in detail to illustrate the inventive principles, it will be understood that the invention may be embodied otherwise without departing from such principles.