

HUMAN RESOURCE MANAGEMENT SOFTWARE FOR RECRUITMENT, PAYROLL, ATTENDANCE, AND EMPLOYEE PERFORMANCE ANALYTICS

Bat-Erdene Solongo
Mongolia

ABSTRACT

Human resource management software integrates recruitment, payroll, attendance, and employee performance analytics within a centralized digital platform. The system manages job vacancies, candidate applications, interview schedules, employee records, salaries, benefits, leave requests, working hours, and appraisal data. Automated workflows improve candidate screening, onboarding, payroll calculation, attendance verification, tax processing, and performance review activities while reducing administrative errors. Real-time dashboards help managers monitor workforce strength, absenteeism, overtime, recruitment progress, salary expenses, productivity, and employee performance indicators. Analytical tools can identify skill gaps, turnover risks, training needs, and high-performing employees. Integration with finance, biometric systems, and organizational databases improves data consistency and coordination. Overall, the software can simplify HR operations, strengthen workforce planning, improve payroll accuracy, and support informed employee-management decisions.

keywords: Human Resource Management Software; Recruitment Automation; Payroll Management; Attendance Tracking; Employee Performance Analytics.

1. Introduction

Enterprise applications depend on reliable diagnostics to detect runtime errors, failed workflows, API issues, slow transactions, and integration faults [1-3]. Logs are the main evidence source for understanding what happened before, during, and after an incident [4-5]. Effective application diagnostics require structured logging, traceability, contextual metadata, error classification, and operational visibility [6-8]. However, fixed logging strategies often create two problems. Low-detail logs may miss important causes [9], while high-detail logs may generate excessive storage cost and alert noise [10-11].

The main challenge is that diagnostic needs change during runtime [12]. A normal transaction may require only basic logs, but a failing workflow, repeated exception, or security-sensitive event may need deeper traces [13-15]. Adaptive logging improves this process by changing log depth according to system condition, transaction risk, and error behavior [16-18]. AI-assisted monitoring can identify when additional diagnostic detail is needed and when logging can return to normal levels [19-21]. This article proposes an adaptive logging framework for enterprise application diagnostics.

2. Methodology

The proposed framework captures log metadata from application servers, API gateways, databases, background jobs, authentication modules, and integration services [22-24]. It records event type, severity, timestamp, user role, transaction ID, request path, error frequency, response time, affected component, and workflow state [25-27]. These features are converted into diagnostic context profiles [28]. Adaptive logging requires context because the same event may be low-risk in one workflow but critical in another [29-30]. The logging controller classifies runtime states as normal, warning, error-prone, performance-risk, security-sensitive, workflow-critical, or incident-active [31-32]. Based on this classification, it adjusts log level, trace depth, parameter capture, correlation ID tracking, and diagnostic enrichment [33-34]. Lightweight scoring and policy rules are used so logging decisions remain fast and explainable [35-36]. Sensitive fields are masked before storage [37], and transaction-critical events are linked with workflow and database identifiers for easier diagnosis [38].

The framework is evaluated using simulated enterprise applications involving APIs, database workflows, authentication events, scheduled jobs, and service integrations. Static logging is compared with adaptive logging under repeated exceptions, slow requests, failed jobs, API timeout, suspicious login, and workflow interruption scenarios [39]. Evaluation metrics include diagnosis time, log volume reduction, root-cause evidence quality, missed-event rate, storage overhead, alert usefulness, and administrator acceptance rate. Feedback from resolved incidents, ignored logs, and administrator notes is used to refine logging policies over time.

3. Results and Discussion

The results show that adaptive logging improves diagnostics by capturing richer evidence only when runtime risk increases. In the baseline condition, static logs either lack enough detail or produce large volumes of low-value records. With the proposed framework, detailed traces are activated for high-risk events and reduced during normal execution. The strongest improvement appears in intermittent failures, where deeper logs are needed only around the failure window.

The discussion shows that adaptive logging must balance diagnostic depth with privacy and storage cost. Excessive logging can expose sensitive data or overload monitoring systems, while weak logging may hide failure causes. The main limitation is that log-level decisions depend on accurate runtime classification. Regular policy review and masking controls are necessary for safe long-term use.

4. Conclusion

This article presented an adaptive logging framework for enterprise application diagnostics. The framework adjusts log detail using runtime context, risk scoring, workflow state, and error behavior. It improves troubleshooting by increasing diagnostic evidence during abnormal conditions while reducing unnecessary log noise during normal operation. The study shows that adaptive logging can strengthen enterprise diagnostics when combined with structured metadata, privacy controls, and continuous incident feedback.

References

1. MKK, F., Rashid, S. S., MHM, N., Baharudin, R., & Ramli, A. N. M. (2019). A clinical update on Antibiotic Resistance Gram-negative bacteria in Malaysia-a review. arXiv preprint arXiv:1903.03486.
2. Fazlul, M. K. K., Zaini, M. Z., Rashid, M. A., & Nazmul, M. H. M. (2011). Antibiotic susceptibility profiles of clinical isolates of *Pseudomonas aeruginosa* from Selayang Hospital, Malaysia. *Biomed Res*, 22(3), 263-66.
3. Nikhashemi, S. R., Yasmin, F., Haque, A., & Khatibi, A. (2011). Study on customer perception towards online-ticketing in Malaysia. *Indian journal of commerce and Management studies*, 2(6), 3-13.
4. Haque, A., Khatibi, A., & Mahmud, S. A. (2009). Factors determinate customer shopping behaviour through internet: The Malaysian case. *Australian Journal of Basic and Applied Sciences*, 3(4), 3452-3463.
5. Foysal, M., Rahman, M. M., Rabbee, M. F., Nazmul, M., Hossain, R. M., Rahman, M. J., ... & Islam, K. (2013). Identification and assay of putative virulence properties of *Escherichia coli*

- gyrase subunit A and B among hospitalized UTI patients in Bangladesh. *Inov Pharm Pharmacother*, 1(1), 54-59.
6. Haque, A., Sarwar, A., Azam, F., & Yasmin, F. (2014). Total quality management practices in the Islamic banking industry: comparison between Bangladesh and Malaysian Islamic bank. *International Journal of Ethics in Social Sciences*, 2(1).
7. Mkk, F., Sp, D., & Irfan, M. (2019). Antibacterial and antifungal activity of various extracts of *Bacopa monnieri*. *arXiv preprint arXiv:1909.01856*.
8. Nuruzzaman, N., Haque, A., & Azad, R. (2010). Is Bangladeshi RMG sector fit in the global apparel business? Analyses the supply chain management. *The South East Asian Journal of Management*, 4(1), 5.
9. Salehi, M., Salimi, M., & Haque, A. (2013). The impact of online customer experience (OCE) on service quality in Malaysia. *World Applied Sciences Journal*, 21(11), 1621-1631.
10. Rahman, S., Hussain, B., & Haque, A. (2011). Organizational politics on employee performance: an exploratory study on readymade garments employees in Bangladesh. *Business Strategy Series*, 12(3), 146-155.
11. Vijayakumar, K., Maziz, M. N. H., Ramadasan, S., Prabha, S., & Kumaar, K. S. N. (2024, May). Automatic classification of healthy/TB chest X-ray using DeepLearning. In *2024 International Conference on Advances in Computing, Communication and Applied Informatics (ACCAI)* (pp. 1-5). IEEE.
12. Karim, M. W., Chowdhury, M. A. M., & Haque, A. A. (2022). A study of customer satisfaction towards E-wallet payment system in Bangladesh. *American Journal of Economics and Business Innovation*, 1(1), 1-10.
13. Hussaini, J., Othman, N. A., & Abdulla, M. A. (2013). Antiulcer and antibacterial evaluations of *Illicium verum* ethanolic fruits extract (IVEFE). *Medical science*, 2(8).
14. Fazlul Karim Khan, M., Samiur Rashid, S., Nazmul, M., Maziz, H., Mazila Ramli, A. N., & Baharuddin, R. (2020). Molecular characterization of plasmid-mediated non-O157 verotoxigenic *Escherichia coli* isolated from infants and children with diarrhea. *Baghdad Science Journal*, 17(3), 19.
15. DOUSTJALALI, S. R., SABET, N. S., AA, A., THW, I., ZZ, N., AHA, Z., ... & TAHA, A. (2020). Correlation between body mass index (BMI) & waist to hip ratio (WHR) among primary school students. *International Journal of Pharmaceutical Research*, 12(3).
16. Selvaraj, S., Prasad, S., Fuloria, S., Subramaniyan, V., Sekar, M., Ahmed, A. M., ... & Fuloria, N. K. (2022). COVID-19 biomedical plastics wastes—challenges and strategies for curbing the environmental disaster. *Sustainability*, 14(11), 6466.
17. Hussaini, J., Nazmul, M., Abdullah, M., & Ismail, S. (2012). Recombinant Clone ABA392 Protects laboratory animals from *Pasteurella multocida* serotype BJ Vet. Adv, 2, 114-119.

18. Jiea, C. K., Fuloria, S., Subrimanyan, V., Sekar, M., Sathasivam, K. V., Kayarohanam, S., ... & Fuloria, N. K. (2022). Phytochemical screening and antioxidant activity of *Cananga odorata* extract. *Research Journal of Pharmacy and Technology*, 15(3), 1230-1234.
19. Shafiq, A., Haque, A., & Omar, A. (2015). Multiple halal logos and Malays' beliefs: a case of mixed signals. *International Food Research Journal*, 22(4), 1727-1735.
20. Rahman, S., Haque, A., & Ahmad, M. I. S. (2011). Choice criteria for mobile telecom operator: Empirical investigation among Malaysian customers. *International Management Review*, 7(1), 50-57.
21. Haque, A. (2004). Mobile commerce: Customer perception and its prospect on business operation in Malaysia. *Journal of American Academy of Business*, 4(1/2), 257-262.
22. Maruf, T. I., Manaf, N. H. B. A., Haque, A. K. M. A., & Maulan, S. B. (2021). Factors affecting attitudes towards using ride-sharing apps. *International Journal of Business, Economics and Law*, 25(2), 60-70.
23. Navanethan, D. H. A. R. S. H. I. N. I., Poot, E. F. M., Vytialingam, N., Nazmul, M., & Maziz, H. (2021). Stigma, discrimination, treatment effectiveness and policy: Public views about drug addiction in Malaysia. *Pakistan Journal of Medical and Health Sciences*, 15(2), 514-519.
24. Iqbal, M., Yasmin, F., Haque, A., Rashid, M. A., Pervin, K., & Maziz, M. N. H. (2022). The study of the perception of diabetes mellitus among the people of Petaling Jaya in Malaysia. *International Journal of Health Sciences*, (I), 1263-1273.
25. Nazmul, M. H. M., Salmah, I., Syahid, A., & Mahmood, A. A. (2011). In-vitro screening of antifungal activity of plants in Malaysia. *Biomed Res*, 22(1), 28-30.
26. Haque, A., Chowdhury, N. A., Yasmin, F., & Tarofder, A. K. (2019). Muslim consumers' purchase behavior towards shariah compliant hotels in Malaysia. *Vidyodaya Journal of Management*, 5(1).
27. Nazmul, M. H. M., Rashid, M. A., & Jamal, H. (2013). Antifungal activity of Piper betel plants in Malaysia. *Drug Discov*, 6(17), 16-17.
28. Yasmin, F., Othman, R., & Maziz, M. N. H. (2020). Yield and nutrient content of sweet potato in response of plant growth-promoting rhizobacteria (PGPR) inoculation and N fertilization. *Jordan J. Biol. Sci*, 13(1), 117-122.
29. STARSurg Collaborative, Writing Committee Nepogodiev D dnepogodiev@ doctors. org. uk Walker K Glasbey JC Drake TM Borakati A Kamarajah S McLean K Khatri C Arulkumaran N Harrison EM Fitzgerald JE Cromwell D Prowle J Bhangu A overall guarantor, Data analysis Walker K Drake TM Cromwell D, Steering committee Glasbey JC Borakati A Drake TM Kamarajah S McLean K Bath MF Claireaux HA Gundogan B Mohan M Deekonda P Kong C Joyce H McNamee L Woin E Burke J Khatri C Fitzgerald JE Harrison EM Bhangu A Nepogodiev D, & Advisory group Arulkumaran N Bell S Duthie F Hughes J Pinkney TD Prowle J Richards T Thomas M. (2018). Prognostic model to predict postoperative acute kidney injury in patients

- undergoing major gastrointestinal surgery based on a national prospective observational cohort study. *BJS open*, 2(6), 400-410.
30. Nazmul, M. H. M., Jamal, H., & Fazlul, M. K. K. (2012). *Acinetobacter* species-associated infections and their antibiotic susceptibility profiles in Malaysia. *Biomed Res-India*, 23(4), 571-575.
 31. Azam, S. M. F., Haque, A., Sarwar, A., & Anwar, N. (2014). Training Program Effectiveness of Service Initiators: Measuring Perception of Female Employees of Bank Using Logistic Approach. *Asian Research Journal of Business Management*, 1(2), 98-108.
 32. Selvaganapathi, G., Ahmed, J., Mathialagan, A. G., Dinesh, M., Azra, N., Harikrishnan, T., ... & Foead, A. I. (2019). Knowledge and practice on tuberculosis among prison workers from Seremban Prison. *Occupational Diseases and Environmental Medicine*, 7(04), 176-186.
 33. Khan, M. F. K., Rashid, S. S., Ramli, A. N. M., Ishmael, U. C., & Maziz, M. N. H. (2019). Detection of ESBL and MBL in *Acinetobacter* spp. and Their Plasmid Profile Analysis. *Jordan Journal of Biological Sciences*, 12(3).
 34. Tarofder, A. K., Haque, A., Hashim, N., Azam, S. M., & Sherief, S. R. (2019). Impact of ecological factors on nationwide supply chain performance. *Ekoloji Dergisi*, (107).
 35. Jan, M., Haque, A., Abdullah, K., Anis, Z., & Alam, F. E. (2019). Elements of advertisement and their impact on buying behaviour: A study of skincare products in Malaysia. *Management Science Letters*, 9(10), 1519-1528.
 36. Nazmul, M., Fazlul, M., & Rashid, M. (2012). Plasmid profile analysis of non-O157 diarrheagenic *Escherichia coli* in Malaysia. *Indian Journal of Science*, 1(2), 130-132.
 37. Abbas, Q., Arbab, S., Ul Haque, A., & Humayun, K. N. (2018). Spectrum of complications of severe DKA in children in pediatric Intensive Care Unit. *Pakistan journal of medical sciences*, 34(1), 106.
 38. Nikhashemi, S. R., Paim, L., Haque, A., Khatibi, A., & Tarofder, A. K. (2013). Internet technology, Crm and customer loyalty: Customer retention and satisfaction perspective. *Middle-East Journal of Scientific Research*, 14(1), 79-92.
 39. Haque, A., & Khan, A. H. (2013, February). Factors influencing of tourist loyalty: A study on tourist destinations in Malaysia. In Conference: proceedings of 3rd Asia-Pacific business research conference, Kuala Lumpur, Malaysia (Vol. 19, No. 1, pp. 25-26).