

A Review of VIDURON – The Ethical Human Resource Management System

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Abstract: VIDURON – The Ethical Human Resource Management System – is an advanced, integrated, and ethically driven HR platform developed to streamline and automate diverse human resource operations while upholding principles of fairness, transparency, and organizational integrity. It addresses key challenges faced by HR departments, including accurate employee data management, compliance with labour regulations, unbiased performance evaluation, equitable resource allocation, and effective employee communication. The system encompasses multiple interlinked modules such as recruitment and onboarding, attendance and leave tracking, payroll processing, performance appraisal, training and development, and grievance management—each meticulously designed to ensure accuracy, accountability, and ethical governance. VIDURON leverages secure databases, role-based access control, encryption mechanisms, and audit trails to protect sensitive employee data while maintaining transparency in decision-making. Its advanced analytics and AI-powered insights enable HR professionals to monitor workforce trends, identify skill gaps, measure engagement, and make informed, data-backed decisions that foster trust and equity. Automated workflows minimize administrative burdens, reduce manual errors, and ensure consistent policy application across the organization. The platform further embeds features like bias-free performance assessments, transparent payroll structures, real-time dashboards, compliance tracking, and instant reporting tools that collectively strengthen organizational integrity. By merging technological innovation with ethical HR values, VIDURON not only enhances operational efficiency but also promotes a culture of fairness, accountability, and employee well-being, ultimately positioning itself as a comprehensive, scalable, and sustainable solution for modern enterprises striving to balance productivity with ethical human resource management.

Keywords: Ethical HRMS, Human Resource Management System, Employee Data Security, Payroll Automation, Performance Analytics, Fair Workplace Practices, Transparent HR Operations, Compliance Management, Workforce Analytics, Employee Engagement.

I. INTRODUCTION

Human Resource Management Systems (HRMS) are digital platforms designed to streamline and automate HR processes while ensuring transparency, efficiency, and ethical management of employee information [1]. Modern organizations face challenges such as maintaining accurate employee records, ensuring fair performance evaluations, managing payroll and benefits, and complying with labour regulations [2]. With the increasing digitization of workplaces, advanced HR technologies have become essential for efficient and ethical workforce management [3].

An effective HRMS integrates multiple functionalities such as recruitment, onboarding, attendance tracking, leave management, payroll processing, performance appraisal, training, and employee engagement [1]. These systems allow HR professionals to manage geographically dispersed teams, collect and process large volumes of data securely, and make informed decisions. Digital HR solutions also help reduce manual errors, ensure regulatory compliance, and promote transparency across all HR operations [2].

The rise of cloud-based HRMS, mobile-accessible platforms, and AI-powered analytics has further transformed HR practices [3]. Ethical considerations, such as unbiased performance assessment, equitable leave management, and secure handling of employee data, are becoming increasingly critical [4]. VIDURON – The Ethical Human Resource Management System – addresses these needs by providing a secure, scalable, and ethical solution that empowers organizations to manage their workforce efficiently while maintaining high standards of integrity [5].

II. DIGITAL HR TECHNOLOGIES

Digital HR technologies are key enablers of modern HRMS platforms. These technologies include cloud computing, secure databases, role-based access control, and analytics tools that facilitate efficient HR operations. By leveraging these technologies, HR professionals can ensure accurate data collection, automated workflows, and real-time reporting, all while maintaining ethical standards.

VIDURON – The Ethical Human Resource Management System





III. METHODOLOGY

In developing Viduron, we studied several existing Human Resource Management Systems (HRMS) to understand current practices, challenges, and opportunities for ethical management of employee data. Traditional HRMS solutions focus on employee information storage, attendance tracking, payroll management, leave management, performance evaluation, and recruitment management.

Our review revealed the following trends and gaps:

1. **Centralized Employee Data Management** – Many HRMS solutions provide a single platform for managing employee records, but data privacy and security are often insufficiently addressed.
2. **Automation of HR Processes** – While some systems automate payroll, attendance, and leave management, they lack advanced ethical features such as transparent audit logs, consent-based data usage, and anonymized analytics.
3. **Integration with Business Tools** – Most modern HRMS platforms integrate with email, calendar, and communication tools, but integration with decision-making dashboards and reports is often limited.
4. **Scalability and Customization** – Open-source and proprietary HRMS platforms vary in flexibility. Customization is key to adapting the system to organizational policies, regulatory compliance, and ethical standards.

Viduron addresses these gaps by combining PHP-based backend functionality with MySQL database management, offering modules for:

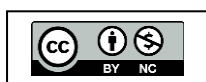
- **Employee Management** – Storing and updating personal, professional, and contact information securely.
- **Attendance and Leave Management** – Automated tracking with ethical rules such as data transparency and privacy.
- **Payroll Management** – Calculation and disbursement of salaries with proper auditing.
- **Performance Evaluation** – Objective tracking with anonymized reporting to maintain fairness.
- **Recruitment Management** – Transparent recruitment processes, with audit trails for ethical compliance.

The system emphasizes ethical HR practices, ensuring that employee data is collected, stored, and processed in a secure and compliant manner.

IV. CONCLUSION

Viduron demonstrates a secure, ethical, and efficient web-based HRMS solution. By leveraging PHP for server-side processing and MySQL for robust database management, the system ensures:

- **Data Security** – Role-based access, encryption, and secure authentication.
- **Transparency** – Audit trails and consent-based data usage maintain trust between employees and management.
- **Efficiency** – Automated HR workflows reduce manual errors and save time.
- **Scalability** – Easily adaptable to growing organizations or changing regulatory requirements.





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In conclusion, Viduron represents a modern approach to ethical Human Resource Management, integrating software efficiency with responsible HR practices. It ensures organizations can manage human capital effectively while respecting employee rights, privacy, and data security.

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