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(54) Title of the invention : A NOVEL HUMAN RESOURCE MANAGEMENT SYSTEM AND EMPLOYEE COMPENSATION PLANNING SYSTEM

<p>(51) International classification :G06Q0010060000, G06Q0010100000, G06N0020000000, A61B0005000000, G06Q0050000000</p> <p>(86) International Application No :NA Filing Date :NA</p> <p>(87) International Publication No : NA</p> <p>(61) Patent of Addition to Application Number :NA Filing Date :NA</p> <p>(62) Divisional to Application Number :NA Filing Date :NA</p>		<p>(71)Name of Applicant : 1)Dr. Pavan Patel Address of Applicant :Professor, Chairperson-Training and Consultancy, SSIM, Kompally, Hyderabad-500100, Telangana ----- - ----- 2)Dr. Shailaja Kheni 3)Dr. M Shunmugasundaram 4)Dr. K. Venkataraman 5)J.Kannan 6)Dr. P.Sivakumar Name of Applicant : NA Address of Applicant : NA</p> <p>(72)Name of Inventor : 1)Dr. Pavan Patel Address of Applicant :Professor, Chairperson-Training and Consultancy, SSIM, Kompally, Hyderabad-500100, Telangana ----- ----- 2)Dr. Shailaja Kheni Address of Applicant :Assistant Professor, Department of Management Studies, Visvesvaraya Technological University, Centre for Post Graduate Studies, Kalaburagi, Karnataka ----- ----- 3)Dr. M Shunmugasundaram Address of Applicant :Assistant Professor, Department of Management Studies, St Joseph's College of Engineering, Old Mahabalipuram Road, Chennai-119, Tamilnadu ----- ----- 4)Dr. K. Venkataraman Address of Applicant :Associate Professor, Department of Mechanical Engineering, Sri Sairam Engineering College, West Tambaram, Chennai, Tamil Nadu ----- ----- 5)J.Kannan Address of Applicant :Assistant Professor, School of Business Management, RVS College of Arts and Science, Sulur, Coimbatore-641402, Tamilnadu ----- ----- 6)Dr. P.Sivakumar Address of Applicant :Associate Professor & Head, Department of Business Administration (UG), Dr. SNS Rajalakshmi College of Arts and Science, Coimbatore, Tamilnadu ----- -----</p>
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(57) Abstract :

The proposed invention introduces a comprehensive Human Resource Management (HRM) system that leverages predictive analytics and machine learning algorithms to transform talent acquisition, retention, and development. This system also includes a compensation planning module that utilizes market data, industry benchmarks, and individual performance metrics to design equitable and competitive compensation structures. With a user-friendly interface accessible through mobile devices, the system empowers HR professionals and employees to access real-time dashboards providing critical insights. This invention streamlines HR operations, improves decision-making, and enhances collaboration, ultimately enhancing organizational efficiency. By integrating data analytics, machine learning, and user-centric design, this innovative solution contributes to the long-term success of organizations in today's dynamic business environment. Accompanied Drawing [FIGS. 1-2]

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