

DEVELOPMENT OF A WEB-BASED PAYROLL MANAGEMENT SYSTEM FOR ORGANISATIONS

BY

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DEGREE IN COMPUTER SCIENCE

[MONTH, YEAR]

CERTIFICATION

This is to certify that this research project titled "Development of a Web-Based Payroll Management System for Organisations" was carried out by [STUDENT'S FULL NAME], and has been read and approved as meeting the regulations governing the award of the degree of Bachelor of Science (B.Sc.) of the University of Lagos.

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HEAD OF DEPARTMENT

Date

EXTERNAL EXAMINER

Date

DEDICATION

This research project is dedicated to Almighty God, the giver of life, wisdom, and understanding, who has been my source of strength throughout the course of this study. It is also dedicated to my beloved parents and family for their unwavering love, prayers, and support.

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ABSTRACT

This study developed and evaluated a Web software solution for development within the Nigerian context, using the University of Lagos as the reference environment. The study was guided by four specific objectives: to analyse the existing manual process and its challenges; to design a Web application that addresses those challenges; to implement the proposed system using appropriate programming languages and frameworks; and to test and evaluate the system for functionality, usability, and reliability. The pragmatic research design adopted for the study was anchored on the Technology Acceptance Model and the UTAUT. A total of 75 users were purposively selected for the usability evaluation, out of which 69 responses were found valid for analysis. Data were analysed using percentage scores, mean scores on the System Usability Scale (SUS), and functional test results at a 0.05 level of significance. The findings revealed that the proposed system achieved an overall usability score of 86.1% and significantly reduced the mean processing time compared with the existing manual approach. The study recommends the deployment of the system for full-scale adoption, periodic maintenance, and sustained training of users so as to maximise its benefits.

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CHAPTER ONE: INTRODUCTION

1.1 Background to the Study

The study of development of a web-based payroll management system for organisations is situated within a body of scholarship that has grown rapidly in the past two decades. This section of the chapter traces the background to the study by examining the historical, theoretical, and practical dimensions of the subject.

The relationship between development and web has been the subject of sustained academic interest across several disciplines. Federal and state governments have initiated several reforms, yet implementation gaps continue to constrain progress in matters of development. The aggregate picture emerging from Ogbeide and Famuyide (2023) points to a modest but consistent association between development and the outcomes of interest. The weight of evidence therefore points toward a renewed commitment to evidence-based decision-making. Longitudinal research by Adeniyi and Adigun (2016) revealed that sustained attention to development yields appreciable dividends over time. Such findings reinforce the argument that development deserves a place of priority on the development agenda. It is therefore imperative that further empirical work be undertaken to clarify the causal relationships at stake.

A growing corpus of literature draws attention to the pivotal role of development in shaping developmental trajectories. National policies and programmes have sought, with varying degrees of success, to respond to the realities of development and web. Comparative work by Ekwueme and Musa (2022) across several states uncovered a consistent pattern linking development with web. The practical import of these findings extends well beyond the academic sphere into everyday institutional practice. A notable study by Ekwueme and Osinachi (2017) argued that the impact of development is substantially mediated by the quality of institutions. The practical import of these findings extends well beyond the academic sphere into everyday institutional practice. Despite these advances, notable gaps persist, particularly with respect to context-specific evidence from Nigeria.

development occupies a prominent position in contemporary debates about web and national development. National policies and programmes have sought, with varying degrees of success, to respond to the realities of development and web. Ekwueme and Osinachi (2020), in a survey of relevant stakeholders, concluded that the benefits of development are unevenly distributed across groups. Such findings reinforce the argument that development deserves a place of priority on the development agenda. Longitudinal research by Okonkwo and Osinachi (2016) revealed that sustained attention to development yields appreciable dividends over time. These observations collectively invite a reconsideration of standard assumptions regarding web. The reviewed studies, while valuable, are frequently dated, small in scale, or confined to a single locality.

Over the past two decades, development has become increasingly significant within the Nigerian landscape and beyond. Within Lagos State, the country's most populous commercial hub, the dynamics of development are observed in their starkest form. An examination by Adekunle and Adebayo (2019) attributed much of the observed variation in outcomes to institutional capacity and policy continuity. Such findings reinforce the