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**Development of HR Management Portal**

**Project Report**

**Submitted for the partial fulfillment of the degree of**

**Bachelor of Technology**

**In**

**Computer Science & Design**

**Submitted By**

**Vikas Parmar  
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**UNDER THE SUPERVISION AND GUIDANCE OF**

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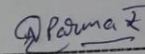
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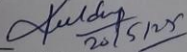
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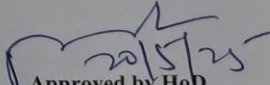
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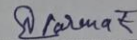
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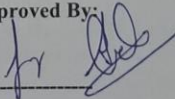
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## ABSTRACT

This major project presents the design and development of a comprehensive Human Resource (HR) Management Portal, a web-based application that streamlines essential HR functions for organizational efficiency. In an era where digital transformation is crucial for business operations, the project aims to replace error-prone manual processes with an automated, user-friendly platform. The portal provides robust task management, employee profiling, and real-time communication between HR personnel and staff. Developed using full-stack web technologies—HTML, CSS, JavaScript, PHP, and MySQL via XAMPP—the system is both scalable and secure, supporting future enhancements and integrations.

The key objective of the project is to deliver a fully functional HR system that incorporates secure login with role-based access for administrators and employees. Admins are empowered to assign tasks, set deadlines, monitor progress, and manage employee records through a centralized dashboard. Employees, on the other hand, can access personalized dashboards to view assigned tasks, submit completed work, edit their profiles, and receive real-time notifications. The system's backend is built using PHP for efficient server-side processing and session management, while the frontend is designed with responsiveness and usability in mind.

A modular architecture was adopted to develop distinct interfaces for different user roles. The system includes major modules such as secure login, admin and employee dashboards, task assignment, submission tracking, and notification management. The database schema is carefully normalized to ensure consistency and scalability, encompassing tables for users, tasks, and notifications. Technologies like AJAX were implemented to enable real-time updates without refreshing the web pages, thereby enhancing user experience.

Throughout the project, regular guidance from the faculty mentor facilitated effective debugging, performance optimization, and adherence to best coding practices. Several technical and soft skills were honed during development, including full-stack web development, database integration, UI/UX design, time management, and team collaboration.

Despite facing challenges such as session control, synchronization of task updates, and database structuring, practical solutions were employed—using PHP sessions for access control, AJAX for asynchronous communication, and table restructuring for efficient data handling. The result is a reliable and responsive HR portal capable of meeting the operational needs of small to medium-sized enterprises.

In conclusion, the HR Management Portal not only addresses critical pain points in HR operations but also exemplifies the application of theoretical knowledge to practical, real-world problems. It showcases the potential of web technologies to create enterprise-level software solutions that enhance productivity, transparency, and communication within an organization.

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## ACKNOWLEDGEMENT

I would like to express my sincere gratitude to all those who supported me throughout the development of this major project titled "**Development of HR Management Portal**".

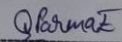
First and foremost, I extend my heartfelt thanks to **Assistant Professor Arti Ahirwar**, my faculty mentor, for her constant guidance, encouragement, and insightful feedback. Her expertise and support were instrumental in helping me navigate technical challenges and stay focused on the project objectives.

I am also thankful to the **Department of Computer Science & Engineering, Madhav Institute of Technology & Science, Gwalior**, for providing the necessary infrastructure, resources, and academic environment conducive to learning and development.

I would also like to acknowledge the open-source communities and online platforms such as W3Schools, Stack Overflow, and the PHP/MySQL documentation teams, which served as invaluable resources throughout the project.

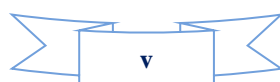
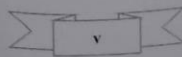
Lastly, I am grateful to my family for their unwavering support, patience, and motivation during this project journey. Their encouragement helped me maintain a balance between academic responsibilities and project work.

This project has been a significant step in my academic and professional growth, and I am truly appreciative of everyone who helped make it a success.



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## CHAPTER 1: INTRODUCTION

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In the modern digital landscape, efficient human resource (HR) management plays a critical role in ensuring organizational success and employee satisfaction. Traditional, manual methods of managing HR functions—such as task assignments, employee records, and internal communication—are often time-consuming, error-prone, and inefficient. Recognizing this gap, the major project focuses on developing a comprehensive, web-based **Development of HR Management Portal** that addresses these challenges by automating and streamlining essential HR processes.

The portal is designed as a centralized platform that caters to both administrative personnel and employees, offering distinct functionalities based on user roles. It enables administrators to manage employee data, assign tasks, set deadlines, monitor task progress, and send notifications in real time. On the other hand, employees can view assigned tasks, submit completed work, update their profiles, and receive timely updates regarding their responsibilities. This two-way interaction fosters transparency, accountability, and improved productivity within the organization.

The project employs a full-stack development approach using HTML, CSS, JavaScript for the frontend, and PHP and MySQL for the backend, all integrated through the XAMPP environment. The system architecture emphasizes modularity, security, and ease of use. Features like role-based access control and real-time notifications have been implemented to enhance system effectiveness.

By working on this project, the primary aim is not only to build a functional HR solution but also to gain hands-on experience in modern web development practices, database design, and user interface development. The HR Management Portal lays the groundwork for future enhancements such as analytics dashboards, mobile compatibility, and advanced authentication systems.

Ultimately, this project bridges the gap between academic learning and real-world application, demonstrating how software can transform traditional HR processes into efficient, automated workflows.

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## CHAPTER 2: PROBLEM STATEMENT

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In many organizations, especially small to mid-sized enterprises, human resource (HR) management processes are still carried out manually or through loosely connected systems. These traditional methods often involve paperwork, spreadsheets, or basic tools that lack integration, automation, and real-time capabilities. As a result, HR operations such as task allocation, performance tracking, employee data management, and communication become inefficient, time-consuming, and prone to human errors.

Key challenges include difficulty in tracking employee tasks and deadlines, lack of centralized access to employee profiles, and limited transparency in communication between administrators and employees. Moreover, manual record-keeping poses data security risks and reduces scalability as the organization grows. There is also a lack of real-time notifications and role-based access controls, which are essential for effective task delegation and workflow management.

In today's digital era, where timely execution and accurate information are crucial, organizations need a streamlined, automated system to manage HR functions efficiently. The absence of such a solution leads to reduced productivity, delayed decision-making, and employee dissatisfaction.

The project aims to address these issues by developing a web-based **Development of HR Management Portal** that integrates all core HR functionalities into a single platform. It will offer secure login, task management, employee profiling, and real-time notifications with clear role-based distinctions. By automating these processes, the portal seeks to enhance operational efficiency, improve data accuracy, and foster better communication within the organization. This solution will serve as a scalable foundation for future enhancements like analytics, mobile access, and advanced authentication methods.

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## CHAPTER 3: TECHNOLOGY USED

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The development of the HR Management Portal involved a full-stack approach, incorporating both frontend and backend technologies to deliver a functional, user-friendly, and secure web application. Below is a breakdown of the technologies used:

### Frontend Technologies

**HTML(HyperText Markup Language):**

Used to create the structure and layout of web pages, including forms, tables, and navigation elements.

1. **CSS(Cascading Style Sheets):**

Applied to style the HTML elements, ensuring the user interface is visually appealing, responsive, and consistent across devices.

2. **JavaScript:**

Utilized to add interactivity and dynamic behaviors to the portal. Functions such as form validation, real-time notifications, and user interaction enhancements were implemented using JavaScript.

### Backend Technologies

• **PHP(HypertextPreprocessor):**

Used for server-side scripting, handling business logic, session management, and secure communication between the frontend and database. It also manages role-based access for admins and employees.

### Database

• **MySQL:**

A relational database system used to store structured data such as user credentials, task information, and notification logs. It ensures data integrity, fast queries, and ease of access for both admins and employees.

### Development Environment

• **XAMPP:**

A local server environment that integrates Apache, MySQL, PHP, and Perl. It was used for testing, running, and debugging the application during development.

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## CHAPTER 4: PROJECT ARCHITECTURE

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The architecture of the HR Management Portal follows a **three-tier architecture** comprising the **Presentation Layer (Frontend)**, **Application Layer (Backend/Server-side logic)**, and **Data Layer (Database)**. This modular design ensures separation of concerns, scalability, and maintainability of the application.

### 1. Presentation Layer (Frontend)

- **Technologies Used:** HTML, CSS, JavaScript
- This layer is responsible for the user interface and user experience. It includes:
  - **Login Page:** Enables secure authentication for admins and employees.
  - **Admin Dashboard:** Provides access to employee data, task creation/modification, and monitoring.
  - **Employee Dashboard:** Displays assigned tasks, submission options, profile information, and notifications.
- JavaScript is used to handle real-time interactivity, input validation, and dynamic updates.

### 2. Application Layer (Backend)

- **Technology Used:** PHP
- Acts as the core logic of the application:
  - Handles user authentication and session management.
  - Implements role-based access control (admin vs. employee).
  - Performs CRUD operations (Create, Read, Update, Delete) for tasks and user data.
  - Manages real-time notifications and updates using AJAX for asynchronous communication.

### 3. Data Layer (Database)

- **Technology Used:** MySQL (via XAMPP)
- Stores all persistent data including:
  - **Users Table:** Contains user credentials, roles, and profile details.
  - **Tasks Table:** Stores task descriptions, status, and deadlines.
  - **Notifications Table:** Logs alerts and updates related to task activities.

### Data Flow Overview

- The user sends a request via the frontend interface.
- The request is processed by PHP scripts, which interact with the MySQL database.
- Processed data or responses (e.g., task status or login verification) are sent back to the frontend for display.

## Project Architecture

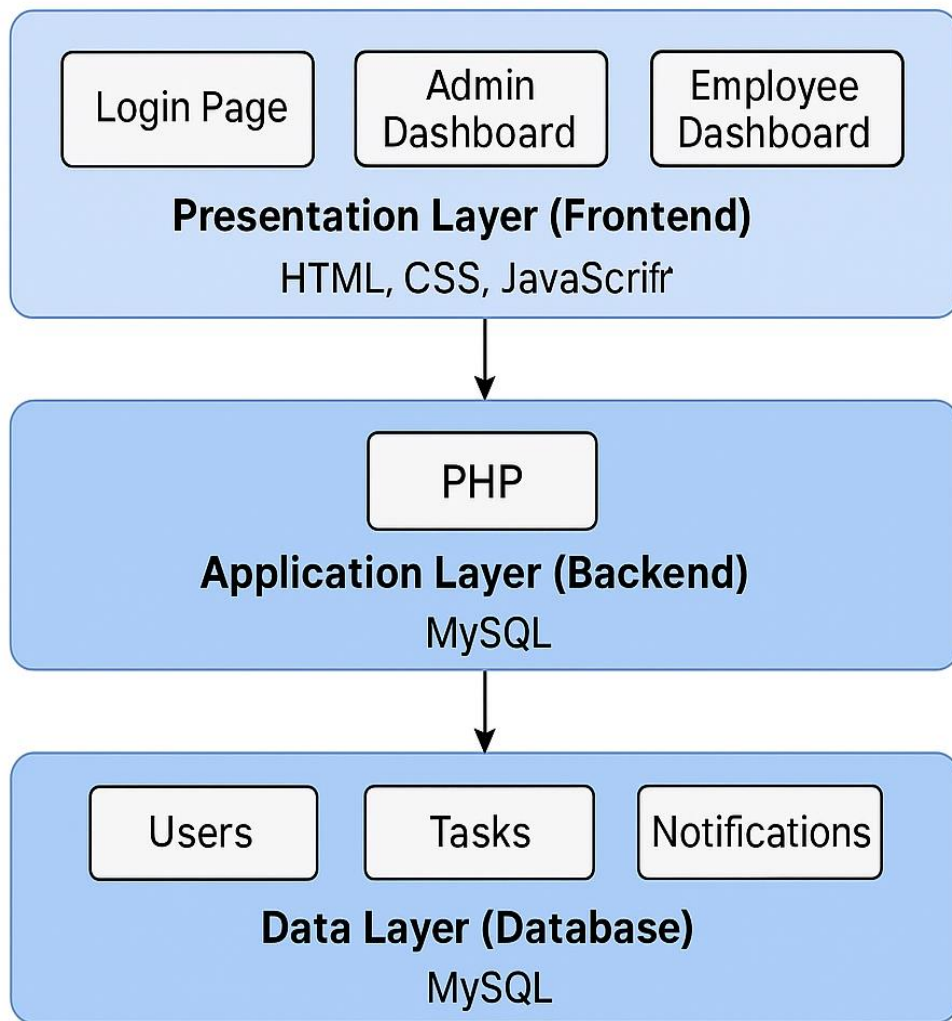


Fig.1 – Architecture of Application

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## CHAPTER 5: MODULES/FEATURES

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The HR Management Portal is designed with a modular architecture, comprising two primary user roles: **Admin** and **Employee**. This division ensures that each user interacts with a tailored interface aligned with their specific responsibilities, thereby enhancing usability and overall system efficiency.

The **Admin Module** serves as the control center for administrators. It provides comprehensive functionality to add, edit, or delete employee records, assign tasks with specified deadlines, and monitor task progress. Administrators can also send real-time notifications to employees regarding task updates or announcements. The module includes a dynamic dashboard that displays an overview of all employee activities, pending tasks, and system updates, allowing for effective resource management and oversight.

The **Employee Module**, on the other hand, empowers individual users to manage their work more efficiently. Employees can log in securely to access a personalized dashboard that displays their assigned tasks, deadlines, and notification alerts. They can submit completed tasks directly through the portal, update their profile information, and receive real-time feedback or status changes from the admin side.

Both modules are integrated with a secure login system and robust session management using PHP. Role-based access control ensures that users can only interact with features relevant to their role. Additionally, the system employs AJAX for asynchronous operations, enabling dynamic task updates and real-time responsiveness without the need for full-page reloads.

This modular, role-specific design enhances clarity, maintains data security, and supports a smooth and efficient workflow for all users involved in human resource operations.

## CHAPTER 6: DATABASE DESIGN

The HR Management Portal uses a MySQL database designed with normalization for scalability and data integrity. It includes three primary tables: **users**, **tasks**, and **notifications**. The **users** table stores login credentials, role information (admin or employee), and profile details. The **tasks** table holds task descriptions, deadlines, assigned user IDs, and status updates. The **notifications** table records real-time alerts for task assignments or changes. Relationships are established using foreign keys to maintain referential integrity. This structured design ensures efficient data access, secure storage, and seamless integration between user actions and backend operations across the application.

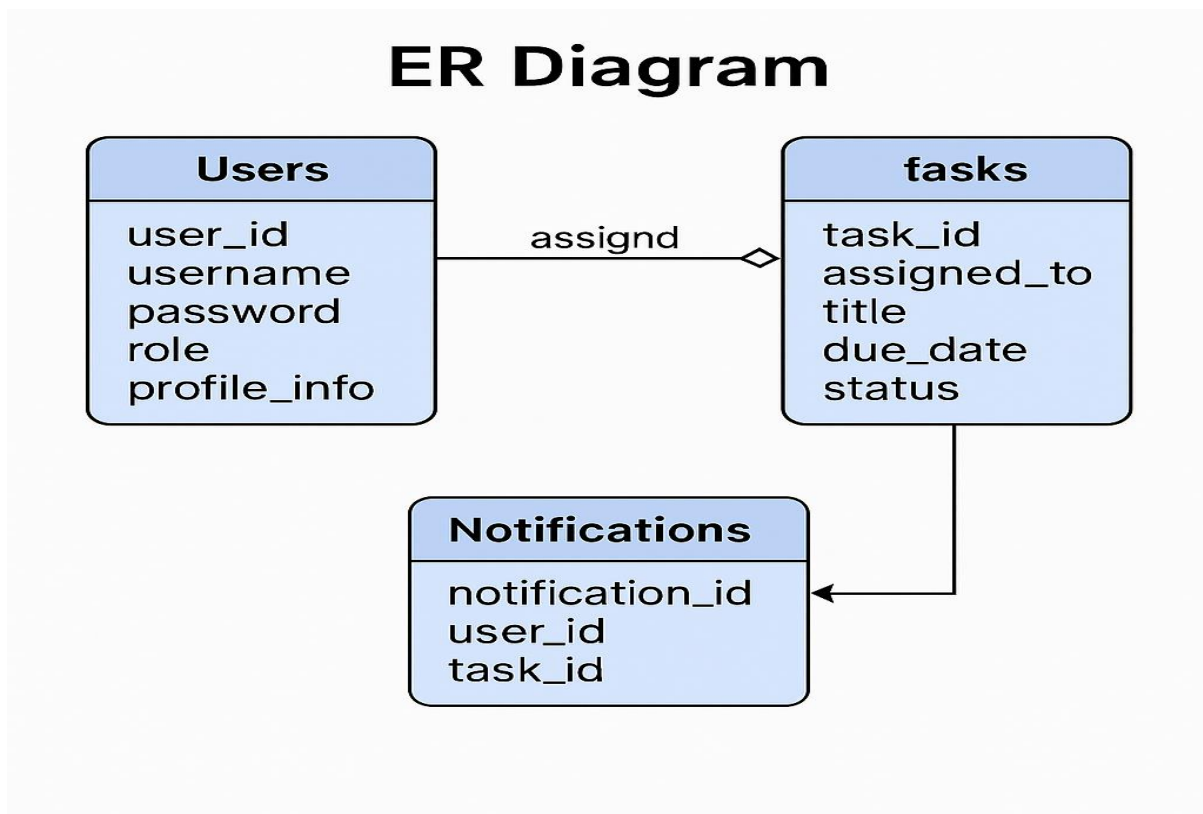


Fig.2 - ER-Diagram

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## CHAPTER 7: IMPLEMENTATION

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The implementation of the HR Management Portal involved building a fully functional web-based system using a modular and iterative approach. The development began with designing the database schema in MySQL to support user, task, and notification management. Tables were normalized and linked using foreign keys to ensure data consistency.

The frontend was developed using HTML and CSS for layout and styling, while JavaScript was used to implement dynamic behaviors such as real-time form validation and interactive dashboards. Secure and responsive user interfaces were created for both admin and employee roles.

The backend logic was implemented using PHP, which handled session management, role-based access control, and communication with the MySQL database. PHP scripts processed user inputs, managed CRUD operations for tasks and users, and generated responses for frontend display. AJAX was integrated to enable real-time task updates and notifications without full page reloads, enhancing the user experience.

Admin users can log in, manage employees, assign tasks with deadlines, track submissions, and send notifications. Employees can view their tasks, update progress, submit work, and manage their profiles. Session handling ensures that users access only features relevant to their roles.

Testing was carried out at each stage to validate functionality, security, and usability. Feedback from users and mentors was incorporated to refine interfaces and fix bugs.

The entire application was deployed locally using XAMPP, enabling full-stack testing in a simulated production environment. This implementation lays the groundwork for deploying the system to a live server and extending it with advanced features like analytics and mobile compatibility.

# Data Flow Diagram

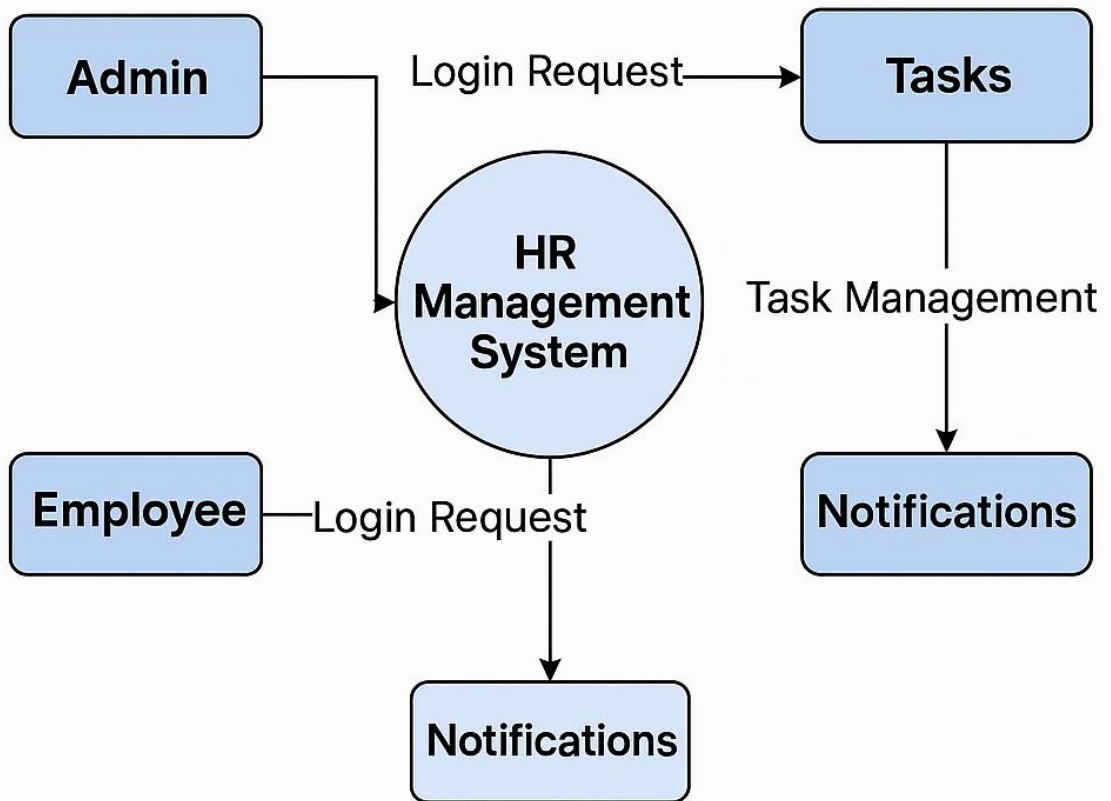


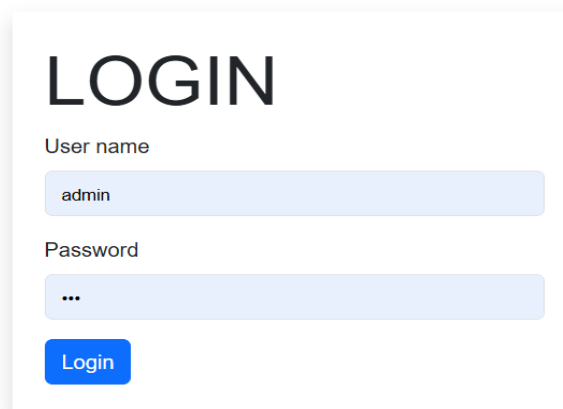
Fig – Data Flow Diagram

## CHAPTER 8: SCREENSHOT OF THE APPLICATION

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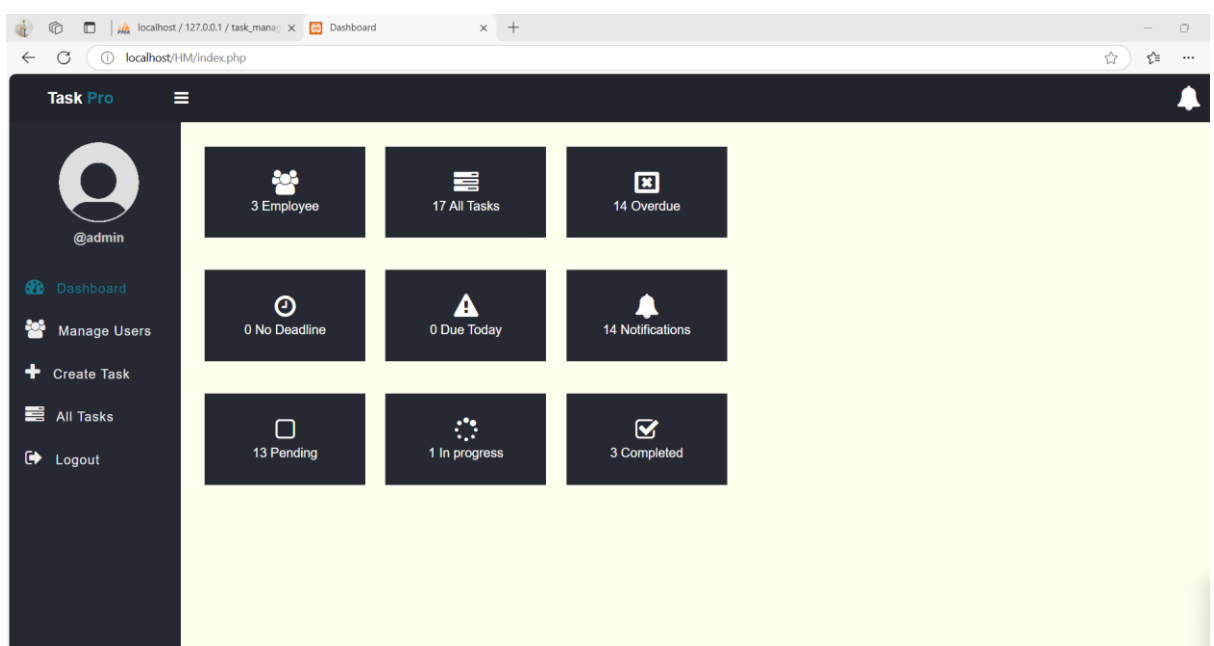
This section visually demonstrates the working components of the HR Management Portal Application.

### 1. Login page



A screenshot of a login form titled "LOGIN". The form contains two input fields: "User name" with the value "admin" and "Password" with three dots indicating a masked password. Below the fields is a blue "Login" button.

### 2. Admin pannel



A screenshot of the "Task Pro" admin dashboard. The page features a dark sidebar with navigation links: Dashboard, Manage Users, Create Task, All Tasks, and Logout. The main content area displays a grid of nine summary cards with icons and counts:

3 Employee	17 All Tasks	14 Overdue
0 No Deadline	0 Due Today	14 Notifications
13 Pending	1 In progress	3 Completed

### 3. Manage user

Manage Users [Add User](#)

#	Full Name	Username	role	Action
1	Rahul	rahul	employee	<a href="#">Edit</a> <a href="#">Delete</a>
2	Arun	arun	employee	<a href="#">Edit</a> <a href="#">Delete</a>
3	Pranjal	pranjal	employee	<a href="#">Edit</a> <a href="#">Delete</a>

### 4. Task Management

[Create Task](#) [Due Today](#) [Overdue](#) [No Deadline](#) [All Tasks](#)

All Task (18)

#	Title	Description	Assigned To	Due Date	Status	Action
1	Complete Project	Tomorrow is last date to submit	Arun	2025-04-24	pending	<a href="#">Edit</a> <a href="#">Delete</a>
2	Renew software license	Ensure all software licenses are renewed and up to date	Rahul	2024-09-06	pending	<a href="#">Edit</a> <a href="#">Delete</a>
3	Write blog post on industry trend	Draft and publish a blog post about current industry trend	Arun	2024-09-07	pending	<a href="#">Edit</a> <a href="#">Delete</a>
4	Prepare budget for Q4	Create and review the budget for the upcoming quarter	Arun	2024-09-07	pending	<a href="#">Edit</a> <a href="#">Delete</a>
5	Schedule team meeting	Organize a meeting to discuss project updates	Rahul	2024-09-07	pending	<a href="#">Edit</a> <a href="#">Delete</a>

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## CHAPTER 9: CHALLENGES FACED

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### 1. Session and Access Management

- *Issue:* Managing secure login sessions and ensuring proper role-based access for admin and employee users.
- *Solution:* Implemented PHP sessions and role flags to maintain distinct access control and session integrity.

### 2. Task Update Synchronization

- *Issue:* Changes made to tasks by admins were not instantly visible to employees.
- *Solution:* Used AJAX for real-time data updates without reloading the page, ensuring synchronization.

### 3. Database Normalization

- *Issue:* Initial database design led to redundancy and poor scalability.
- *Solution:* Restructured tables using normalization principles to ensure data consistency and future scalability.

### 4. UI/UX Design for Dual Roles (Admin and Employee)

- *Issue:* Designing a user interface that caters effectively to both admin and employee roles.
- *Solution:* Created role-specific dashboards with tailored content and minimal interface overlap.

### 5. Handling Simultaneous Data Requests

- *Issue:* Concurrent data access and modification caused occasional conflicts.
- *Solution:* Employed backend locking techniques and AJAX-based asynchronous requests to manage concurrency.

### 6. Data Validation and Form Security

- *Issue:* Vulnerability to invalid inputs and potential SQL injection attacks.
- *Solution:* Implemented client-side validation using JavaScript and secured server-side logic using prepared statements in PHP.

### 7. Notification System Logic

- *Issue:* Developing a reliable system to deliver task-related notifications.
- *Solution:* Designed a backend alert mechanism and used polling via JavaScript for real-time updates.

### 8. Cross-Browser and Device Compatibility

- *Issue:* UI elements behaved differently across various browsers and devices.
- *Solution:* Applied responsive CSS design principles and thoroughly tested the interface using browser developer tools.

### 9. Limited Hosting Environment for Testing

- *Issue:* XAMPP limited the testing to a local environment.
- *Solution:* Enabled LAN-based access for simulated multi-user testing and debugging.

### 10. Time Management with Academic Workload

- *Issue:* Balancing project development with academic submissions and exams.
- *Solution:* Followed a weekly development schedule and tracked milestones using version control tools.

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## CHAPTER 10: CONCLUSION

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The development of the HR Management Portal has been a significant learning experience that successfully bridged theoretical knowledge with practical application. The project aimed to address the common inefficiencies in traditional HR processes by providing a centralized, digital solution that manages employee information, task assignments, and communication in an organized and secure manner.

By using web technologies such as HTML, CSS, JavaScript, PHP, and MySQL, and implementing the solution on the XAMPP platform, the project delivered a functional and user-friendly system tailored for both administrative and employee roles. Key features such as secure login, task tracking, real-time notifications, and profile management contributed to a well-rounded, interactive portal.

Throughout the development cycle, several challenges were encountered, ranging from session handling and data synchronization to database design and UI responsiveness. These were systematically addressed through proper planning, implementation of best practices, and guidance from faculty. Notably, the integration of AJAX for real-time task updates and the use of PHP sessions for access control added robustness to the system.

This project also enhanced essential skills such as full-stack development, debugging, database structuring, and collaborative problem-solving. It emphasized the importance of user experience, system security, and scalability in building enterprise-level applications.

In conclusion, the HR Management Portal not only fulfilled its intended objectives but also laid a strong foundation for future enhancements. With potential extensions such as mobile compatibility, biometric integration, and analytics dashboards, the system can evolve into a comprehensive HR tool. This project exemplifies how academic learning can be effectively applied to solve real-world problems through innovation and technical proficiency.

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**HR Management Portal Report**

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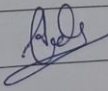
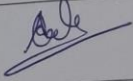
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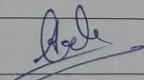
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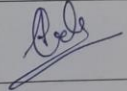
**MPRS**

**MONTHLY REPORT OF PROGRESS I (MRP) FROM INDUSTRY MENTOR**

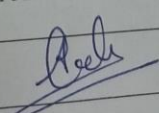
Name of student	Vikas Parmar		Department	CSE	
Industry/Organization	HR Management Portal		Date/Duration	02/01/2025 -08/02/2025	
<b>Criterion</b>	<b>Poor</b>	<b>Average</b>	<b>Good</b>	<b>Very Good</b>	<b>Excellent</b>
Actuality/Timely completion of assigned work			✓		
Learning capacity/Knowledge upgradation				✓	
Performance/Quality of work			✓		
Behaviour/Discipline/Team work					✓
Sincerity/Hard work				✓	
Comment on nature of work done/Area/Topic	During my one-month, I worked on developing an HR Management System focused on employee records, attendance tracking, and leave management. My contributions included designing the database schema, implementing CRUD operations in SQL, and developing interactive UI components using JavaScript for leave requests and approvals. I also integrated role-based authentication to ensure secure access control.				
<b>OVERALL GRADE (Any one)</b>	<b><u>EXCELLENT</u></b>				
<b>Name of Industry Mentor</b>	Ass. Prof Arti Ahirwar				
<b>Signature of Industry Mentor</b>					
<b>Reporting Date</b>	13/02/2025	<b>Name of Faculty Mentor</b>	Ass.Prof Arti Ahirwar	<b>Sign</b>	

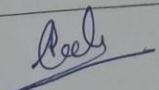
**MONTHLY REPORT OF PROGRESS 2 (MRP) FROM INDUSTRY MENTOR**

Name of student	Vikas Parmar	Department	CSE		
Industry/Organization	HR Management Portal	Date/Duration	08/02/2025 -12/03/2025		
<b>Criterion</b>	<b>Poor</b>	<b>Average</b>	<b>Good</b>	<b>Very Good</b>	<b>Excellent</b>
Punctuality/Timely completion of assigned work		✓			
Learning capacity/Knowledge upgradation					
Performance/Quality of work				✓	
Behaviour/Discipline/Team work			✓		
Sincerity/Hard work					✓
Comment on nature of work done/Area/Topic	During my one-month, I worked on developing an HR Management System focused on employee records, attendance tracking, and leave management and in 2 <sup>nd</sup> month I created some more pages as for employees and admin ,login logout pages.And now next target is to deploy it .				
<b>OVERALL GRADE (Any one)</b>	<b><u>EXCELLENT</u></b>				
<b>Name of Industry Mentor</b>	Ass. Prof Arti Ahirwar				
<b>Signature of Industry Mentor</b>					

Receiving Date	12/03/2025	Name of Faculty Mentor	Ass.Prof Arti Ahirwar	Sign	
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**MONTHLY REPORT OF PROGRESS 3 (MRP) FROM INDUSTRY MENTOR**

Name of student	Vikas Parmar		Department	CSE	
Industry/Organization	HR Management Portal		Date/Duration	15/03/2025 -12/04/2025	
<b>Criterion</b>	<b>Poor</b>	<b>Average</b>	<b>Good</b>	<b>Very Good</b>	<b>Excellent</b>
Punctuality/Timely completion of assigned work			✓		
Learning capacity/Knowledge upgradation		✓			
Performance/Quality of work			✓		
Behaviour/Discipline/Team work				✓	
Sincerity/Hard work				✓	
Comment on nature of work done/Area/Topic	During my one-month, I worked on developing an HR Management System focused on employee records, attendance tracking, and leave management and in 3 <sup>rd</sup> month I created some more pages as for employees and admin ,login logout pages.And now next target is to deploy it .				
<b>OVERALL GRADE (Any)</b>	<b><u>EXCELLENT</u></b>				
<b>Name of Industry Mentor</b>	Ass. Prof Arti Ahirwar				
<b>Signature of Industry Mentor</b>					

Reporting Date	13/04/2025	Name of Faculty Mentor	Ass.Prof Arti Ahirwar	Sign	
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