

# Employee Bulk Import QA Resolution (19 Bugs)

Implementation report for CJIS, Solidmark, and BQFC

Source: CJIS, Solidmark, BQFC

Repository: CJIS, Solidmark, and BQFC

Component: frontend/src/employeesPage/ImportEmployeesModal.jsx,  
backend/employees/import\_employees.php

Completed: Sep 30, 2026 at 11:55 AM PHT

## Summary

A comprehensive QA sweep of the new Employee Bulk Import feature uncovered 19 critical and moderate bugs spanning data corruption, security flaws, UI/UX issues, and backend crashes. All 19 issues were systematically resolved, optimized, and unified.

## Implemented Updates

- Secured superadmin payload execution, preventing unauthorized privilege escalation.
- Implemented proper Bcrypt/SHA password hashing for newly imported users.
- Changed predictable defaults to a stronger LASTNAME@YYYY format.
- Added robust database transaction rollbacks (SAVEPOINTS) to prevent ghost/orphan accounts.
- Restored missing Date Hired binding, saving service leave calculation logic.
- Enforced strict bounds checks to reject negative salaries.
- Applied strict Y-m-d date validations to prevent 0000-00-00 date corruptions.
- Re-anchored header matching to strictly parse employee IDs and missing names.
- Fixed logic to successfully auto-seed Attendance/Biometric records upon import.
- Eliminated silent duplicate biometric assignments using instant frontend Set logic validation.
- Dynamically bound Employee Types from the CSV rather than hardcoding Regular.
- Fixed selection states to guarantee only explicitly checked rows are submitted.
- Surfaced exactly why rows were skipped or rejected directly into a readable SweetAlert list.
- Caught edge cases like empty imports, password-protected invalid Excels, and suppressed Papa.parse errors.
- Rewrote duplicate-checking algorithms to use O(N) Hash Sets, drastically accelerating browser performance.

## Responsive / Functional Behavior

- Upload speeds for large Excel batches improved drastically from O(N<sup>2</sup>) to O(N) hashing.
- SweetAlert modals properly stack array validation messages on both desktop and mobile without breaking.

## Validation

- ESLint checks completed successfully.
- Production build / compile result completed successfully.
- Manual test or regression result executed without encountering uncaught exceptions.
- Known non-blocking warnings remain and are unrelated to this update.

## Source and Tracking

Source: CJIS, Solidmark, and BQFC

Master Tracker: [\[ \]](#) feature and bugs to check and apply for each client

# Screenshot Evidence - CJIS, Solidmark, BQFC

[Insert screenshots showing the completed implementation and important states.]