Tracking employee attendance, spot late comers and employee working hours at remote sites

Description

Accurately monitor and track employee attendance can help streamline your operations and improve productivity. See when your employees clocked-in and clocked-out, where they worked and how long.

Facilitates employee management by making important decisions and improve productivity while staying within budget by balancing workforce supply and demand.

Challenge

- Analyze where and when unplanned absences are occurring and get a better understanding of the patterns across the workforce. And to control the impact of unplanned absenteeism, the client needs a system to see what's actually happening in the workforce — from trends and patterns to outliers..

- The client has multiple site across the geography for their operations & maintenance and wanted to see how well the employees were adhering to the companies attendance policies, to easily find who is enforcing policies and who isn't so can understand and control the overtime cost associated with absence.

- The attendance data were extracted to excel spreadsheet from various sites for analysis, this was time consuming

process as involved manual effort and henceforth need all the company's information in one place organized which helps the HR to track the absenteeism/attendance

Solution

- Build a data pipeline which provides organizations access to reliable and well-structured datasets for analytics. Data is accessed from different source system at various sites, transformed and stored in data warehouse for analysis. Data is moved from the source to data warehouse at specified intervals for access.

- Summarized view of attendance data to interpret data by different dimensions and spot the problem area in the organization.It provides the users an overview of who reported for work, the exact time of their clock-in, their exact location in the map. Monitor employee attendance at multiple sites and identify trends quickly on hourly basis.

- The solution provides user to filter data by site location & employee. Users may click on the employee from the employee list and it will spotlight where the employee is in the map.

Benefits

- Easily manage employee working hours and location of the field staff. Cloud-based time and attendance software which can be accessed to show the live employee attendance feed wherever and whenever it's convenient for you on any device.

- Ensure accurate time records and minimize the inevitable and costly errors with manual data entry. This accurate

data thereby helps to provide accurate performance and payroll data.

- Quick snapshot of time entries of an employee and employees at different site. With just a few clicks, you can generate accurate reports on hours worked, late entries, get a monthly summary report for any of the data/groups within the organization.