



Case Study

Biometrics | Access Control | Visitor Management | Attendance Management

The Requirement

Crompton Greaves has more than 15 locations PAN India and required a centralized Time & Attendance Solution for more than 15000 employees. In the 1st phase the attendance of Staff & Executives across locations is to be tracked using a centralised biometric application. This attendance data is to be pushed in real time to CG's in-house developed HRMS application 'CGHR4U'. In the 2nd phase CG wanted to track the attendance and maintain leaves, overtime, compensatory off, attendance bonus etc. of its workmen spread across locations using a centralized web based application.

In the 1st phase Crompton Greaves required customization's such as converting the employee code assigned to employees temporarily at the time of joining to permanent code on confirmation. Restricting employees' punching at their location but at the same time allowing six sigma employees to punch from any location. The 2nd phase was an acid test, as this included centralizing various processes followed by the manufacturing units and to bring all unique or common process to a single platform. This included understanding, developing customized processes followed by the various manufacturing plants without affecting each others process.

The Customer



CG provides end-to-end solutions, helping its customers use electrical power effectively and increase industrial productivity with sustainability. CG was established in 1937 in India; and, since then the Company has been a pioneer and has retained its leadership position in the management and application of electrical energy. Since 2005, CG has embarked upon an ambitious globalization strategy, growing both organically and inorganically, and drawing into its fold leading international companies such as Pauwels, Ganz, Microsol, Sonomatra, MSE and PTS. Consequent to this globalization, CG now enjoys manufacturing bases in Belgium, Canada, Hungary, Indonesia, Ireland, France, UK and US, in addition to more than twenty manufacturing locations in India, employing more than 8000 employees worldwide with diverse nationalities and cultures. A worldwide marketing network of more than 150 representatives spans the globe, offering the entire range of CG's products, solutions and services.



The Solution

Alacrity offered **CG**; a customized web based Time Track offering CG Attendance Rules like Auto Shift (Reader wise); Hour based leave, staggering off, customized reports; profile based access to the attendance readers and Time Attendance Software.

Different types of Readers were installed as per the strength of the location PAN India with a centralized downloading on the server at Kanjur data center. The datacenter receives the attendance and access logs from all the facilities located at 18 locations. A backup of all India employees' fingerprints is also available at their training center at Mulshi near Pune.

Employee were restricted to punch only at their location, local Admin could see only his particular location data in the software.

To handle the converting of employee code challenge Alacrity has deployed a automated utility. After the HR process is completed, Alacrity's utility replaces the entire records of the employee to the permanent employee code without any manual intervention. Each manufacturing units requirements were collected, assessed, developed, tested and deployed to map/satisfy their requirements.

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SOLUTION DIAGRAM

LOCAL TIMETRACK USERS

TIME TRACK WEB SERVER AT DATACENTER

PAYMASTER

CGHR4U



CANTEEN MANAGEMENT

MPLS

