



REQUIREMENTS:

- Access control and time attendance solution for employees
- Wireless time attendance solution for contractual workforce
- Flexible work shift management
- Customizable report formats
- Integration with third party systems.

APPLICATION/PRODUCTS:

- Access360 platform:
 - HRView
 - Smart Issuance
 - “OntheMov” Mobile Application
- IDEMIA Sigma Lite
- IDEMIA Tab 2
- IDEMIA MSO 1300

Union Properties is one of the most trusted names in the residential and commercial property development sector in the UAE. The company is a pioneer in the industry delivering landmark projects since 1987. They have also been providing contractual workforce to various clients in different sectors.

PROBLEM STATEMENT

The Union Properties supplies workforce to several offices and gated communities. The workforce is picked up from various hostels/camps and dropped off to the respective client sites. Managing contractual obligations and timely response to absenteeism was a challenging task for Union Properties. Prompt actions required real-time data capturing and a reporting system.

Besides that, Union Properties also required access and attendance of employees for their own corporate office. Compliance with work-shift policies, labor law guidelines, and automating the payroll generation were the other essential requirements.

SOLUTION

Corporate Office:

Union Properties has approximately 5400 employees working from the head office. IDCUBE has provided access-control and time-attendance solution based on IDEMIA sigma Lite series biometric devices.

Contractual Staff on Site:

IDCUBE provided a highly intuitive solution using the IDEMIA Tablet. Using the biometric tablet, an employee's attendance is captured on the go(bus), while onboarding the bus from a camp pick-up point and

disembarkment at the client site. The same process is followed on the return. The data points captured are transferred on a real-time basis via the 4G link to the central Access360 server. The absenteeism reports are generated based on pick-up info and notified to the supervisors. The Access360 web-interface offers customizable reporting templates, which has helped Union Properties create reports as per labor law.

The central Access360 server integrates with client's ERP/HRMS system, allowing easy payroll generation.

RESULT

IDCUBE's Access360 (access control and attendance solution) has delivered following benefits to Union Properties:

- Real time absenteeism information facilitating quick response
- Calculation of effective working hours for each client
- Adherence to contractual obligations and labor-law compliances
- Multi-client attendance reports
- Corporate Office security by allowing only authorized personnel to enter
- Payroll automation

SYSTEM ARCHITECTURE

