

Leveraging Business Processes with Scalable HR Solution

Highlights



Client

Fiat India Automobiles Pvt. Ltd.



Industry

Automotive



Coverage

Active since 2014

100+ controllers

3000 employees



Locations Served

2 nos.



Offering

NetXsControl

FingerXs (FP1000-TCP Mifare,
FP9000-TCP Mifare)

ACT1000 Plus (QuadXs 2C)

About Fiat

Founded in 1899 in Turin, Italy, Fiat was already taking part in the earliest car races in the year 1900. At that time the sports car, as recognized today, was still unknown. Fiat's early success in racing events are a testament to its high engineering standards and design philosophy and from this presence in racing widespread popularity for the Fiat brand grew at home and abroad. For more than a century, Fiat has been offering customers simple and affordable, yet innovative automobile solutions to meet their complex mobility needs. Fiat makes cars for every need(s) which are stylish, fun, and functional.

The Challenge

What Fiat wanted was an automated and dependable system to handle their day-to-day employee attendance and mobility, within its premises. A system which can adapt to the changing requirements of the work-place and at the same time is easy to customize and can automate all HR activities. Fiat wanted a software to store, access and transmit data that is secure and that stays compliant with the client's particular HR policies.

The Solution

Spectra offered Fiat an unique and user-centric application which can work in tandem with the changing needs of the HR. A system that eliminates dependency on paper and simply automates and inter-links all HR processes for timely and coordinated analysis.

Our Offering

NetXsControl

This is a desktop-based offering to control accessibility of confidential areas of an organization. It is easy and quick to install. Users can then create desired inventory or management setup for their use. The installation of NetXsControl involves installation of three components viz. NetXsControl, Security Monitor, NetXs Downloading wherein main application for managing access control, setup of alarms and managing the downloading of access logs is the primary function of each of these components, respectively.



FingerXs (FP1000-TCP Mifare, FP9000-TCP Mifare)

FingerXs is a standalone finger print recognition based attendance recording system. It is a field proven product incorporating industry's most advanced and powerful finger print reader. It boasts of a robust metal enclosure for rugged industrial usages. It comes up with various options to suit varied requirements. With seamlessly integration with Mifare & RFID technologies.

It offers superior finger-print matching algorithm and is designed to support multiple ID card technologies. With 1900/9000 fingerprint template storage has a storage capacity of 55,000 transactions. It has a built-in TCP/IP network interface which holds a 12-key membrane keypad for programming to support multiple authentications. It is a field upgrade software with rugged aluminium die



The solution brought an array of benefits to Fiat of which few are listed below :

Inter-connected System

The software is thoughtfully integrated with the client's existing software, making it robust, yet efficient. An example of this is its attendance data which is updated using FTP via the SAP software. Instant data availability and relevancy allows decision-making faster and easier for management. An inter-connected system even allows users to simultaneously make changes, which reflect anywhere it is being accessed, improving business process and work-flows.

Access Analysis

In case of a legal dispute, access data comes handy as it gives an accurate picture of the situation. For instance, access control can cross-check access of employees to confirm if they were present at the disputed location. In other cases, as the application constantly foresees access rights of personnel it ensures tight premise security via strict automatic monitoring. This is far more efficient than manually checking the entry and exit of personnel at the premises.

Improved Accountability

As the software creates, what can be called an employee directory, it becomes easier for users/HRs to communicate directly with their employees. An example of this is application which updates transaction data on FTP location for SAP. Now employees can be easily identified and held responsible for late attendance and infrequency such as unscheduled breaks. Hence, they become more accountable for their own time management, thereby, improving employee-output.

Cost Reduction

The software helps to reduce costs, in terms of the manpower deployed to operate the system. It saves time and resources as many functions are automated, while others need minimal monitoring, besides there is minimum overhead and enhanced efficiency. This allows HR personnel to devote time to other employee engagement and enrichment activities.

Constant Monitoring

As the software assists managers to monitor the productivity of an employee on a regular basis it becomes fairly easy to track their performance. Managers can then guide or inform the employee and help them make changes or improve their work-schedule. This leads to better employee performance, improved processes and desired productivity, in the long run.

The Result

The highly reliable software brought in a number of benefits to the client, helping them work efficiently and effectively, on a day-to-day basis. Users of the software now could set a higher benchmark for their internal HR processes with Spectra's easy to manage solutions. Potential of employee workplace engagement and productivity improved as there was better communication and employees were much more aware and responsible towards their goals. Most importantly, HR/management/users could now make informed decisions with real-time data reporting, at their disposal.