

All-Inclusive HR Solution to Streamline Employee Management

Highlights



Client

India Infoline Ltd. (IIFL)



Industry

Financial Services



Coverage

Active since 2007

100+ controllers

14000 employees



Locations Served

Approx. 90 locations, Pan India



Offering

ARSWin-Net

Finger Xs (FP-1000 TCP and FP-9000 TCP)

About IIFL

IIFL Holdings Ltd., formerly known as India Infoline Limited, offers a gamut of services including financing, wealth and asset management, broking, financial product distribution, investment banking, institutional equities, realty and property advisory services through its various subsidiaries. IIFL Holdings with a consolidated net-worth of about INR 30 billion as of financial year ended March 31, 2016, has global presence holding offices in London, New York, Geneva, Hong Kong, Dubai, Singapore and Mauritius.

The Challenge

A major challenge with the client's existing system was that there was no network connectivity from their location, without MPLS or LAN. At these locations the device had to be configured in Push mode to update data (payroll and HRMS) on Static IP at their Head-Office. This made overall employee and data management an unmanageable and time-consuming activity.

The Solution

Spectra offered the client a flexible yet high-accommodating application which can easily integrate with its legacy systems, across locations. At the same time, ensuring that the processes become easy to run, customize, automate and are highly secure.

Our Offering

ARSWin-Net

A multi-user advanced attendance recording software, ARSWin-Net offers detailed insights into employee productivity at workplaces. Its a comprehensive attendance MIS software which takes care of complex HR policies of varied types of companies in a simplified and user friendly manner with an excellent GUI. It helps businesses precisely stay labor law compliant and ably manage attendance tasks such as approvals, time recording, absence, overtime with simultaneous real-time reporting.



FingerXs (FP-1000 TCP and FP-9000 TCP)

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 55000 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 upgradable software with rugged aluminium die cast enclosure.

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

System Integration

Spectra's software was integrated with the client's existing HRMS software to update employee's attendance via it. This let the client to maintain a well-integrated database of employee payroll and HR activities for inter-location access.

Quick Monitoring

As information gets organized and easily accessible across locations users are able to make quick changes to it. On a daily basis data is monitored, sorted and can be quickly analyzed for various uses. Instant data updates are also visible from every location it is being accessed through.

Business Compliance

With easier and faster data monitor and scrutiny it becomes simpler for users to maintain data accuracy, at all times. It becomes rather easy to remove errors as they may cost, big time. Simply put, the software helps companies to maintain consistency and compliance.

Measured Results

The software lets users measure and analyze data, as and when needed. Administration can then devise strategies for data improvisation such as savings, cost-cutting, better handle competition and accomplish much more. In the long run, users can ensure data accuracy and efficiency.

Traceable ROI

As the software caters to specific business needs of the client, helping them to solve issues with significant time and cost-savings, in terms of the resources needed for its management; the client is able to easily gauge, control and even plan ahead. Businesses can achieve positive ROI by avoiding time-theft, buddy punching and other costly errors caused due to inaccurate data and loop-holes of their legacy systems.

The Result

Interlinking IIFL's systems with Spectra's solution allowed IIFL to streamline their payroll and HRMS needs. They were able to quickly track progress, apply changes, use data to keep up with emerging market trends and stay ahead of the competition. With a properly structured human resource functioning in place, in-tune with other aspects of their business; the solution ensured improved security, reduced paper-work and resources for the client.