

# Automizing Multi-location Attendance Management of Large Enterprises

## Highlights



### Client

Lupin Pharmaceuticals, Inc.

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### Industry

Pharmaceutical

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### Coverage

Active since : 2016

750+ controllers

15000 employees

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### Locations Served

14

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### Offering

iApp

[Attendance Management, Access Control,  
Canteen Management System (CMS),  
Visitor Management System (VMS)]

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## About Lupin

Lupin Pharmaceuticals, Inc. is a second leading name in Indian pharmaceuticals which is dedicated to delivering high-quality, branded and generic medications trusted by health-care professionals and patients across geographies. Based on vertical integration in discovery research, process chemistry, active pharmaceutical ingredient production, formulation development and regulatory filings; the company is committed to achieving its vision and mission of becoming an innovation-led transnational pharmaceutical name.

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## The Challenge

Lupin had a decentralized attendance system with each of its location having its own systems and preferred vendors for attendance maintenance. As such, Lupin lacked a proper tracking for its 15000 employees. Lupin was using different modules such as leave management system (LMS), SAP, Java scheduler and attendance management system managed by separate users and vendors without any integration. It was difficult to keep track of employees and a lot of man-power had to be deployed to operate them. They even had a complicated leave structure which was hard to track.

## The Solution

Spectra stepped in to propose a flexible yet integrated solution - a centralized attendance system to Lupin's senior management (CSO, HR and IT Head) enabling them to link their operating systems, date and time formats and all legacy systems, at a common platform. Spectra offered Lupin well-integrated solutions of attendance, access control, canteen and visitor management. A power-packed solution to prevent and eliminate negative consequences of decentralized data management. Thus, creating a more focused and alerted analysis of their business data.

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# Our Offering

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## **iApp**

[Attendance Management, Access Control, Canteen Management System (CMS), Visitor Management System (VMS)]

Spectra's iApp (integrated applications) is a one-stop hub for catering to all of client's requirements of attendance management, access control, canteen and visitor management. It creates opportunities to evaluate and re-evaluate existing processes with equal attention to daily employee activities. It allows HRs to receive leave reports which can then be accessed for future verification or refinement of the system, thereby, creating a standard code of conduct for all.

**iApp**

**Integrated Application**

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

### **Validated Systems**

Validated processes enables clearer understanding and implementation of guidelines to point difference between actual and expected results. In time the solution worked in tandem with client requirements, while parallelly eliminating cropping incidences. For instance, as like many other Pharma clients Spectra system is validated for AMP standard at Lupin.

### **Consolidation**

Spectra's consolidated solutions ensure better application reliability with enhanced performance. Overall maintenance costs, time and risk of the system became fairly less, especially with its upgrades, thus, offering a cohesive environment. For instance, iApp gave Lupin wider options to create location-specific employee leave policies which are easily transferable.

### **Automation**

Being automated there is an increase in the consistency of processes connecting its various locations. For instance, Lupin's SAP was integrated with Spectra's systems, which meant, integration of employee masters where users could add a new employee, edit their details and change their access rights in case of transfer or resignation. Look-ups can be used for quicker department-wise searches. Backward integration (payroll) let users feed information to SAP. The system automated the LTA process, wherein, any annual leaves beyond three consecutive days automatically are reflected in LTA claim portal.

## Better Savings

A fully automated and integrated system provided Lupin a great investment value in terms of on-going savings with reduced errors, prevention of time-theft and over-time costs. For instance, Spectra's new integrated iApp offered a one-stop solution which significantly reduced work-loads and also helped Lupin save on additional man-power costs.

## Superior Security

To serve Lupin's PAN India employee-base Spectra provides a highly secure platform with top-level security features like the single sign-on (SSO) for users, which is simple yet highly effective. Moreover, Spectra's solution provides three-level security for new policy formation which means stringent and secure business processes. Designed to flawlessly perform authorization and authentication for heightened business security.

## The Result

Spectra's integrated application solution offered ease-of-support for managing all client data at one site. It becomes effortless for support staff to easily track and resolve issues. Lupin got the confidence to run its endless data with a secured solution and prevent it from unauthorized access. Spectra's integrated solution gives the advantage to client's big data to run uninterrupted, offering optimal performance, even at critical times. Supported by logistics and support of a robust systems integrator Spectra gave Lupin an intuitive and hassle-free solution for all its attendance management needs.

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