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CASE STUDY

Manufacturing Plant Streamlines Time/Attendance and Payroll While Improving Accuracy

When a large tire manufacturer in North America wanted to migrate from its manual time and attendance clock system to one that would easily and automatically monitor and report employee hours, the company chose HID's ISOProx® II cards and rf WAVE ID® readers featuring rf IDEAS® contactless authentication technology. Employees now simply wave their ID card near one of the readers mounted in various stations throughout the plant's 2 million-square-foot factory. The new solution quickly identifies the employee, displays the employee's photo, and passes the data on to an internal payroll system. The solution has sped up the sign-in process, improved accuracy of reported hours and greatly enhanced control of the manufacturer's payroll operations.

THE CHALLENGE

Manual time management system prone to errors

For decades, "punching the clock" was the standard method of confirming and quantifying the hours an employee was physically present and on the job. However, the manual system still required all of the employee records to be keyed in. In addition, the process was based on the honor system, and it was difficult for managers to accurately monitor or confirm actual hours worked by employees.

The program manager of one of the manufacturer's plants wanted to modernize the time and attendance, badging, and process control system by installing PC-based log-in stations with RFID readers throughout the factory. The PCs would reside within an enclosure on the network and would allow employees to scan their ID card at various stations throughout the plant.

However, he couldn't find a reader that could attach to the PC stations and was also compatible with the plant's aging employee ID credential system. In addition, he found that purchasing replacement ID cards from the existing card vendor would be cost-prohibitive.

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THE SOLUTION

Replace aging ID badge system with proximity cards and readers

The manager decided to change out the plant's entire badge system to HID's ISOProx II cards, along with WAVE ID readers, for all 1,500 production employees. The proximity cards would not only be less expensive, they would provide a more sophisticated and contemporary approach to the problem.

Each department now has up to two stations containing a WAVE ID reader, for a total of 21 stations throughout the 2 million-square-foot factory. Readers are mounted to the glass inside of an enclosed cabinet, and employees quickly and easily adjusted to the new process of simply waving their ID credentials in front of the reader.

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THE RESULTS

Convenient monitoring locations and accurate data collection make it a win-win

"Some of our other factories have seen what we've done and like this new approach of collecting data," says the plant's program manager. "Collecting data with a time and attendance clock device is quite limiting, while a PC allows us to display the employee's photo. And as things change in the plant over time, the flexibility of the solution will allow us to add applications."

While the most obvious result is an accountability system that is conveniently accessed throughout the facility, the company has achieved other benefits including:

Providing secure access to parking and the facility. When employees wave their ID card in front of the reader, the information is tied back to an internal database, which also runs the gate and door access system. The database associates each credential to the individual employee.

Eliminating the honor system. When employees present their credentials at WAVE ID readers located throughout the factory, the system identifies who the employee is, displays a photo, and tracks when the employee arrives and leaves the area. The information is automatically passed to the company's internal payroll system, eliminating the arbitrary honor system and greatly increasing accuracy.

Tracking engineering time. In order for engineers to bill their time to the appropriate department, multiple sign-in stations enable the database to identify where the engineer is currently working and for how long.

Employee ID cards and the WAVE ID family of readers can be used in a variety of applications throughout a manufacturing facility. Some example applications include:

• HMI, PAC and PLC interface for automatic identification and authorization
• Single sign-on for computer and program authentication and access
• Secure print management
• Training compliance
• Time and attendance
• Mobile workforce
• Employee authorization to work on specific SKUs
• Industrial tool control
• Cashless cafeteria

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THE RESULTS

We've been very happy with how things have been going," says the plant's program manager. "The new system has been stable and rock-solid, and it has improved control of payroll, hours worked, etc. Our time and attendance records are now much faster and more accurate."

For more application information, visit www.rfIDEAS.com

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UC–604 Rev. A