Fingerprint Employee Clocking System

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Abstract

A system that is used for time-clocking, creating an all-inclusive electronic record of the process involved in how employees logs in and out of work on working days are referred to as a clocking system. The system has an additional feature of calculating an accurate payroll system, which in turn, can lead to a precise amount the company spent on labour. In essence, an employee clocking system is a process of monitoring the attendance, presence and truancy of employees in a work environment. In this project, the University of Energy and Natural Resources was used as a case study. The existing method of recording the presence of staff to work is by a manual process where employees record their attendance on a paper. The challenge of the existing employee attendance system is the difficulty in tracing old records, safekeeping, lack of confidentiality and the chances of other employees logging in for their truant colleagues. This paper sought to introduce a biometric employee clocking system to help overcome the high level of truancy in workplaces. The results of the experiment we conducted indicate a high accuracy in our system with TAR value of 99.7%. This accuracy rate is much better than the results other researchers obtained. The good accuracy implies that employees will have difficulty to check in or out for their truant colleagues. The high accuracy results will help improved security of attendance, improved employee performance, ensures fast and easy retrieval of data, easy monitoring of staff, and prevent impersonation in the attendance logs.

Keywords: Control mechanisms; Digitization; Biometric systems; Fingerprint scanner

Introduction

Employee Clocking System (ECS) is an electronic process of monitoring the attendance in the work environment to minimize economic, time, productivity and loss revenue due to employee absenteeism, lateness and truancy. Attendance monitoring and evaluation have traditionally been approached using time clocks and timesheets [the manual way of taking employee attendance]. However, attendance monitoring and evaluation goes beyond only attendance, but it ensures efficient time utilization which maximizes and motivates employee attendance. Employee Clocking System is the easiest way to keep track of employees' attendance and productivity in industrial organization, business organizations and volunteer groups. Employee Clocking System is useful in terms of workforce analysis, day-to-day monitoring of attendance, maintaining statutory registers, leave records, calculation of overtime and transferring information to the payroll system [1].

The existing employees' attendance system requires the employees to manually log the attendance sheet every time they come to the office, and when they close [2]. Typically, such a system lacks automation because it is not an electronic system and might generate a number of problems. These problems may include the time unnecessarily consumed by the workers to find and sign their name on the attendance sheet and the fact that the attendance sheet may get misplaced or kept away from employees due to suspected wrong activities. The development and implementation of this system will help organizations to manage their employees' attendance systematically. The system has a database that contains employee's information, and it will help the admin to manipulate data and update the database [2,3].

In today's business transactions, it is always expected that the clients authenticate themselves for services rendered to them with control mechanisms such as identity card, ATM card, driving license, health card and so on. Carrying different cards and remembering passwords for different services is a complex issue for individuals and organizations [4]. Secure and effective identity and access control system plays a vital role in the successful deployment of an Employee Clocking System. To make the identification and access control mechanism safe and reliable for authentication, the Employee Clocking Systems must have integrated biometric data as an added feature. The move towards the digital era is being accelerated every hour globally to meet the evolving digitization and smart system development. Biometrics

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