

Digitizing TIME TRACKING AND PUNCH- TO-PAY

MANUFACTURING
CASE STUDY.

OVERVIEW

India's leading manufacturing company wanted to improve productivity, control labor costs, manage compliance and minimize absences. Tech Mahindra implemented and supported the execution across multiple locations in a seamless manner that ensured no interference with business schedules.

CLIENT BACKGROUND

- India's leading manufacturer in the auto sector
- Manufactures automotive and farm equipment
- 40,000 employees across 13 locations

CHALLENGE

The customer was using manual and non-standardized time tracking and scheduling systems at different locations.



01

*No centralized time tracking and scheduling process.
Punch-to-pay process was manually integrated.*

02

*With the biometric devices, no live data was captured.
Employees were not paid accurate overtime due to data capture errors.*

03

*Shifts were manually drafted in Excel.
Capturing time for contract employees was a key challenge.*

04

Skills and certification details were maintained at employee level.

SOLUTION PROVIDED

Tech Mahindra executed this project in clusters.

- Developed 150+ custom reports for ease of data reference
- Provided solution for scheduling of workmen through Advanced Scheduler
- Provided customized solution through PHP (hypertext processor), which enabled shop floor people to have better shift planning. The customer had displayed this on a large monitor on shop floor for easy visibility
- Provided dynamic shift to manage employee's shift in optimized manner
- Created dashboards and custom reports to identify footfall of skill based employees
- Implemented mobile solution for easy punch-in



BUSINESS & COMMUNITY IMPACT

We started the customer's UKG journey with UKG 6.3, which has now been upgraded to 7.0.8. They have now automated their workforce management with UKG 8.0 time and attendance (T&A) system for all its employees working in six farm divisions, five auto divisions, and corporate offices.

- Punch-to-pay process was streamlined
- Skill-based scheduling and staffing
- Faster open shift filling with the call list
- Compliance maintained through an audit trail
- Employee access enabled to view and act from the calendar
- Way to a Java free desktop
- Managing alerts is simplified
- Improved user adoption

Reduced Punch Import Delay

Previously more than 85% of the time-card punches would take more than 5 minutes to get imported, TechM optimized this to have it processed within 30 seconds.



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