



# A STEEL INDUSTRY COMPANY

## FREE EXCERPTED CASE STUDY

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## 1 HISTORY AND REQUIREMENTS

Before the implementation in 2003, the executive board of a steel industry company have made the decision to create a correct, accurate and reliable work time recording system for their 400-450 employees, and that this should be done with an automatic system.

Logistics, IT and Acquisition leaders were also incorporated into the deciding body, thus taking technical possibilities and feasibility into account. During the decision process, pros and cons of Card and Biometric systems were carefully examined.

It was known that card terminals by themselves are not enough, so the first idea was to install a camera at every card terminal, which takes the photo of the card in such a way that card number is also seen on the photo. This would have been unnecessarily expensive due to the integration of CCTV and card reader systems and still would not answer the question of record keeping in the first place. Moreover, card systems have several well-known risk factors (such as left home and lost cards, fraudulent behaviour on purpose, etc.), so systems that identify the user, not the card, moved into the spotlight.

## 2 SOLUTION

After serious testing, reference visits and talks, the decision of using hand geometry based verification was made. We used the aforementioned Handkey II hand geometry scanner system to enable unequivocal verification. At first, one, and later two more outdoor terminals were installed. One at the office building and the two – IP protected – other at the operating area.

At the start of work, 100-150, sometimes 200 workers arrive simultaneously and the “PIN code + hand” verification takes usually 5-6 minutes for the whole group. The system is unique in that every verification is documented by the CCTV system as well. The synchronized recordings fully eliminate any possibility of mistakes and errors. A display system was also included to inform the users of the success or failure of their registrations.

## 3 FEEDBACK

Since no work time registration system was implemented before this one, some unrest was seen among the employees, however after a short time, everyone came to understand that any and all disputes regarding work time could be easily settled by checking the database and the CCTV images, which serves both employer and employee interests. This, of course meant that the HR got rid of a huge workload of unnecessary conciliations.

## 4 RESULTS

We asked if the investment was worth it, and got the following answer:

“The operation and usage of the system satisfies the leadership. Tough the investment was not too cheap, but it pays off in the long run, and there aren’t many systems that are much better and reliable. The results fully justify our previous good decisions!”

Further plans of the company include expanding the current system with job number based clearing and integrating the registered data into the existing payment accounting system.