Unilever - Pakistan opted for Absolute Solution's TAMS

Unilever - Pakistan has an impressive 4 wholly owned and 6 third party manufacturing units along with 5 regional offices across all Pakistan. Their continued success and growth demands a better way to track time and attendance of its employees. The previous time attendance management system was outdated and have reliability issues with lots of manual inputs, that results in time consumption, redundancy, and compliance pains, besides causing time-recording errors and missing time-off requests; the result had been an obvious increase in administrative efforts & inaccurate payroll preparation and most importantly the decision makers were unable to monitor employees' attendance records, roster, overtime and performance.

The Challenges

- **Attendance capture device were palm readers, there was a need to upgrade them with latest biometric technology.**
- **For attendance data poling, they need to shut down their current system and reboot it after completion. There was a need to auto scheduling, on live environment.**
- **Involve fewer people and less time in attendance monitoring.**
- **It is a desktop application, need to upgrade to web based architecture.**
- **Customizable calculations were not the part of current system like gate passes/ reports etc.**

TAMS - The Solution:

Unilever Foods - Pakistan had several key objectives in implementing a new attendance management solution. Unilever Foods – Pakistan was searching for a solution that would be fully web-based in order to track the employee attendance from any location, any time. Unilever Foods – Pakistan sought a centralized system that could cater to multiple departments and could be integrated with the other applications already in place - like employee payroll system. They needed to achieve automated efficiency, to eliminate large amount of data, and to make more efficient attendance processes and workforce tracking. Above all Unilever – Pakistan Foods Limited sought for good after-sales support and efficient implementation. All the elements were covered in Absol – TAMS.

After a rigorous process, number of meeting and product presentations Unilever Foods – Pakistan selected Absol TAMS based on a number of additional reasons as well:

TAMS is one of the most mature, efficient and stable HR application with state of art support mechanisms in the market. TAMS is a highly regarded Web-based HR System built on .NET technology that provides Integrated Attendance, Leave, roster management and is already running successfully in many renowned organizations from various industries across Pakistan & across the globe and the numbers increasing rapidly.

TAMS in the eyes of Unilever Foods - Pakistan

"TAMS" is core application in Unilever Foods - Pakistan for the monitoring of attendance of all employees and third party labour more than 2,000 employees with four shifts daily and are using more than 4 devices at one location.

TAMS is web based and easy to use and multi-users environment system, to capture the attendance, leave management with multiple attendance inputs options like (RFID, Biometrics). This system can be integrated with the other applications like access control etc.

> The success of this application is based on excellent support from the Absolute solutions management and team commitment which strengthen the relations of customers

About TAMS – Centrally managed time attendance management system

IT doesn't matter what is your physical location, be anywhere and do anything while enjoying the ease to monitor & manage your employees' time and attendance through TAMS – Central managed console, an integral yet ultramodern component of a suite, highly regarded Web-based HR System that provides Integrated Attendance, Leave and roster management.

The system uses customizable company-defined rules & policies to calculate the time each individual has worked which can then be passed to the payroll system for processing payments. This enables organizations to significantly reduce the administrative efforts involved in payroll preparation.

TAMS - Features

TAMS is easy to use and implement, provides unmatched flexibility and offers comprehensive reports for managers and executives for efficient management of the workforce.

- Tracks employee attendance and time, department wise, location wise.
- Overtime, late arrivals & early departure reports
- No system downtime for attendance polling
- Customizable reports
- Remote hardware configurations
- Remote user registration
- Efficient roster management
- Customizable rule and policies
- Department wise shift scheduling, Employee wise shift scheduling
- Department wise daily attendance report, Employee wise attendance trend
- Attendance register, Late coming & early going detail
- Department wise attendance & absents summary
- Multiple shift support, Shift scheduling & rule based penalties
- Built-in multi-user, multi-branch and multi-location
- Centrally managed data base.

TAMS - Business Benefits

TAMS eliminates the need for compilation of large amount of data from various departments, thus saving extra time, avoiding errors and cutting-down additional overhead costs for your organization. Through TAMS offers flexibility in defining customizable rule, increases compliance related matters.

- Streamlines the process of time tracking/ workforce tracking
- Global accessibility
- Flexible, customizable tabular & graphical reporting
- Various report format outputs
- Labour costs and overtime control
- Cost-effectiveness and & ease of use
- Centralized system for multiple branches
- Automates key administrative processes
- Ensures proper staffing, budgeting and management of labour resources
- Streamlines the payroll process
- Replaces manual timesheets

Results

The Unilever Foods - Pakistan has significantly reduced costs and increased employees' productivity by using TAMS, as the system saves so much processing time and Helps Company in building transparency into employees' productivity, workforce tracking, and overall labour cost management.

Besides, Unilever Foods - Pakistan managers can now use TAMS to easily plan, track, and analyse their employees' time and productivity. Many of the day-to-day management tasks can be automated so that employees have more time to focus on other responsibilities.