Weber Automotive

A Schlage Time & Attendance Case Study

How Weber Automotive Built an Efficient Time & Attendance System with Biometrics

When Weber Automotive opened its Auburn Hills, Mich. office, management knew it needed more than an efficient time system. It required a flexible, advanced solution that would meet the company's long list of needs – let employees clock in and out easily, monitor vacation, PTO (paid time-off), absences, various types of leave – automatically, effortlessly and efficiently. Furthermore, the system needed to be scalable, ready to meet the needs of this growing company, which provides its customers with the development, manufacturing and assembly of complete power trains and vehicle body structures for cars, trucks and recreational power sports vehicles.

Cincinnati Time Systems met the goals of Weber Automotive with the NOVAtime workforce management system featuring biometrics with the Schlage HandPunch® GT-400 to clock employees in and out. The biometric hand geometry time clocks function in real time, without the need for data polling, as time punches are delivered and updated to the system immediately upon entry.

The Schlage GT-400 hand reader looks at the unique three-dimensional size and shape of each of Weber Automotive's employee's hand. The result of ninety hand measurements,

Statistics

Industry:	Manufacturing
Application:	Time & Attendance
Biometric:	GT-400
Geography:	United States

Ingersoll Rand
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including lengths, widths, thickness and surface areas, is converted into a mathematical template of the hand, which is used for verification. The HandPunch® GT-400 is extremely user-friendly, providing increased user acceptance. The platen features a printed hand outline to ensure accurate hand placement while punching. The platen, keypad and function keys of the HandPunch® GT-400 are all infused with an antimicrobial agent to ensure protection through the punching process.

The terminal's ATM-style interface and large bright 3.8-inch display generate efficient, accurate, flexible and dynamic data collection. With it, Weber Automotive employees can easily follow prompts. Using keys in association with the display, the HandPunch® GT-400 provides information like an ATM. As the user enters one piece of information, the terminal asks for the next input.

Unlike badges, punch cards, or other employee tracking devices, a biometric reader ensures that no employee can punch in for another (Buddy Punching), which eliminates time fraud and reduces payroll costs. Because every person's hand is unique, such a biometric-based time clock provides a quick, accurate, and reliable way to record "In" and "Out" punches for each employee. In addition to Weber Automotive employees, over 6 million people throughout the world clock in and out of work with a Schlage hand geometry reader. When deployed properly, the Schlage GT-400 can deliver a payback in fewer than nine months.

Importantly, the Schlage HandPunch® GT-400 ensures payroll accuracy by simply requiring each employee to be present; no cards or other credentials are needed. Losses due to "buddy punching" are eliminated. It was not known how much buddy punching was costing Weber Automotive but, on average, 19 percent of all employees studied admit that they have buddy punched at least once in the past year and 74 percent of all companies report that they have experienced a loss from buddy punching. According to the American Payroll Association, this practice costs companies between five to seven percent in payroll costs.

In addition, using scheduling restrictions, unauthorized Early In punches and Late Out punches are eliminated by the hand reader. Best of all, the hardware is typically less than ten percent of the overall cost for a time and attendance system. As a result, biometric readers can be affordably placed in multiple locations.

In addition to stopping buddy punching, the benefits of such biometric-based systems are many—

- No badges to issue, replace when lost or stolen, or recover when an employee leaves or is terminated. Their hand is their badge.
- No more data entry errors when calculating payroll or recording attendance.
- No timecards or badges yield a "green" solution.
- A "Plug and Punch" feature enables some readers to be installed in less than 15 minutes.
- Most importantly, the HandPunch® GT-400 works effectively in manufacturing environments, such as at Weber Automotive, where the user's hand or the device may get dirty and dusty. They work even if a user's hand has cuts.

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Founded in 1969, Weber Automotive is a Series Manufacturer for powertrain components. The company offers its customers the development, manufacturing and assembly of complete powertrains and vehicle body structures for cars, trucks and recreational powersport vehicles.