# C.S.J.M. University, Kanpur

In our university Biometric Time Attendance Systems used from April 2021. In this system all departments having Biometric device, where all employees punch their attendance either by Face or by Thumb. Attendance automatically transfers to **Biometric Server** which is link to the **Human Resource Management System**. In Human Resource Management System all employee can see their attendance daily and all Heads can verify the presence of employees in their departments. Each employee must come to the department physically in time and punch their attendance. Human Resource Management System transfer the attendance to **Payroll Management System** for generation of salary then after it transfer to **Financial Accounting Management System**. From Finance Accounting Management System salary is transfer to the account of each employee through **RTGS**.
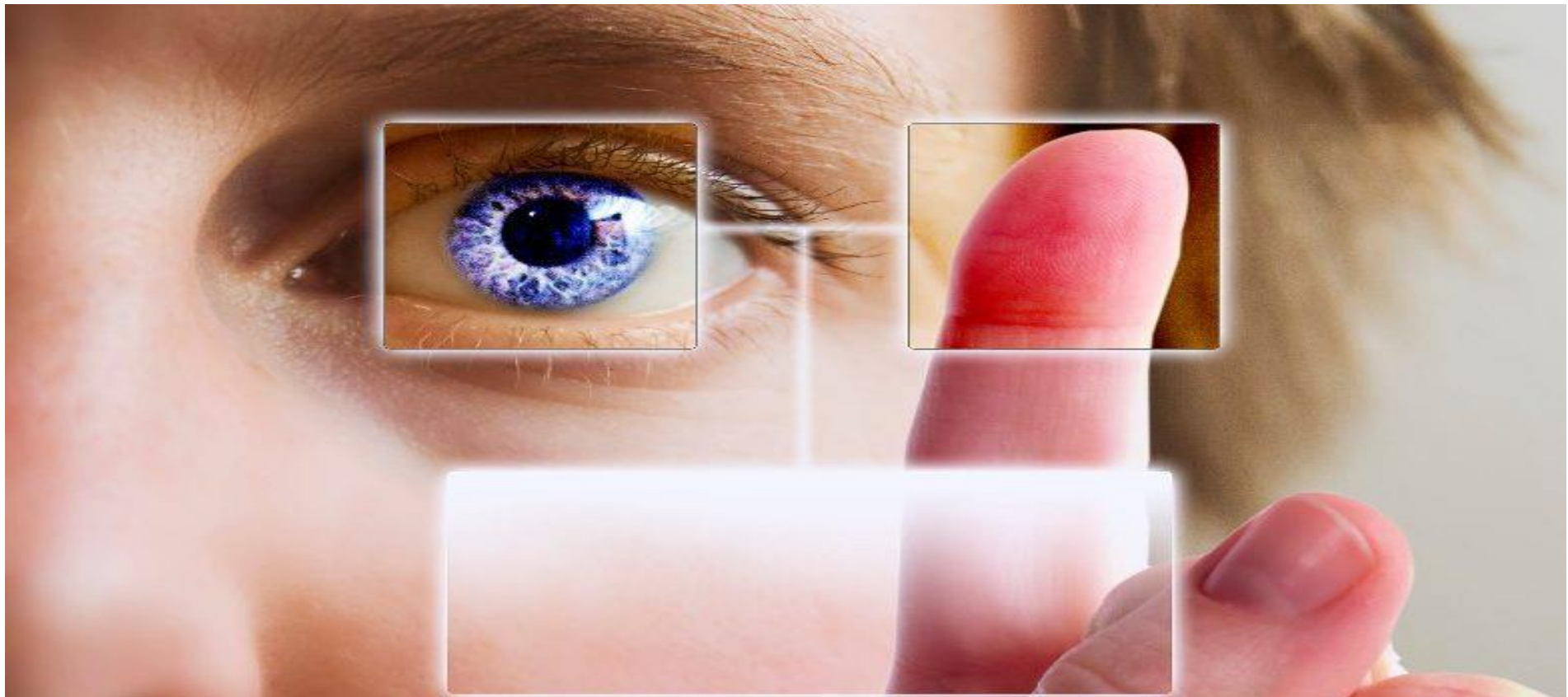
Advantages of Biometric Time Attendance Systems

The advantages of biometric attendance systems far outweigh the initial cost of setting them up whether you look at it from an efficiency, investment, or cultural perspective.

1. High Accuracy

Regardless of anything else that a biometric attendance system can provide, the ability to accurately **keep track of our employees attendance.** It is difficult for anyone to fake their attendance. Biometric attendance systems allow university to keep track of any number of employees simultaneously without error or shenanigans.

2. Boosts Employee Morale

University can use biometric attendance systems to identify lazy employees, you can use them to distinguish exemplary employees as well. It is worth noting that motivation can often be broken down into "the carrot" or "the stick" or punishment and rewards but lean too heavily on one or the other and the imbalance will rear its head.

Instead, a better approach is to apply both punishment and reward, though consider leaning more heavily on rewards as research shows that to be a more effective form of motivation. People will do the bare minimum in order to avoid a negative consequence but often go out of their way and apply extraordinary effort to obtain a modest reward.

3. Increases Accountability

While this benefit may seem somewhat straightforward, the ripple effects that accountability offer extend far beyond simple accounting. Relating somewhat back to how rewarding good behavior can help increase employee morale and form the bedrock of a good corporate culture, accountability offers a somewhat more nuanced approach. That said, there is no getting around the fact that accountability is, at least, necessary for being able to accurately and consistently assign appropriate punishments and rewards. Biometric attendance systems allow us to quickly and accurately identify when someone takes too long of a break, arrive late or leave early, and not even arrive at all.

4. Physical Contact is Not Required

Contactless biometric attendance systems can mitigate the spread of pathogens in your organization. Considering the statistical probability that the occurrence of pandemics is likely to increase in the future, it makes sense to implement biometric systems that can scan employee's irises and faces.

5. Human Resource Management System

Attendance of all employee with their leave details maintain in this system and all employee use this module with their user I'd and password.

This option will be used to post the attendance details of employees into Payroll Management System which have been approved by approval authority. It will be reflected in the option no of working days in Payroll Management System.

Post Attendance To Payroll

Posting DOCNO			Posting Date	25/Mar/2022
Employee Type *	--Select--		Department	--Select--
For Month *	--Select--		For Year *	
Status *	--Select--		Total Days In Month	

Show

6. Payroll Management System

Depending on the current method of tracking employee hours, verifying and collating payroll can be a laborious, time-consuming, and expensive process. Thankfully, biometric attendance systems can simplify this service into an automated process that requires no additional overhead and is just as accurate as of its initial tracking functions. It generates the salary of employee with deductions.

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PAYROLL MANAGEMENT SYSTEM

FA YEAR

Password

Forget password

Login

Reset

"Generate" button to generate salary of the employees.

Generate Salary

Type (GO/NGO)	All	Employee		GetDet	Search
Employee Type	All	Bank A/C	All		
Employee Class	All	Category	All		
In Govt. Resident	All	Department	All		
Designation	All	Salary Head	All		

Period From		Period To	
	(DD/MMM/YYYY)		(DD/MMM/YYYY)

Generate   Reset

7. Financial Accounting Management System

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FINANCIAL ACCOUNTING MANAGEMENT SYSTEM

FA YEAR

Password

Forget password

Login

Reset

On the bases of attendance salary transfer to employee's accounts through RTGS.

Salary Budget Master: It facilitate enter different type of Salary Budget master information.

Salary Budget Master

FA Year	20142015	Salary Head		⌄	Class	⌄	Get Details
Pay Head		⌄					
Budget Plan			Budget Code			Search Budget	
Budget Description						Submit to Grid	

Pay Head	Head Category	Plan Code	Budget Code	Budget Desc	Action
		No data found			

RTGS: It facilitate enter/Create New RTGS information.

RTGS/CMP Cheque Printing

Document No.		Document Date	25/Mar/2022

Select Register

Bank Book	--Select--				⌄
From Date		To Date		Pay Mode	RTGS ⌄

Get Detail

☑ Select All	Payment No	Payment Date	Party	Party Name	Bill Amount	Sanction Amount	Net Amount	IFSCCODE	Bank AC/No	BRANCH	BANKID	BOOKID

Cheque No: Cheque Date: Cheque Amt :   Status:

Cheque Re-Issue