

# CASE STUDY

## Doosan Babcock

### Key facts of the installation

#### Organisation

Doosan Babcock

#### Business Sector

Multi-Specialist Energy Service Provider

#### Number of employees

Up to 2000

#### Key Issue

Doosan Babcock commissioned Autotime Solutions to install an automated time & attendance system to capture all the data required to keep a track of employee attendance. The new system also links directly to the company's site control system 4Site®, enabling Doosan Babcock to calculate man-hours, which in turn will help them to project final costs for contracts.

#### Products supplied

- Biometric Hand Scan terminals

#### Benefits

- Automated time & attendance.
- Accurate timesheets
- Absence analysis
- Reduced data entry errors when calculating payroll or recording attendance.
- Link to site control system 4Site®
- Accurate costing of contracts
- Easy to use and train.

### Solution Overview

Managing absenteeism and holidays has always been on the agenda of the HR department, however, Doosan Babcock's existing time and attendance system was not reliable and lacked many reporting features the company required. Although the company doesn't have a flexible working policy in place, time is of the essence as the hours worked by staff need to relate directly to the duration of contracts. Autotime Solutions provided Doosan Babcock with a new automated system which has removed their 'long-in-the-tooth' process in favour of a single, more user-friendly software package.



“Instead of having to go through reams of clock cards and spreadsheets, management have instantaneous access to accurate and relevant information, simply with the click of a button!”

TONY WALKER, DOOSAN BABCOCK



## Doosan Babcock

Doosan Babcock is a multi-specialist energy services company operating in the thermal power, nuclear, petrochemical, oil & gas and pharmaceutical industries. Doosan Babcock is also a leading international steam generation OEM and supplier of the cleanest, most efficient coal powered technology in the world. They provide innovative technology that supports and enhances the service life of energy assets across the globe.

### Customer Challenge

Up until their introduction to the Biometric Time and Attendance solution, Doosan Babcock was weighed down by Excel spreadsheets, and manual calculations of clock cards. This process was proving to be time-consuming and an administrative burden on the HR department. The considerable time lag between when attendance was reported and when the information was accessible had hampered the management's ability to respond quickly to special circumstances and made it ill-equipped to anticipate possible labour shortages for holidays etc.

Management would manually add up all the hours, basic and overtime, which would then be sent to payroll, where any absence would be deducted, and the cards then archived. This was taking an excessive amount of time, and also very expensive both from the time involved in this process, as well as the cost of the clock cards.

Doosan Babcock sought to implement a new integrated solution to link directly to their 4Site® site control system, which would also help with the final calculations of contracts.

Doosan Babcock and Autotime Solutions have enjoyed a strong working relationship for the past 10 years. They are one of a number of clients in the sector that values the time management expertise offered by Autotime engineers and its support staff.

### The Business Solution

Doosan Babcock replaced their existing clock card system with a newer and more efficient time and attendance management solution that was capable of accurately recording the attendance of their staff.

The key selection criteria for purchasing a new biometric Hand Scan solution were that the system was cost-effective, reliable, efficient and easily integrated with the company's current site control system 4Site®.

In the past, the HR processes depended very much on spreadsheets and clock cards. Now, the system allows key personnel information such as contact details, holiday planning, relevant start dates etc. to be stored in a central, easily accessible location.



Automation of the clocking via the geometrics of individuals makes the initial time recording simple, with no real chance of errors. This has relieved staff from having to review Excel spreadsheets as the data provided by the system is captured accurately. Once the data has been reviewed the records are stored centrally and are available to reassess whenever necessary, and the duration of employees attendance is recorded for all manner of uses at a later date.

### Recommendation

Tony Walker, from Doosan Babcock says: "The solution provided by Autotime provides excellent visibility, it gives us a clear picture of where the company stands in terms of employee attendance, production costs, real-time payroll costs, employees schedules and holiday balances. Instead of having to go through reams of clock cards and spreadsheets, management have instantaneous access to accurate and relevant information, simply with the click of a button." The biometric solution is to be rolled out across other Doosan Babcock sites.

