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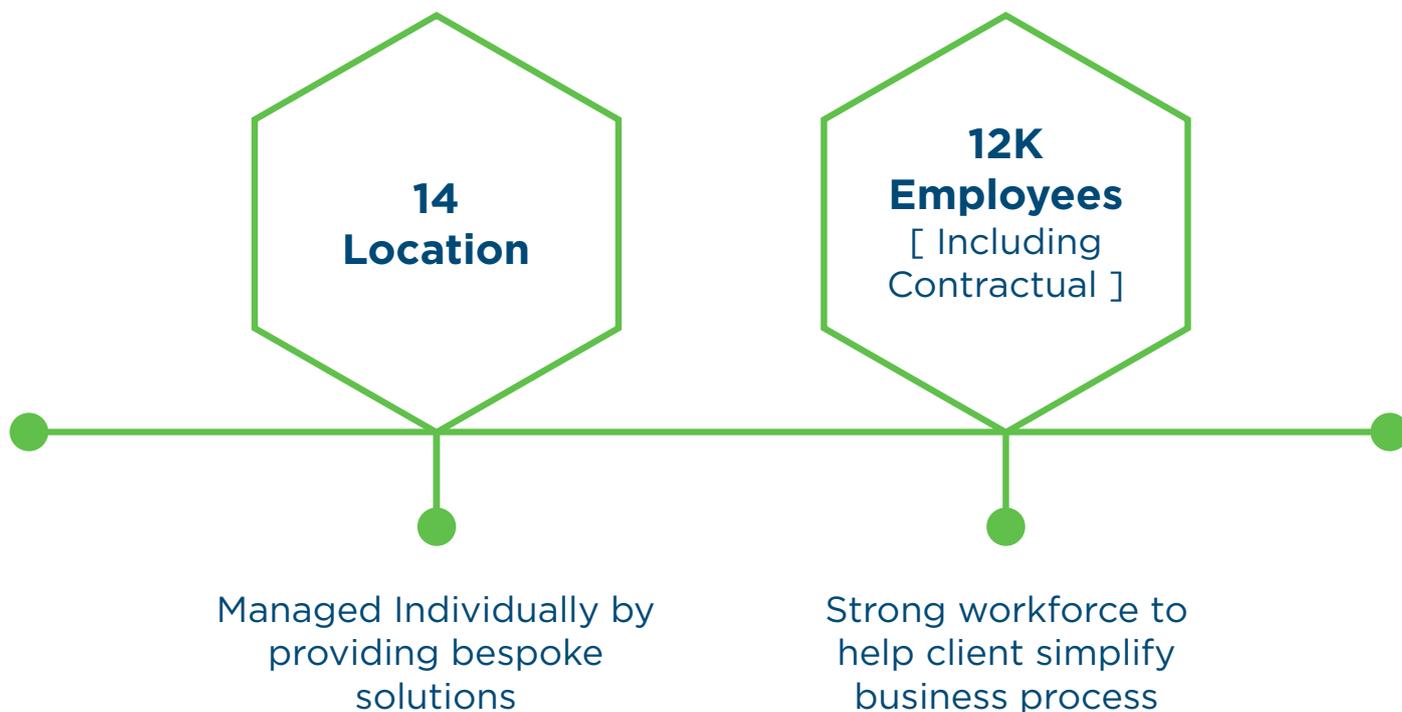
Integrated Attendance recording and Access control solution
by seamlessly managing individual locations

Case Study

Sun Pharmaceutical Ltd.
(Formerly known as Ranbaxy Laboratories Ltd.)

Summary

Our Client Ranbaxy laboratories limited is a well known and trusted brand in Pharmaceutical industry since 1973. They develop and provide various type of medication for the living.



Challenges

Ranbaxy laboratories were facing challenges in maintaining the attendance and access of their employees. There were many issues with their attendance recording, access control software and over all operation management. Their woes were aggravated from the fact that they were using different software and hardware applications at various locations making it difficult for them to plan and manage different activities.

The user experience went for a toss as employee attendance and movements across different sites were not tracked and it created issues with attendance and payroll related activities. Their data was strewn with many erroneous and duplicate entries. They constantly faced trouble managing 14 locations with 12,000 employees. The attendance recording system was prone to glitches and inconsistencies.

Challenges

- Attendance Recording & access control management
- Planning & Management of Resources
- Multiple Software and Hardware Integrations
- Tracking 12K Employee Movements Including Contractual Employees
- Multiple Third Party Contractors
- Business Continuity Process
- cGMP compliant systems required for Pharmaceutical companies
- Seamless integration with SAP for all attendance related data

The most vital challenge was to keep the business running and not change the hardware or software at a go, as the client ran 24 x 7 operations across multiple sites and shutting one operation meant loss of business hours and revenue. For Ranbaxy, business continuity was most important and Spectra was expected to overcome these challenges with its ingenuity.

Spectra set-out to do just that, find one simple and perfect solution.

Implementation Architecture



Managed **14 Location** Individually by providing

As Ranbaxy laboratories is one of our most valued client, We understand their business needs and their need to solve the issues faced. Hence, We immediately understood their requirement and implemented integrated attendance recording and access control management system.

★ Customization

Ranbaxy laboratories was having a large employee base and needed a solution that can suffice their requirement. So, we decided to provided them a fully customized and integrated software which can handle the attendance recording and access control management.

★ Integrated Solution

Their principal requirement was to Manage both attendance and access control system. Spectra suggested them to implement the solution using our device ACT1000Plus as main controller and FP1000M as an Biometric reader, which in turn helped Ranbaxy to authenticate the movement and attendance of the employees at multiple locations.

★ Turnstile Integration

Their main concern was to record the attendance smoothly and also to perform the access at multiple locations. Their access issue was solved by integration our access control panels with third party turnstiles to avoid employee tailgating.

★ cGMP Validation

Ranbaxy laboratories being an pharmaceutical company has to follow certain norms and conditions to perform. Spectra understood their concern and catered with a system that supported them for cGMP validation. This lead our client to easily deploy Spectra Systems at multiple locations.

★ Location Based Handling

Ranbaxy laboratories have their presence at 14 locations all over India, which needed to be handled properly. We at Spectra understood their problem and provided them with the location based customization which can seamlessly handle the attendance and access control for respective location employees.

★ Automation

In order to control movements and access to 12,000 employees in 14 sites, Ranbaxy needed to automate some of their processes. It helped them to record all the entry/ exit swipes with 600 devices that we installed. Effectively, we automated their movements; alongside controlling access and registering attendance of each employee on any site.

★ Template On Card

Maintaining the fingerprint templates of around 12,000 employees at 14 sites all over India had raised a concern about its maintainence and redundancy for Ranbaxy. Keeping in mind their concern, Spectra suggested ranbaxy with template on smartcard technology, Wherin the fingerprint templates were stored on card, eliminating the FP template maintenance on device. Thus their employee could easily mark the attendance at other locations too.

Achievements

To control quality and seamless integration of all the customized solutions, Spectra appointed a team of people for Ranbaxy Laboratories project. By carefully understanding and analysing their entire process, Spectra took care of their requirements by designing and installing a bespoke integrated attendance recording and access control management solution.

Following are the achievements we had in minimal span of time:

- ★ Employee performance has been improved along with the saving in work hour wastage.

- ★ Implemented a complete employee self service portal.

- ★ Proper attendance recording with no erroneous data.

- ★ Better employee management with Multiple Shifts defined to handle various types of employee's viz. Staff, Labor, Manufacturing, Processes, Supervisors, etc.

- ★ Simplified and User friendly Leave management policy implemented for different employees at all 14 sites eliminating the previous clumsy process.

- ★ Implemented browser pages to make sure employees can easily and remotely access their relevant data.

- ★ Trained client staff on the new system in effect reducing their training costs

- ★ Seamlessly Implemented Attendance recording and Access control system all over India.

- ★ Planned activities with minimal disruptions to client's business operations.

Spectra has delivered many services to Ranbaxy Laboratories as being our esteemed client. Following are some of them.

Integrated Attendance and Access Control system:

- Kept system issues to a negligible number in the implementation cycle.
- Provided a dedicated team for customization and implementation of application.
- Customized solution for each location and their individual requirements
- Minimized separate setup and implementation costs for application.
- Introduced latest technology in Attendance and access control to save time and obtain real-time MIS.
- Designed, customized and implemented the project in shortest possible time scale
- Implemented the application on 14 sites which record 80,000 transactions a day
- Designed a scalable solution to deliver maximum cost savings