

**RESEARCH PAPER****Impact of AEBAS on HRM: A Study****Lakshmi Narayana Ratnagiri S. and Ramu T.**

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Email: [sathishrgiri\\_s@yahoo.co.in](mailto:sathishrgiri_s@yahoo.co.in)**ABSTRACT**

Now-a-days, Human Resource Managers of all organizations are choosing Aadhar Enabled Biometric Attendance System (AEBAS) as the best attendance tool and hence AEBAS has become popular in a small span of time. This paper discusses how AEBAS plays a key role in the area of Human Resource Management.

**Key words:** HRM, Punctuality, AEBAS, Biometrics

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**INTRODUCTION**

Human Resource Management (HRM) is a management function that helps managers to recruit, select, train and develop members for an organization. The main objective of HRM is putting employee satisfaction in parallel with increase in productivity/ organizational success. HRM is concerned with the "people" dimension in management. This is true regardless of the type of organization, government, business, education, health, recreation or social action. Getting and keeping good people is critical to the success of every organization, whether profit or non-profit, public or private.

**PUNCTUALITY GIVEN HIGH PRIORITY IN HRM**

Productivity of any organization is directly proportional to the Punctuality of its employees. Thus punctuality is sufficiently playing a vital role in the success of an organization and is being given priority in HRM.

Punctuality means doing a thing at the previously designated or appointed time. It displays a person's respect for other people and time. Being late is a selfish act always running behind simply hurts in all areas of life.

Being on time shows others that *you are a man of your word*. Being punctual *shows you value time* yourself. It builds and reveals your discipline. Whether you're an employee or in business for yourself, being late can hinder your professional success. Discipline and punctuality make one a confident professional. Punctuality imparts efficiency and keeps a person fit and healthy. If we get up early in the morning and take a walk every day and follow a set-programme of life every day, we shall be able to keep fit and healthy. On the other hand, if we waver and show laxity in our daily programs, we may not be able to adhere to pre-determined time-frame. Tardiness needs to be addressed because it affects productivity and ultimately the reputation of an organization. Punctuality of an employee gives positive signal to the employer. It implies maintaining regularity in our daily schedule of work. It is the gate-way to success. Hence, punctuality is very important at

workplaces and punctual employees are assets to an organization. Government servants are no exception to this. As per Rule 3(1) (ii) of CCS (Conduct) Rules, 1964 every Government servant shall at all times maintain devotion to duty. Habitual late attendance is viewed as conduct unbecoming of a Government servant and disciplinary action may be taken against such a Government servant. It is also added that punctuality in attendance is to be observed by Government servants at all levels.

#### **WHY AEBAS?**

Biometric technologies are used for analyzing and measuring personal characteristics, both behavioral and physiological. Moreover, with these Biometric technologies, personal information is not able to be stolen and individuals no longer have to memorize codes or passwords. In addition, Human Resource Managers found the following benefits, which can make their job easier.

#### **Transparency:**

Biometric technology offers employees an unparalleled means of knowing what employees are doing and when they are doing it. If someone is in charge of a large group, they will know who is present at any given point in time. Biometrics helps to make the attendance of employees completely transparent and restricts cases of attendance fraud.

#### **Saves Time:**

When HR personnel has to manage attendance manually, it can be quite time-consuming. When an employer needs to know anything about time and attendance, they can quickly and easily download a comprehensive report from the machine in as little as 10 seconds.

#### **Saves Money:**

Installation of a biometric device, is a one-time investment that an employer makes that will cater to their time and attendance needs for years. There is no need to hire a person to manage attendance and will not have to worry about cases of fake attendances any longer and thus HR department save the entire business money.

#### **Enhances Punctuality:**

When biometric devices are used by a business, punctuality of the workers can be enhanced which helps to increase productivity since employees are sure to work the number of hours they have been assigned.

#### **Increased Efficiency for Employee Maintenance:**

When it comes to creating a work schedule and extra hours or overtime are available, HR managers can easily run a report to see who is on-time, working late and putting in extra. This will help them know who deserves the extra time for the week. This makes the entire scheduling process much easier and efficient.

#### **Makes Absence Management a Breeze**

When biometric time and attendance clocks are used, be integrated with the company's human resources software, allowing it to be directly linked to payroll. Also, when someone is absent, the software can determine who is not scheduled so someone can easily be called in, reducing the interruption in workflow. Implementing technology, such as a biometric time clock to provide all the benefits here is well-worth the investment. Not only will this minimize money lost of fraudulent time charges, but it will also make workers more productive.

Hence, as part of the "Digital India" Programme of Government of India, several administrative reforms are implemented by the Government post 2014 to make administrative process efficient, transparent and accountable. AEBAS is one of them, which was introduced in the Central Government Offices located in Delhi to monitor punctuality of government officials.

### WHAT IS AEBAS AND WHAT ARE ITS FEATURES?

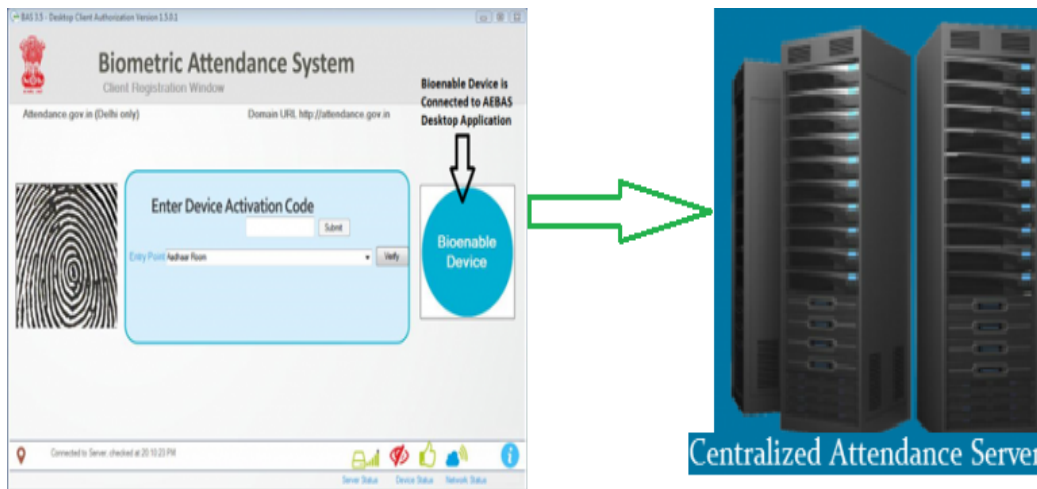
AEBAS stands for Aadhaar Enabled Biometric Attendance System. It is a Biometric Attendance System based on Aadhaar Authentication. AEBAS enables an employee to register attendance by presenting his/her biometric (finger print/IRIS) which will be authenticated online by doing one to one match with the bio-metric stored in the UIDAI data base against the employee's Aadhaar number. AEBAS is an attendance system with real time monitoring. It ensures that the attendance of all the Government employees will be visible in real time on the common attendance portal ensuring transparency and accountability to bring efficiency. Human Resource Managers have found AEBAS advantageous because one cannot mark attendance in backdate and cannot mark someone else's attendance. They can track the one's entrance and exit and hence the number of hours spent in office. Also, employees can mark their attendance from any terminal/device connected to BAS system and location of attendance will also get recorded. This enables the employee to mark his attendance from some other location also within the State/Domain, if deputed for some official work. AEBAS already has comprehensive MIS inbuilt and since it is a solution from Government of India, all the updates to the system will be available to all users. AEBAS is a lightweight system which does not require any special additional hardware or algorithm. It is compatible with multiple platforms (Windows, Android, etc.) and form factors (Laptop, Desktop and Tablets, etc.). Also, AEBAS is self-sustained for small power cuts as it uses tablets at the front end or a USB based finger print device attached to a simple desktop or laptop.

In addition, AEBAS has the following features:

1. Time taken to Record Attendance is as low as 4-5 Seconds on Wi-Fi and 8-11 Seconds on GPRS (SIM) and almost equivalent time on desktop systems.
2. System is tightly integrated with the communication channel of SMS. A user gets SMS's from the systems at various levels like after registration etc.
3. Also, the System has an in-built leave management system wherein an employee can be marked "on leave" so that the system recognizes him / her as on leave and does not send a late attendance SMS.

### HOW AEBAS WORKS?

AEBAS is an Online System where authentication of finger prints is done online, thus presence of Internet Connectivity is mandatory requirement wherever devices are installed. Internet Connectivity from all service providers is supported in AEBAS.



**Fig. 1:** Attendance request originated from the system to a centralized attendance server with fingerprint or iris, User ID and date/time stamp

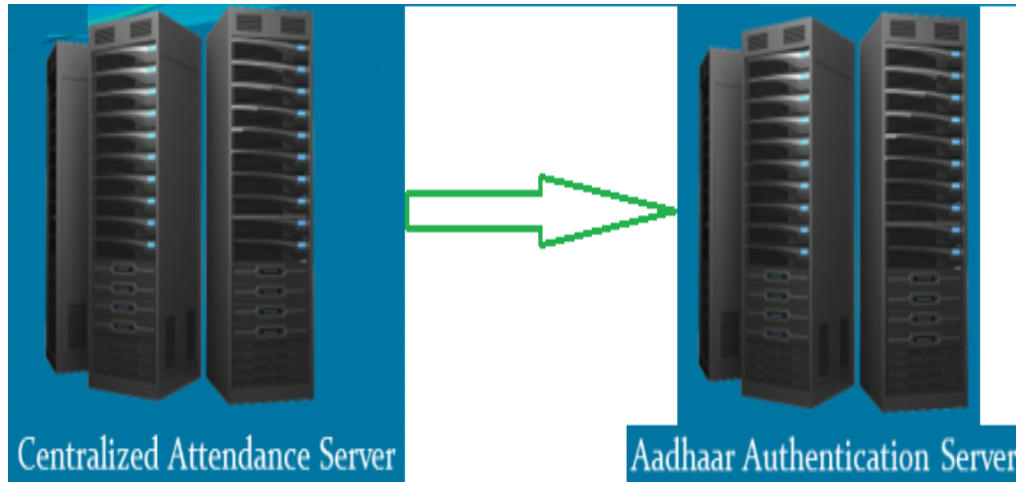


Fig. 2: Aadhar mapped against the ID and fingerprint sent to the Aadhaar Authentication Server

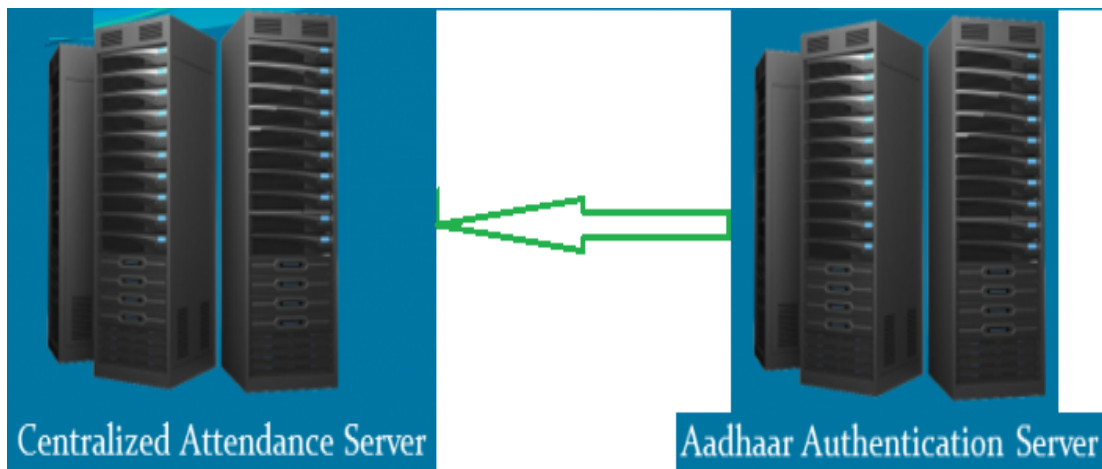


Fig. 3: Authentication response received on the Centralised Attendance Server. On valid authentication, attendance record stored on the server.

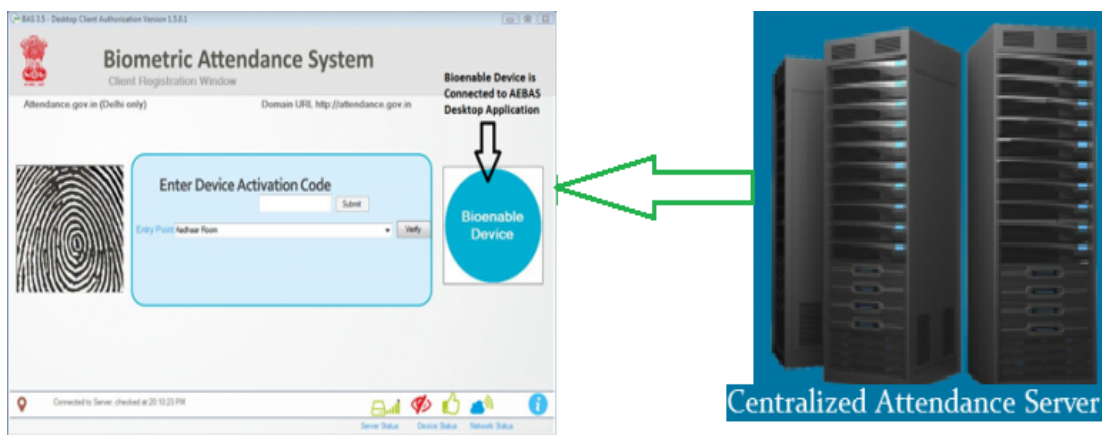


Fig. 4: Client Response from the attendance server (Success/ failed)

### **SOME OF THE ACHIEVEMENTS OUT OF AEBAS**

Jharkhand state has implemented its own AEBAS with effect from the year 2013. Haryana is the first state to start implementation of the national standard AEBAS on a large scale. Teacher absenteeism in government schools in rural areas of Haryana has considerably reduced with the implementation of AEBAS. The implementation of AEBAS in Delhi-based central government offices is seen to have had a significant positive impact on attendance of employees, bringing greater discipline and punctuality.

### **CONCLUSION**

AEBAS provides an accurate non-repudiable record of attendance and has a dashboard with MIS which allows viewing of individual specific record of attendance as well as reports related to attendance of all employees, as may be required.

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