



UHF RFID Human Resource Management

Introduction to System Build

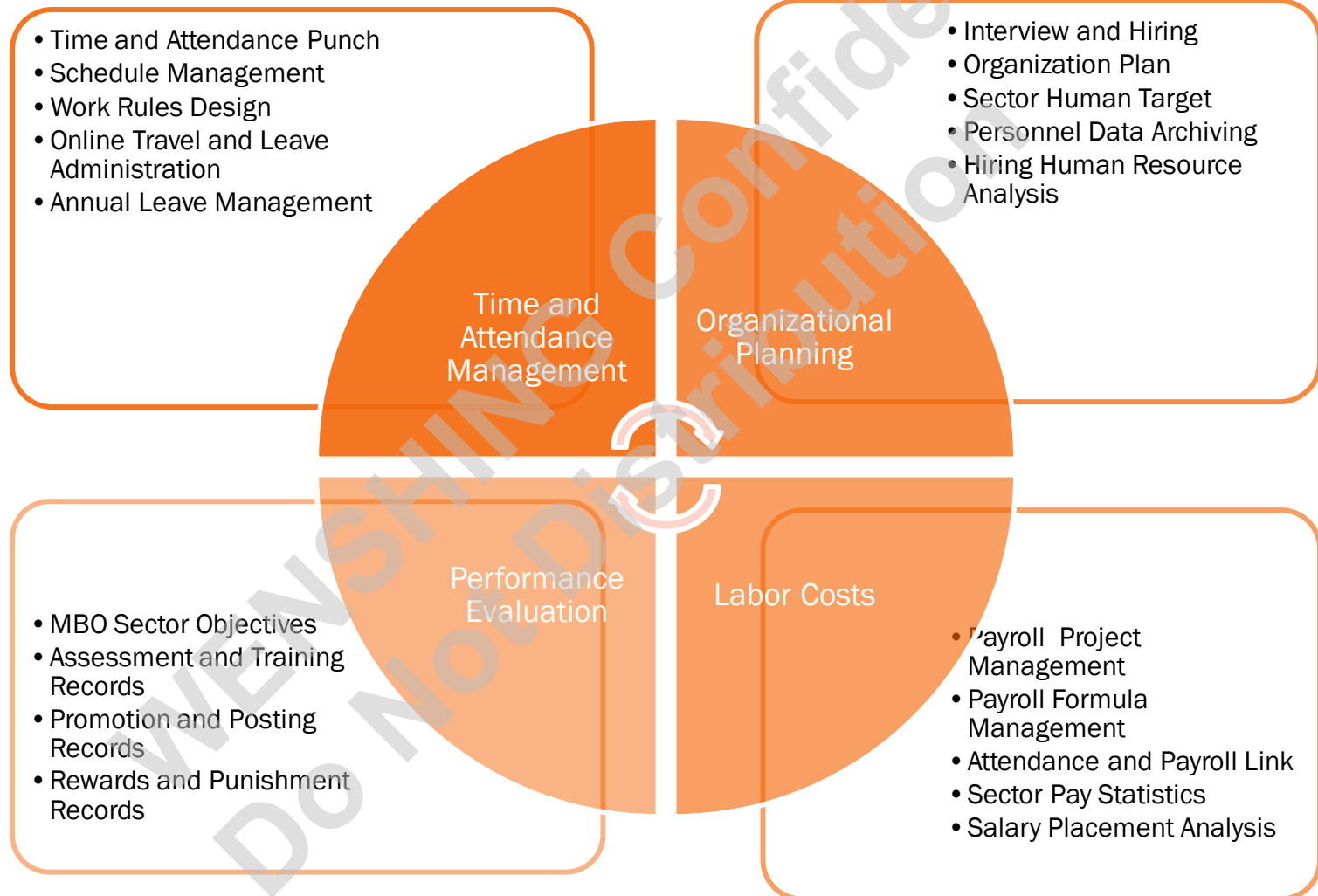


System Overview

A successful and proven suitable for large-scale factory environment human resources system, now is used by more than 150 various types of enterprises and companies in Cambodian region (approximately 250,000 workers) to perform attendance monthly statistics and salaries calculations.



System Flow



System Features

- Uses C # .net language development, fully support UniCode multi-lingual environments, display and print multiple languages simultaneously. Now fully support: Chinese (Traditional, Simple), English, Vietnamese, and Khmer.
- Supports and connects with many different types of attendance card equipment, such as: swiping card machine, fingerprints machine, UHF RFID attendance machine, facial recognition system,... , etc.

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អាសយដ្ឋាន គ.ជ ស.ក អ.ប្រស៊ី ខ.វត្តមាត ភ្នំពេញ (金邊市)

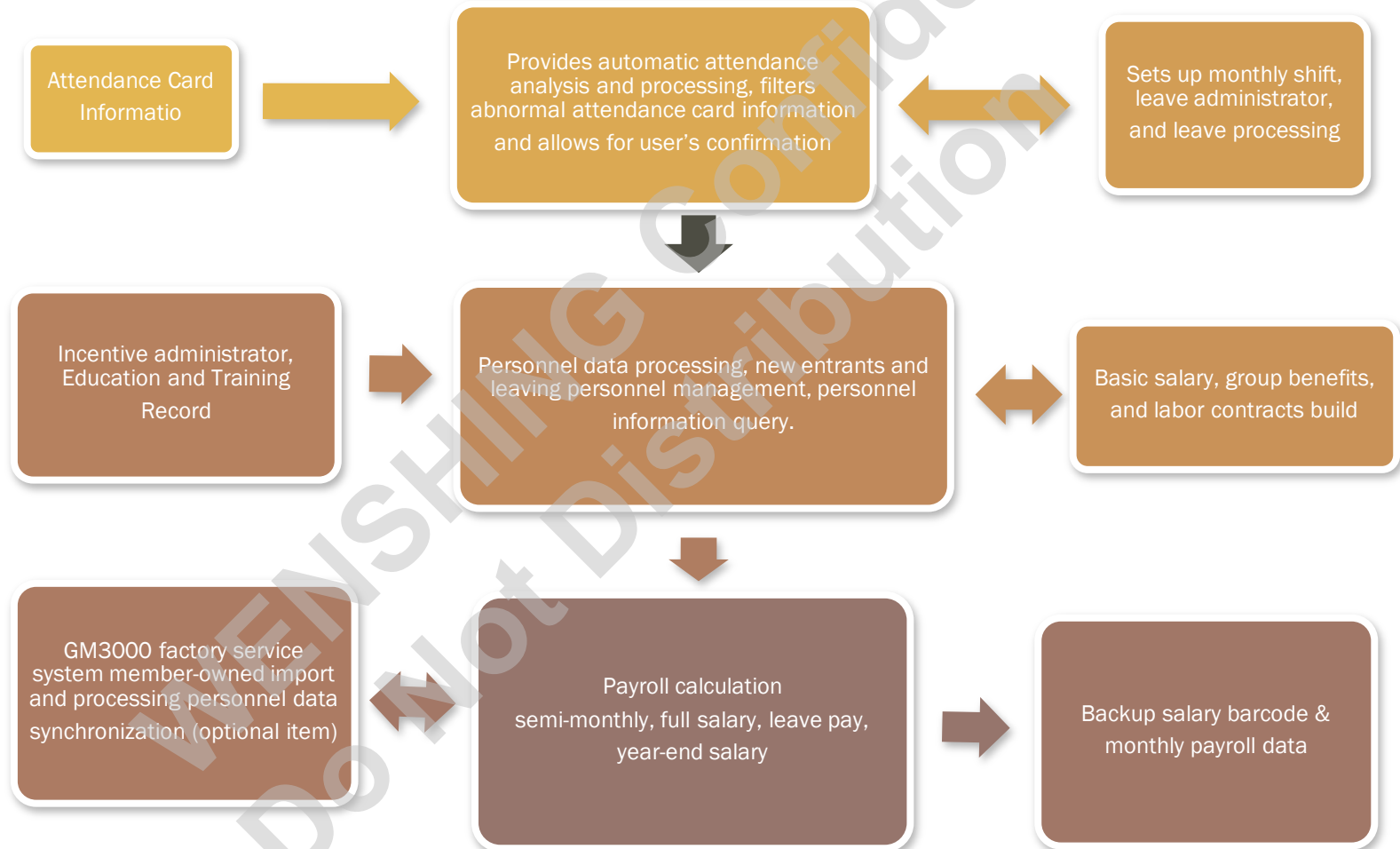
អាសយដ្ឋានបច្ចេកទេស គ.ជ ស.ក អ.ប្រស៊ី ខ.វត្តមាត ភ្នំពេញ

អត្តប្បាថវិកា 010190410 ថ្ងៃសុំវិញចេញ 17/12/2001

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System Data Flow Diagram



Each Subsystem Features

Personnel System

- Personnel basic information can be imported from EXCEL to facilitate transferring existing information into the GP8000 system.
- Automatically generate tree diagram after entering the department information, upgrading is easy and at a glance, department staffing levels can be preset and managed by color code.
- A plurality of spare fields, as may be necessary to make payroll or employee segment attributes, convenience for flexible design of salary formula.

The screenshot displays a web-based personnel management system interface. The main window is titled '人事資料檔' (Personnel Data File). It features a search bar at the top with filters for '人員工號' (Employee ID), '部門工號' (Department ID), '姓名' (Name), and '考勤卡號' (Attendance Card No.). Below the search bar, there are several input fields and dropdown menus for entering employee information. The data shown for the selected employee is as follows:

Field	Value
人員工號	00002
部門工號	A0001
姓名	Lương Thị Mai
出生日期	1971/05/01
住址	Tam Hiep, Biên Hòa
暫住住址	1A/9 Cao Văn Lầu, TP. HCM
身分證	270900363
簽發日期	2001/07/12
簽發地點	Đồng Nai
民族	Hoa
宗教	Khong
職業	Việt Nam
學歷	Yacht nhập khẩu
學期	10/12
ATM 卡號	0023004204
ATM 名稱	SANCOM Bank
ATM 姓名	Lương Thị Mai
ATM 卡號	000339244

On the right side of the form, there are checkboxes for gender (Male/Female), marital status (Married/Unmarried), and various employee types (Regular, Part-time, etc.). A photo of the employee is displayed, along with buttons for '快速上傳' (Quick Upload), '上傳' (Upload), and '快速瀏覽' (Quick View). At the bottom right, there are fields for '勞動合同' (Labor Contract) and '開始日期' (Start Date).

Each Subsystem Features

Attendance System

- Simple operation possessed and flexible scheduling configuration interface, allowing users to set up schedule by annually or by monthly at once. Can adjust schedule at any time.
- Scheduling/transfer shifts can be handled in accordance with the need of the whole company, individual, or departments, it is fast and flexible.
- When workers swipe their attendance cards, the system determines workers' shifts automatically. Workers are not required to press any button on the time clock to avoid errors.
- The system pre-sets a variety of statutory holidays. Annual leave can be set up in accordance with the company' s regulation. When employees request for annual leave, the system automatically determines whether it meets the company' s regulations.
- Maternity leave and attendance data are linked automatically. No need to manually adjust the attendance time.
- Travel and leave request may be executed through a web interface browser, simplify the processing time for leave and travel request / approval.
- Inform the person in charge regarding overtime control and exceeding the rated hours.

Each Subsystem Features

Payroll System

- The logic of payroll calculation is similar to EXCEL, so if a company currently uses EXCEL to do payroll calculation, it can be guaranteed that payroll addition and deduction can be properly set up in the GP8000 program.
- Payroll calculations are based on "pay formula" and "calculation conditions" , can be very flexible to calculate salaries in accordance with sectors, duties, categories ..., can be combined with attendance and incentives information.
- Member-owned or performance based appraisal bonus can be transferred manually, or by EXCEL.
- Sector' s monthly pay and pay barcode can be customized in accordance with company' s traditional format.

Each Subsystem Features

Labor Contract Management

- There are a lot of management and regulations between employers and workers in Southeast Asian countries. If not treated in accordance with the regulations, the employer will be penalized.
- GP8000 provides Vietnam / Cambodia complete labor contract management capabilities. In addition to the contract is automatically generated, the system will automatically alert personnel in accordance with their contract expiration date.
- Expatriate staff work visa, and also provide management information to remind the staff's contract expiration date.

Glinton
STD_LB_01 - Labour Contract List

User:admin
Print Date::2009/03/05 19:31

	WID	DWID	Name	Department	Nature	Joint Date	SEQ_NO	Labour Contract No.	Labour Contract	Date Start	Date End	Ultimate contract
1	00002	A0001	Lương Nhã	Văn Phòng	Nhân viên	2009/01/10	2	HEL000512	HỆ Đ 1 năm	1997/10/03	1998/10/03	False
2	00005	A0002	Đặng Quốc	Văn Phòng	Nhân viên	2008/11/01	2	HEL000513	HỆ Đ 1 năm	2008/12/01	2009/12/01	False
3	00007	A0003	Hà Kim	Văn Phòng	Nhân viên	1999/11/15	4	HEL000091	HỆ Đ vô thời hạn	2004/02/15		True
4	00008	A0006	Bùi Ngọc H	Văn Phòng	Nhân viên	2007/03/01	2	HEL000514	HỆ Đ 1 năm	2008/12/01	2009/12/01	False
5	00010	A0029	Bùi Văn Cồ	Tap vụ	Công nhân	1997/04/07	4	HEL000092	HỆ Đ vô thời hạn	2001/07/07		True
6	00012	A0031	Võ Thị Gái	Tap vụ	Công nhân	1997/07/19	4	HEL000093	HỆ Đ vô thời hạn	2001/10/19		True
7	00013	A0033	Nguyễn Thị	Tap vụ	Công nhân	1995/12/15	4	HEL000094	HỆ Đ vô thời hạn	2000/03/15		True
8	00014	A0032	Lê Thị Đức	Tap vụ	Công nhân	2008/09/01	2	HEL000515	HỆ Đ 1 năm	2008/12/01	2009/12/01	False

Each Subsystem Features

Other Features

- The system can start recording interview information and number of interviews beginning from the employee' s interview. When the employee is hired officially, interview data can be transferred to company' s basic information.
- Can be combined with MBO (management by objectives) concept as employee' s evaluation and appraisal records.
- Detailed records regarding training, transfers, promotion, and salary, etc. can be investigated. Turnover of the information will be entered into [recycling boxes] and are not deleted, reinstatement of employees can choose to recalculate seniority or accumulated last.
- Provide records and management for hostel and staff uniforms and other assets.

Each Subsystem Features

Custom Report Development Mechanism

- Considering the system can fully comply with customer's daily habits and some special rules, except for some screen columns allowing the user to directly select output to EXCEL, we provide customer customized reports service.
- As long as the system with the field combined with various formats of analysis table generated by attendance and payroll, we can provide customers with output reports in a specific format. e.g:
 - Monthly Time and Attendance Summary Table
 - Employee Seniority Analysis Table
 - Sector Overtime Analysis Table
 - Turnover Analysis Table
 - Sector Pay Bill Table

CTY TNHH Vinh Tuyen
12月30日人員年資統計表 Seniority Report

Bộ phận 部門	總人數	6個月內		年資6個月~12月		年資1年~1.5年		年資1.5年~2年		年資2年~2.5年		年資2.5年以上	
		人數	比例	人數	比例	人數	比例	人數	比例	人數	比例	人數	比例
A01	6	1	16.67%	4	66.67%	0	-	1	16.67%	0	-	0	-
Bảo vệ	8	1	12.50%	1	12.50%	1	12.50%	3	37.50%	0	-	2	25.00%
Cân mũ - EA	7	3	42.86%	0	-	1	14.29%	1	14.29%	0	-	2	28.57%
Cân mũ - EB	9	5	55.56%	1	11.11%	0	-	0	-	0	-	3	33.33%
Cơ điện	16	2	12.50%	3	18.75%	0	-	3	18.75%	0	-	8	50.00%
Đề mẫu	19	1	5.26%	5	26.32%	0	-	3	15.79%	2	10.53%	8	42.11%
EP_A	106	32	30.19%	45	42.45%	5	4.72%	5	4.72%	7	6.60%	12	11.32%
EP_B	141	53	37.59%	56	39.72%	15	10.64%	5	3.55%	2	1.42%	10	7.09%
Kiểm phẩm_A	38	8	21.05%	13	34.21%	1	2.63%	3	7.89%	5	13.16%	8	21.05%
Kiểm Phẩm_B	35	5	14.29%	17	48.57%	9	25.71%	1	2.86%	1	2.86%	2	5.71%
KK_EA	4	0	-	2	50.00%	1	25.00%	0	-	1	25.00%	0	-
KK_EB	4	0	-	1	25.00%	0	-	1	25.00%	0	-	2	50.00%
KNI	4	1	25.00%	1	25.00%	0	-	1	25.00%	0	-	1	25.00%

Each Subsystem Features

Site Named APP (Optional Item)

- Support Android phone or tablet, so named have used QR code scanning identification card or click on a photo to perform a field worker named to prevent workers' slip swift behavior after the card is swept.
- If the employee' s card uses UHF ultra high frequency card, he can also use UHF remote scanner to name, more quickly and easily.

QR Code



UHF RFID READER



Each Subsystem Features

Site Named APP Workflow

User log in verification



Choose named department



APP appears selected department employee information and photos



Click on a photo or scan QR personnel reporting for duty

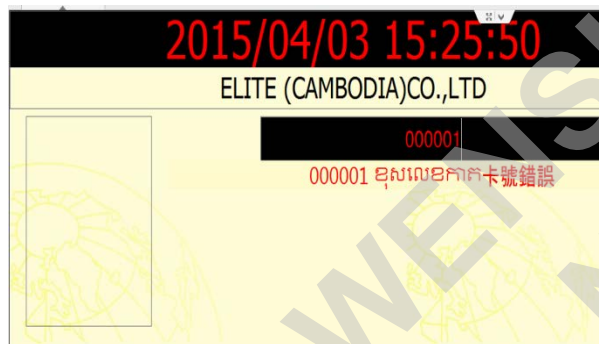


If the worker does not have photo, the system can immediately take photo and upload to then system.



Each Subsystem Features

- Access factory security identification management installed PC screen at security guard and hanging it in a prominent place. When the staff passes, the system automatically scans the employee cards, and also shows the staff photo on the screen to allow the guard to check whether there are illegal persons trying to enter the factory. Displaying photo on the PC screen can deter illegal criminals attempting to enter the factory.
- When illegal workers sweep card (resignation card / not set the blank card), the system immediately notifies security guard for protection.
- If staff does not take card, the system will also show warning lights.



With UHF ultra high frequency ground machine

Other Features

- Long-distance non-contact card, workers moving fast, do not need time-consuming commuting line.
- Automatically determine the workers' "one person, two cards" behavior and triggers an alert in order to avoid workers pinch card for other workers.
- Simple to set up, set fast, the workers do not need to learn.
- Must be compatible with either simple three gates machine or Channel traffic management in order to avoid workers poured into the card swiping area causing miscarriage of justice.



Each Subsystem Features

Other Additional Features

- Motorcycle / bicycle management employee attendance can be set with the motorcycle / bicycle and paste UHF RFID tags, automatic employee identification cards and electronic tags paired at the factory. If the employee does not conform, the system immediately alerts to avoid unauthorized people entering into the plant to steal motorcycle/bicycle, or to avoid workers mistakenly riding wrong motorcycle/bicycle causing unnecessary problems.
- Sensitive Area Management can be set to scan sensitive area and record the number and time of workers present in these regions in order to control workers' behavior.
- Access Management UHF attendance machine can also be set as access control. Door opens automatically for legally authorized persons and closes for illegal workers and records the time and numbers of attempts to enter.

Development of the System Function

Discover attendance payroll and personnel data APP

- Support Android or iOS phone or tablet, allow handheld device directly connecting to the company's GP8000 repository.
- Can be set up in accordance with customer' s demand to perform different types of functions, such as personnel data, time and attendance summary, and payroll summary inquiry.

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Presentation is completed



Thank for your attention and your faithful support!