

eZintegrations™

Oracle Time and Labor Cloud integration with Biometric Systems

Oracle Time and Labor (part of Oracle Cloud HCM) is a comprehensive, accessible, regulated time recording and management system that gives you complete oversight and authority over your most essential resource, your employees. Time and Labor allow for rapid time and absence tracking by using a daily, weekly, or monthly calendar. Full drag and drop capabilities, as well as the ability to input time or absence for a range of dates, are provided as a simple and swift means to enter time into the system.

A biometric device uses technology to identify people based on a person's distinctive face features, fingerprints, signatures, DNA, or iris pattern. Biometric security systems use automated techniques to recognize and then authenticate an individual's identify based on differentiating physiological or behavioral characteristics such as fingerprints, face pictures, iris recognition, and voice recognition.

Challenges

Tracking hours worked and absences is a tough and time-consuming practice that causes a variety of problems for the firm. One of the most important difficulties is the lack of a centralized system for recording all types of time worked and absences, which leads to inefficiencies and a lack of visibility. This makes monitoring employee hours and absences difficult, resulting in payroll and time off balance errors and discrepancies.

Organization also fails to comply with labor rules and collective bargaining agreements, resulting in penalties and adverse publicity. Furthermore, juggling hours worked and absences across various databases is difficult and time-consuming, necessitating manual data entry and authentication, increasing the risk of errors and inaccuracies.

Employee dissatisfaction is also being caused by the lack of a centralized system, particularly when there are errors or anomalies in payroll or time off balances, resulting in poor productivity and attrition.

Data quality is another issue with biometrics. Biometric data is commonly collected in an unstandardized manner, which may result in data conflicts. Another consideration is data security and reliability. Biometric data is extremely sensitive, and any breach or unauthorized access to it can have catastrophic consequences for individuals.



Data Sources- Time Machines

- Biometric Devices
- Online Web Clocks
- Calendar Time Entries
- Mobile Devices- Time Entries

Data Targets – Enterprise Applications

- Oracle Time & Labor Module
- SAP Cloud
- Workdays Cloud
- Infor Cloud
- Other Cloud and On-Premises ERP/HCM Applications

Value Proposition

- Time Collection
- Schedule Availability
- On-Time and Accurate Payments
- Labor Cost

Product Features

- Real time integration between biometric device/-time machines and Oracle Time and labor Cloud.
- Load high volume of Time event data in couple of minutes with high velocity.

Solution

eZintegrations™ offers Time and Labor Integration services using biometric sensors, online web clocks, calendar time inputs, or mobile devices to create automatic weekly or monthly time cards.

Integrate time with time devices as well as other HCM and ERP systems such as Absence Management, Payroll, Project Costing, and Financials to improve time tracking throughout the organization.

eZintegrations™ enables integration between time machines and Oracle Time and Labor cloud or any other HCM and ERP software, both on premises and in the cloud, for organizations that want more automated time registration. Rules may be applied to incoming time events to nearly entirely automate the time registration to payroll process, with the Manager dealing with any deviations to predicted working times.

- Schedule time event load service frequency as hourly, daily, monthly and quarterly as per your preference.
- Capability to have Full Time event load and incremental load from Biometric devices.
- Featured to work with variable workday overtime
- Designed to provide shift differential and various working shift time periods
- Manage check-in and check-out scenarios efficiently
- Manage absence management, late check-in and late check-out
- Handles biometric device fault tolerance and errors.



CONTACT US

For more information about Bizdata Appliance,
visit www.bizdata360.com or
call +1-650-283-1644 to speak to an Bizdata representative.

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