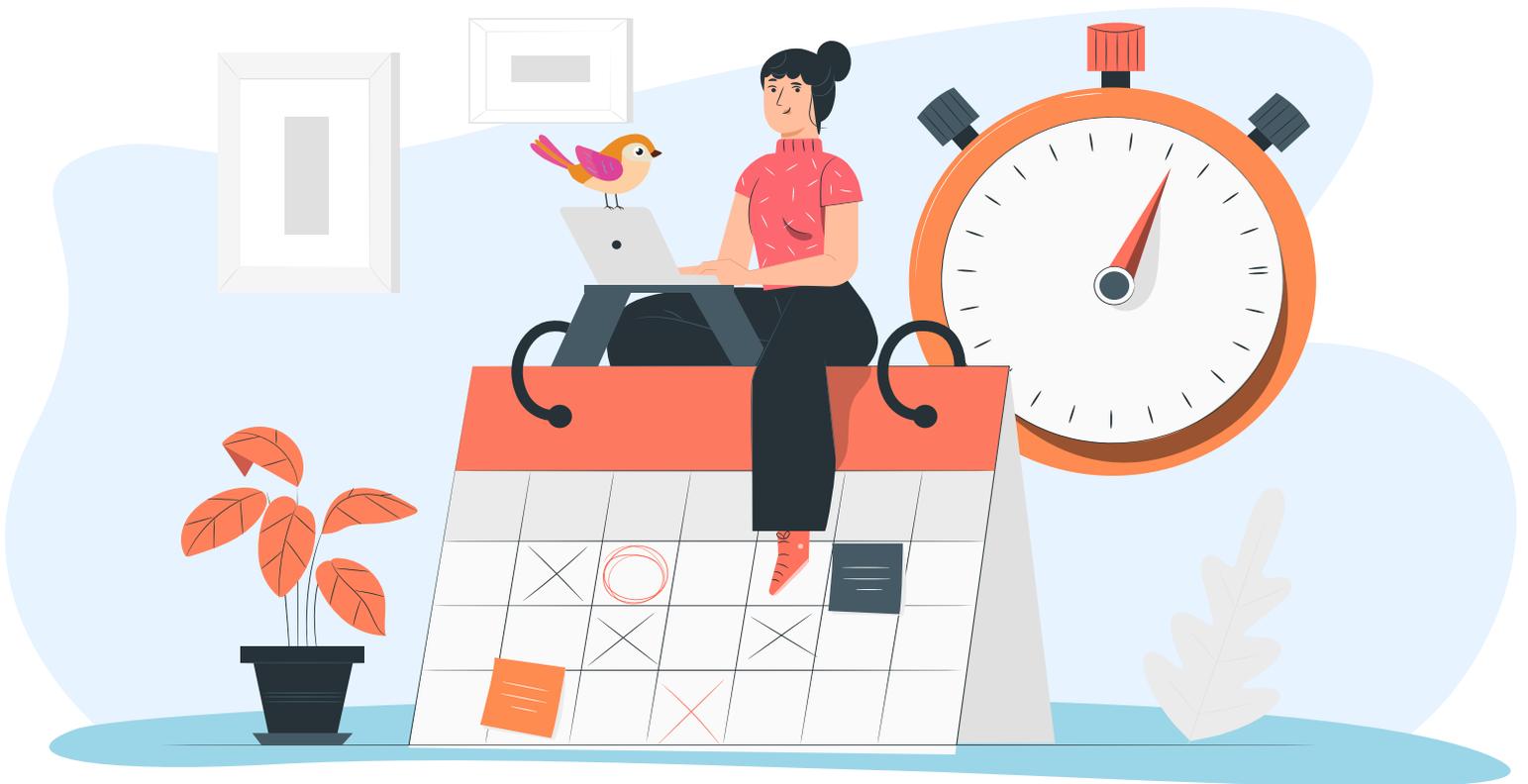




Global Timekeeping: Leave, Attendance, & Biometric Clocks

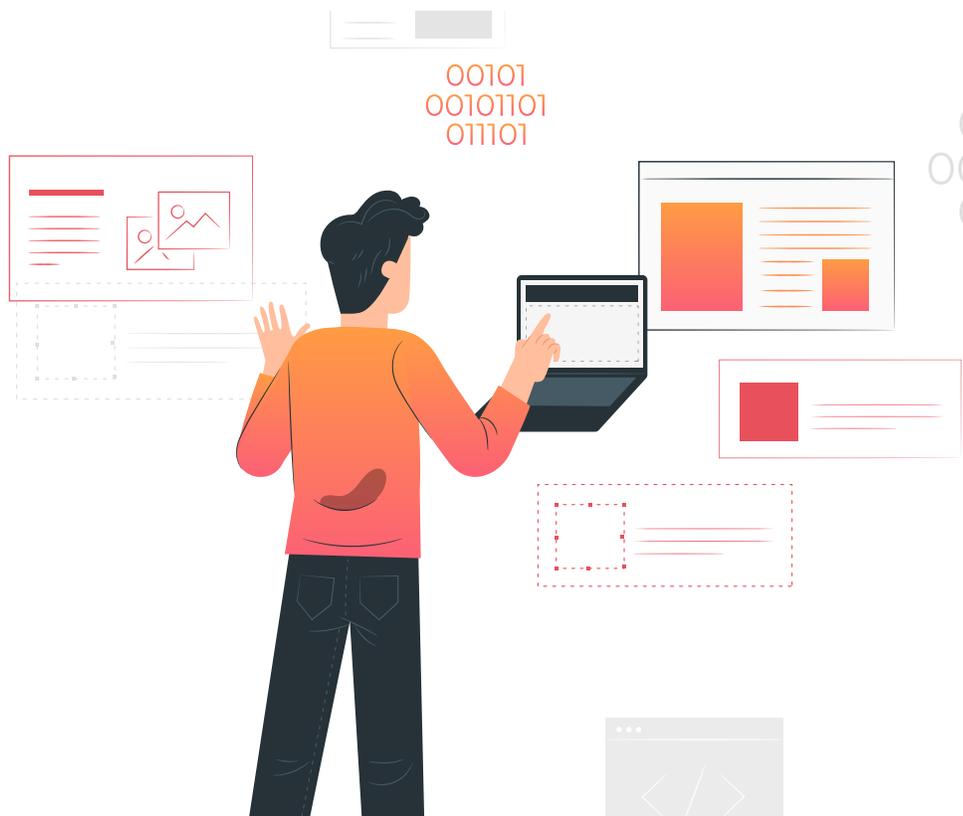


As work-from-anywhere trends take hold globally, punching a time clock is no longer feasible for employees not working in a centralized area, or those working from home. HR leaders need new ways to manage attendance and leave for these remote employees across country boundaries. How do employees access this system from their location? And in which language will their timecard appear?

Improving HCM Data Management

Having software available for both on-site and virtual use solves many connectivity issues for workers around the globe. Management can view the data in real time to maximize productivity and reduce costly overtime payments.

It's also important to note that some countries even require salaried employees to keep track of their time. For example, the highest court in the European Union ruled that all employers must track their employees' working hours. This was the result of more lax timekeeping laws and underpaying employees for overtime. This means that companies now have a legal obligation to provide a compliant, reliable and accessible system for measuring daily working time.



Compliance

The European Court of Justice has recently ruled that all companies operating in the EU must set up a system that tracks and records an employee's daily work time. However, compliance varies from country to country when it comes to attendance, leave, and data privacy.

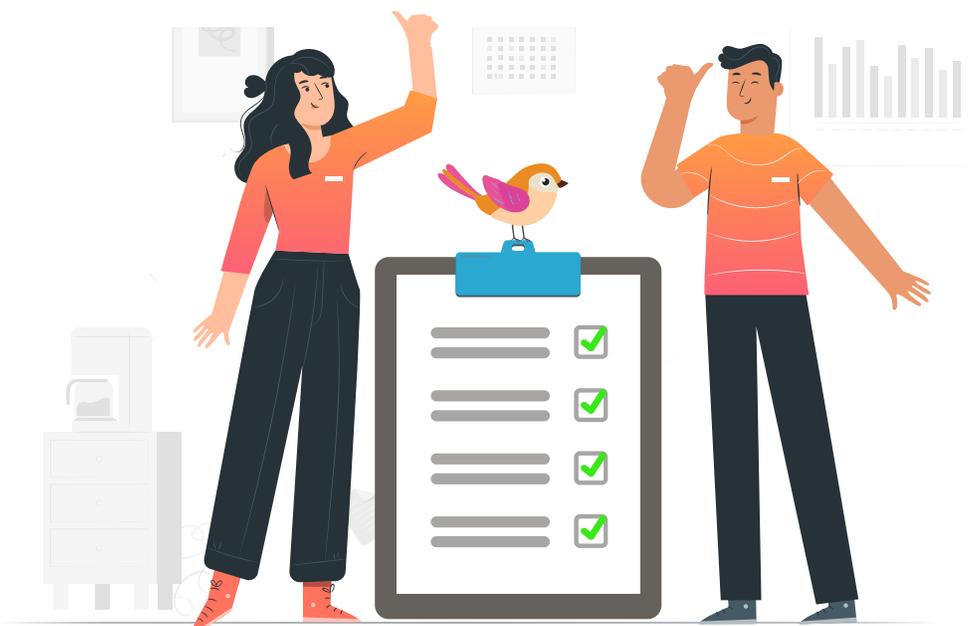
Having a system that is connected and compliant in labor, pay, and time requirements in all countries of operation is vital. Using a single platform can make HR easier, while optimizing productivity and cost.

Simple Solutions

A Human Capital Management (HCM) system specializing in a global workforce can provide an easy solution for managing timekeeping, leave, and attendance right out-of-the gate.

Mihi is an HCM system that is built to manage such a workforce while ensuring compliance with employment and payroll laws, and data privacy regulations such as GDPR, in over 170 countries, and offers 15 languages. It also has customizable workflows to keep you compliant with statutory and company policies while giving employees an easy self-service portal.

Mihi integrates with other systems such as payroll, ERP, applicant tracking and more. This allows companies to keep track, avoid penalties and fines, and stay efficient with their HR needs.



Biometric Clocks

For companies that record employee time and attendance with physical time clocks, using fingerprint scanning technology improves clock-in accuracy, increases security of employee information, and eliminates employees from clocking in a friend. Cloud-based systems upload automated records in real-time, expediting payroll and improving accuracy.

Mihi offers a fingerprint scanning biometric clock integrated with Mihi's revolutionary software. Additionally, Mihi's integrations with external ERPs and payroll systems ensure data is moved to payroll and benefits systems timely and accurately.



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