



Client Case Study : Durus Consulting Pvt LTD **Transforming End-to-End HR Operations with ASC HRMS** **& Biometric Integration**

I. Client Overview

Durus Consulting is a growing professional services firm with a diverse workforce operating across multiple roles. Their HR department faced challenges related to attendance management, time tracking, and payroll due to manual processes and unconnected biometric device.

II. Business Challenges

Before implementing ASC HRMS, Durus Consulting experienced:

- **Fragmented attendance data** from biometric devices.
- **High manual workload** for HR in consolidating and verifying attendance.
- **Inconsistent time-tracking** due to delayed or missing data sync.
- **Payroll delays** caused by inaccurate or incomplete attendance inputs.
- **Limited transparency** for employees regarding attendance, shifts, and leaves.

III. ASC HRMS Solution

ASC HRMS delivered a fully automated, end-to-end HR solution with seamless biometric integration, addressing every part of Durus Consulting's HR workflow.

1. Centralized Biometric Integration

- Connected biometric devices with ASC HRMS Application.
- Enabled real-time attendance sync.
- Removed dependence on manual consolidation or spreadsheets.

2. Smart Attendance Processing

- Automated calculation of in/out time, working hours, overtime, late marks, and early exits.
- Configured attendance rules as per Durus Consulting's policies.
- Enabled exception reports for missing punches and discrepancies.

3. Leave & Shift Management

- Mobile leave application and approval workflow.
- Real-time leave balance and shift visibility.
- Automatic roster and shift assignment.

4. Automated Payroll Processing

- Salary processed directly from accurate attendance data.
- Auto-calculation of earnings, deductions, PF/ESI, and statutory components.
- Instant salary register and payslip generation.

5. Employee Self-Service (ESS)

- Mobile app for employees to view attendance, payslips, leave balance, and notifications.
- Enhanced transparency and minimized HR queries.

IV. Client Impact

After implementing ASC HRMS, Durus Consulting saw significant improvements:

- **99% reduction in manual HR work**
- **100% accurate attendance data** through centralized biometric sync
- **Payroll time reduced from 3 days to under 2 hours**
- **Better compliance, audit readiness, and reporting**
- **Increased employee satisfaction** through ESS transparency

★ Client Testimonial

"Our overall experience with ASCHRMS is good. The Attendance and Leave management features have been especially beneficial for our organization. We strongly recommend ASCHRMS for your business."

– **Joshuva Anbuselvan**

Assistant Manager Human Resources @ Durus Consulting Pvt LTD

V. Conclusion

With ASC HRMS, Durus Consulting achieved complete HR digitalization—from attendance to payroll. Automated workflows, accurate data, and zero manual errors empowered their HR team to focus on strategic growth instead of repetitive administrative tasks.