

IMPACT OF BIOMETRIC TIME KEEPING SYSTEM ON EMPLOYEE MOTIVATION WITH SPECIAL REFERENCE TO BOSCH, NASHIK

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1.1 Introduction

Biometry refers to metrics related to human feature. Biometrics is used in computer science as a variety of identification and admittance dominance. It is also used to identify person in groups that are under surveillance. Biometric identifier are the distinctive, measurable device characteristic used to label and describe individuals Biometric identifier are often categorized as physiological versus behavioral characteristics. Physiological characteristics are related to the shape of the substance . Example include, but are not limited to fingerprint, thenar vena, face credit , DNA, palm print, hand geometry, iris acknowledgment , retina and olfactory perception /scent . Behavioural characteristics are related to the traffic pattern of behaviour of a soul , including but not limited to typing calendar method , gait, and vox . Some researcher have coined the term behaviometrics to describe the latter course of study of biometrics

1.2 History of biometrics

An early cataloging of fingerprint dates binding to 1891 when Juan Vucetich started a collection of fingermark of criminals in Argentina. The History of Fingerprints. Josh Ellenbogen and Nitzan Lebovic argued that Biometrics is originated in the identificatory systems of criminal activity developed by Alphonse Bertillon (1853-1914) and developed by Francis Sir Francis Galton's possibility of fingerprints and physiognomy. According to Lebovic, Galton's work "led to the application of mathematical framework to fingerprints, phrenology, and facial characteristics," as part of "absolute identification" and "a tonality to both inclusion and expulsion " of universe . Accordingly, "the biometric system is the absolute political weapon system of our geological era" and a form of "soft dominance." The theorizer Saint David Lyons showed that during the past two decades biometric systems have

penetrated the civilian marketplace, and blurred the lines between governmental forms of control and buck private corporate control. Grace Patricia Kelly A. Gates identified 9/11 as the turning point for the cultural language of our present: "in the language of cultural studies, the aftermath of 9/11 was a moment of articulation, where objects or events that have no necessary connection come together and a new discourse formation is established: automated facial recognition as a homeland security technology." Kelly A. Gates, *Our Biometric Future: Facial Recognition Technology and the Culture of Surveillance* (New York, 2011), 100.

2.1 About the company

BOSCH Group is the world's largest independent manufacturer of automotive equipment. The name, Robert Bosch is closely associated with the automobile. But today, Bosch is not only name for automotive equipment but also for whole range of product areas, for private and public communications, as well as for radio technology, packing machinery, industrial equipments, traffic control engineering, household equipments, power tools, hydraulics and pneumatics etc.

2.2 ABOUT BOSCH Group

THE BOSCH Group is a leading global supplier of engineering and Robert William Service s. In the areas of Automotive Applied science, Industrial Engineering, Consumer Goods & building Technology, some 281,000 comrade generated sales of 45 billion Euro in fiscal 2008. The BOSCH Group comprises of Henry M. Robert Bosch Gmbh and its more than 300 subsidiaries and regional ship's company in over sixty countries. If its sale and services partners are included, then BOSCH is represented in roughly 150 countries. This worldwide growth, manufacturing and sales meshwork is the substructure for further increase. Each year, Bosch spends more than three billion Euros for research and development and applies for over 3000 patent of invention worldwide. With all its intersection and service, Bosch enhances the quality of life sentence by providing solutions which are both innovative and beneficial.

2.3 GLOBAL HR STRATEGY

THE globally HR strategy pays pays special attention to competence direction & filling up of executive position in growth regions. There are special entry political platform to attract qualified university graduates & applier with professional person experience. These programmes have been successfully launched in Hungry, Russia, china& The States.

At Bosch, a three-pronged for human Resources Development is followed

1. Train & retain existing employees towards meeting challenges arising from development or up gradation of technology.
2. Train & develop the younger generation of apprentices/ Engineers who are the future skilled technicians and managers.
3. Involve human resources through employee involvement schemes like lernstatt, CIP, SPC, DO it right, Training programmes etc.

3. OBJECTIVE OF THE PRESENT WORK

This research is done with the following major objective:

1. The main aim is to study the Impact of Biometric Time keeping system on employee motivation
2. To find techniques to motivate employees.
3. To understand real time conditions.

4. SCOPE OF THE STUDY

1. The research work is restricted to Bosch, Nashik only.
2. The research includes responses only from subordinates.

5. LIMITATIONS OF THE STUDY

1. Study is restricted to Bosch, Nashik only and not much more than this.
2. The study is limited to responses only from subordinates.\

6. WORK PLAN AND METHODOLOGY

6.1. RESEARCH DESIGN

Research design is a plan, structure, strategy of investigation conceived so as to obtain answers to research question and control variance.Exploratory Research is used for data collection.

6.2 DATA SOURCE

There are two types of data sources used:

6.2.1 PRIMARY DATA

"Primary Data is a data which is collect at first time and not collected from any of the existing data" The primary data would be collected from all possible respondents in Nashik District through survey method.

6.2.2 SECONDARY DATA

"Secondary data may be defined as data that has been collected from some pre-collected sources of data for some purpose other than the purpose of the present study". The secondary data collected through available journals, reports of committees, companies etc.

6.2.3 SAMPLE DESIGN

The researcher has taken the sample size of 50 which contains Managerial staff, Operation staff and contract labours.

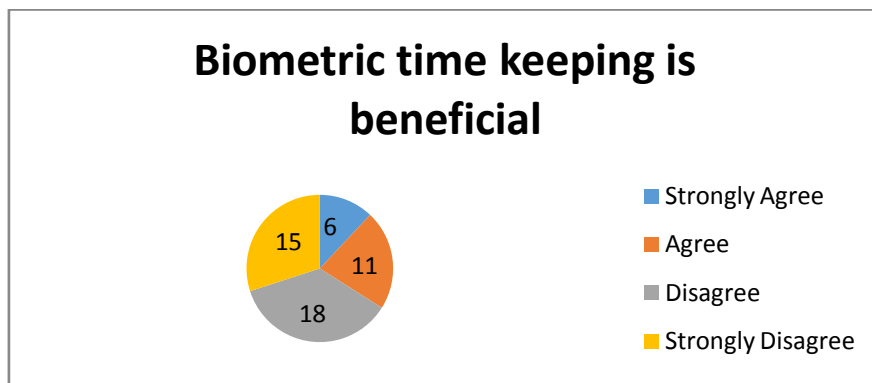
The respondents are contacted personally and questionnaires are filled by one to one interaction. The data representation technique is Percent Method.

7. DATA COLLECTION & DATA ANALYSIS

The data obtained after interviewing the samples i.e. respondents. It is clearly tabulated along with the number of respondents. Tabular data is graphically represented and analyzed.

1. Do you think the Biometric time keeping is beneficial?

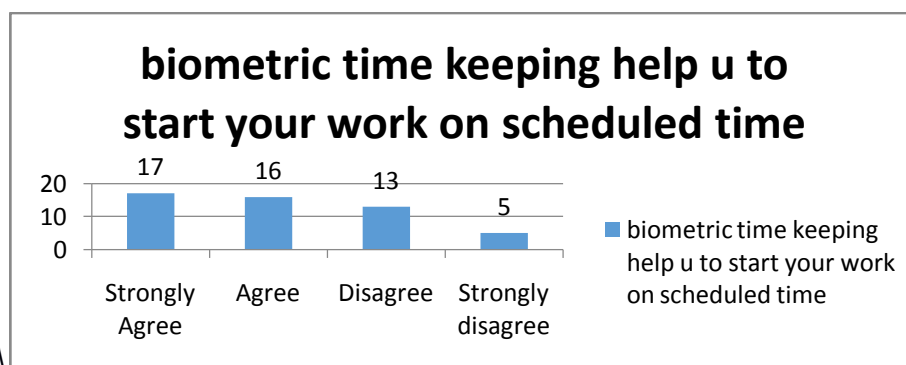
Strongly Agree	Agree	Disagree	Strongly Disagree
6	11	18	15



Interpretation- above graph states that majority of employee i.e. 29 respondents, thinks that biometric attendance is not that much beneficial.

2. Does biometric time keeping help u to start your work on scheduled time?

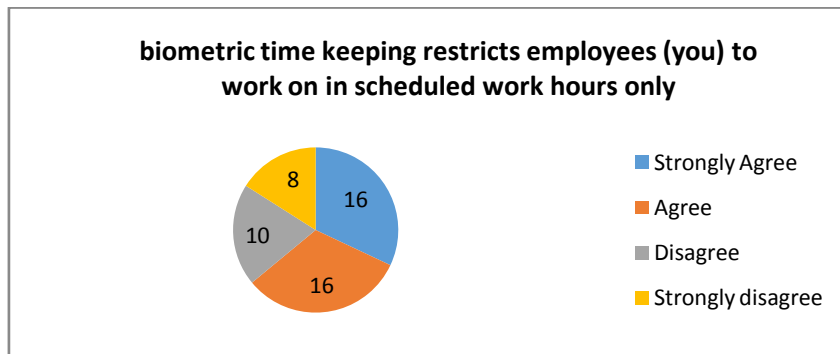
Strongly Agree	Agree	Disagree	Strongly Disagree
17	16	13	5



Interpretation- Above graph states that 33 out of 50 agreed to the thing that biometric helps them to start work on scheduled time.

3. Do you think that biometric time keeping restricts employees (you) to work on in scheduled work hours only?

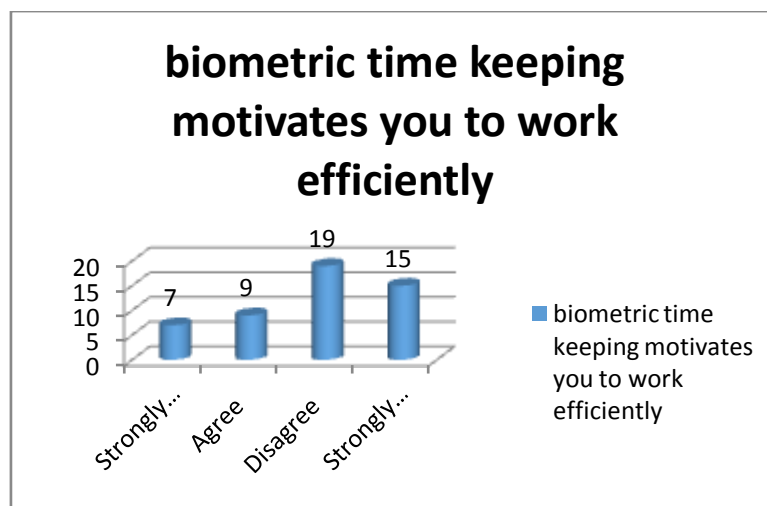
Strongly Agree	Agree	Disagree	Strongly Disagree
16	16	10	8



Interpretation- Above graph states that, 32 out of 50 thinks that, the biometric restrict them to work in scheduled work hours only which mostly includes contract labours.

4. Does biometric time keeping motivates you to work efficiently?

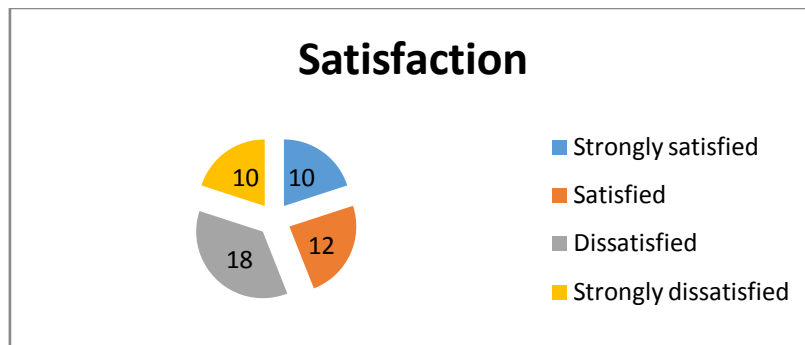
Strongly Agree	Agree	Disagree	Strongly Disagree
7	9	19	15



Interpretation- Above graph states that, 34 out of 50 thinks that biometric does not motivate them to work efficiently.

Are you satisfied with current biometric late mark system?

Strongly satisfied	satisfied	Dissatisfied	Strongly Dissatisfied
10	12	18	10



Interpretaion-Above graph States that, 28 out of 50 subordinates are not satisfied with current biometric system.

8. CONCLUSIONS:

Thus, from the data available of 50 subordinates, after the analysis, it was found that 58 % subordinates disagree that Biometric time keeping is beneficial and also 66 % of subordinates thinks that biometric time keeping helps employees to start your work on scheduled time. It was also observed that, 64 % of subordinates thinks that biometric time keeping restricts employees to work on in scheduled work hours. Also, 68% of subordinates thinks that biometric time keeping does not motivate employees to work efficiently. Additionally, it was evident that 56 % employees are dissatisfied with current biometric late mark system.

Thus from the above research, after the analysis, it can be concluded that subordinates disagree that Biometric time keeping is beneficial but it can be said that biometric time keeping helps employees to start your work on scheduled time. Also biometric time keeping restricts employees to work on in scheduled work hours. Biometric time keeping does not motivate employees to work efficiently. Additionally it was evident that employees are dissatisfied with current biometric late mark system for which flexible timing systems can be adopted in the organization to motivate employees to work.

9. RECOMMENDATION:

- 1) Biometric time keeping does not motivate employees to work efficiently and hence can lead to boredom, dissatisfaction and lack of enthusiasm to work.

- 2) Since it was found that employees are dissatisfied with current biometric late mark system, it can be recommended that flexible timing systems can be adopted in the organization to motivate employees to work.
- 3) Biometric time keeping restricts employees (you) to work on in scheduled work hours only and hence an awareness program should be conducted for the subordinates to work efficiently without considering the time frame.

10. Preferences

BOOKS-

C.R.Kothari, Research Methodogy.

Websites

<https://en.wikipedia.org/wiki/Biometrics>

http://www.bosch.com/en/com/career/why_bosch/more-than-a-job.html