



# The DATA CAPTURE Report

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## Special SCAN: The DATA CAPTURE Report Reprint

### Employees...A Company's Best Assets

Call this a "topic revisited," but one that warrants a reminder from time to time: "Employees are a company's best assets." And as such, it is important to not only track these assets, but to also make their work-life easier for them when it comes to employee management issues. Enter **Accu-Time Systems (ATS)**.

Peter DiMaria is president and CEO of ATS and a recognized veteran in the AIDC industry. Over the years, he has often provided keen insight into the employee management market. In a recent conversation, DiMaria told *SCAN/DCR*, "Employee management is more relevant today than ever before. There are many reasons why. Most of us in the industry have harped on how time and attendance systems can reduce 'buddy punching,' the process whereby one employee punches another employee's time card. Employees do this when a friend/co-worker is running late, so the friend doesn't have his wages docked. But, buddy punching is certainly not the only concern we deal with today.

"In a full-fledged system, we incorporate payroll, human resources, compliance [government or possibly union], employee benefits, and attendance into one package. Just as we see elsewhere, technologies are converging. If this weren't so, how do you explain the popularity of ERP systems?"

#### **Multi-functional devices**

Continuing, DiMaria said that the trend in the ATS

market is toward multifunctional devices. "We have several tools for handling employee management

issues," said DiMaria. "Our new Optimus™ device offers a host of services related to human resources. On the outside, there is a large, easy-to-read display and familiar ATM-style interface. On the inside, the functionality goes far beyond old-fashioned time and attendance and payroll terminals. The Optimus Station is a full-service/self-service terminal that allows for both the input and output of information to help HR professionals manage their business. This enables employees to check on things like their remaining vacation,

overtime for the past week, years of service, the balance on their 401K, etc. And, they can do all this in a secure environment without interrupting HR employees."



*Peter DiMaria,  
president/CEO,  
Accu-Time Systems.*

When we searched the ATS Web site, we found that the Optimus offers a powerful processor and open programming, so UCS or JAVA development is easy to deploy. The biometric option protects employees' personal information.

#### **Biometric ID**

ATS offers both fingerprint and finger geometry to its clients. Because of the "Big Brother" issues often associated with this technology, we asked DiMaria if he is seeing a change with respect to acceptance of the technology. "Absolutely," he replied. "And the

change is definitely for the better. People are seeing biometric ID being used everyday for handheld computers, airports, door locks, etc. It has become a mainstream technology. At least 50% of our sales involve a device that incorporates biometric ID, and that number is growing.

"We are also seeing a whole new generation of tech-minded individuals coming into the job market. These young people have grown up playing video games and working on computers. They are very savvy when it comes to technology and gadgets. And, they don't have the Big Brother mentality ingrained in them."

Continuing, DiMaria said technologies, such as cell phones, digital photography, and ATM machines, have helped all of us become more tolerant of biometric ID and self-service applications. "We offer kiosk-styled terminals to enable employees to serve themselves when it comes to HR issues," said DiMaria. "Workers like the technology. But, to access their personal info, they must have some type of system to verify who they are before logging into the system. Most of these people have been so inundated by stories of ID theft, that they are more than willing to use fingerprint or finger geometry to safeguard their personal information."

### **Global expansion**

When ATS acquired **Accu-Tech Systems**, it was a chance for the company to set up roots in the UK. DiMaria said ATS is now looking at a facility in the Netherlands. When asked how the European market is different from that of the United States, he told *SCAN/DCR*, "The U.S. market is fairly standard, governed by universal federal regulations. Sometimes there are compliance issues associated with unions, but HR reporting is pretty much the same."

"Europe is very fragmented. There are different countries, cultures, languages, and government regulations. The governments themselves are based on different forms of ruling systems. So, of course things are more difficult across the Atlantic. RoHS (the restriction of the use of certain hazardous substances in electrical and electronic equipment), which is now taking place in the United States, got its start in Europe. Europe is much more challenging."

### **Strong growth**

DiMaria said ATS is seeing 12-15% market growth. Average growth for hardware sales is 6-10%—30% for software. When asked what could accelerate sales, DiMaria replied, "We need some universal standards in the biometric ID sector." He added, "It also helps to work with partners who might have a common interest in a particular niche. We are always looking for new partners who are willing to combine technologies."

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