

PHYSICAL ACCESS CONTROL AND IDENTITY MANAGEMENT



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HR  EW



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KEYPOINTS

- The uniqueness of HRView lies in it being a pan-organization access control and time attendance management solution. It runs in geographically-spread offices of transnational organizations synchronizing their processes.
- HRView is the all-in-one web interface that encompasses various Access360 add-on modules such as Vehicle Access Management(VAM), Cafeteria Management (SmartChoice), Visitor Management (ezVISIT), Smart Card Printing – Encoding - Biometric Template Enrollment (Smart Issuance) and Elevator Access Management(ELEVATE)

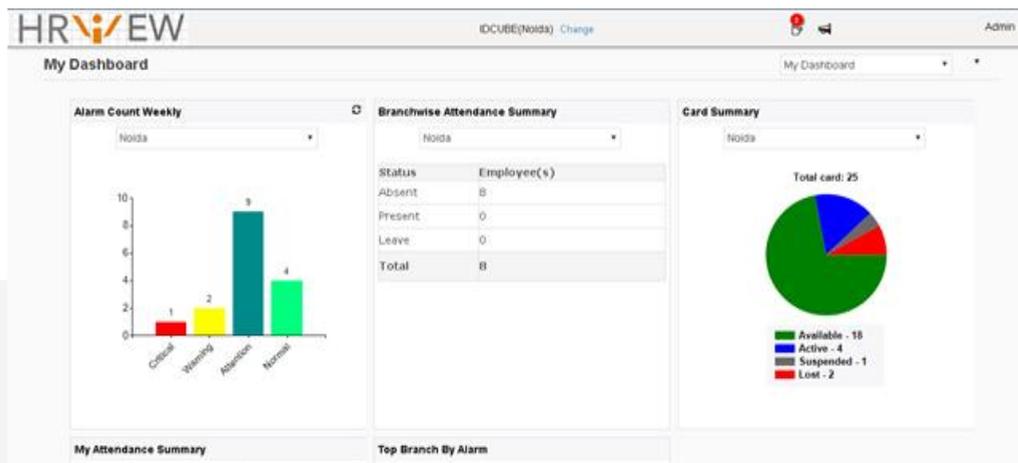


Figure 1. HRView DASHBOARD

- The application has been developed using Service Oriented Architecture (SOA) for easy customizability and integrability.
- HRView's SOA architecture simplifies integration process with various third party IT systems such as ERP, HRMS, payroll and Active Directory, thus enabling an organization towards achieving convergence.
- Built on IDCUBE's ISO 9001 and ISO 27001 certified processes
- Assists in achieving audit and compliance automation
- SSL & cloud enabled application
- Offers direct compatibility with a wide spectrum of world renowned brands such as HID (Vertx & Edge), Morpho, Invixium, Viridi & Suprema
- Hassle-free manageability and extensibility

PHYSICAL ACCESS MANAGEMENT

HRView is a cloud-enabled access control software with intelligent Edge architecture. It includes access rules that mirror pan-organizational access control configurations and detailed reports. The feature assists security admin in managing and monitoring the physical access of both core and temporary staff, operating in complex shifts. It's a right blend of various aspects of security by combining access control with visitor management, elevator management and many more integrated add-ons for a versatile security system.

USER MANAGEMENT

- An integrated & all inclusive user profile interface allows an administrator to link employee details with access groups, T&A shift rosters and privileges
- Custom field feature provides a user to capture additional information about an employee. Custom fields can be configured as a drop down list, text field, numeric field, date field and check box. The fields can be made compulsory, optional and/or unique.
- A comprehensive employee search interface for a quick reference and edit
- Bulk assignment tabs simplify administration by assigning access groups and T&A shift rosters to a selected group of employees
- Option to import employee or contractor profiles in bulk from an excel sheet

VISITINGEMPLOYEEACCESS

Enables the admin of a branch to provide access to a visiting employee from another branch. Another similar feature called "Shared access group" allows admins of different branches to provide access rights to their employees of the branch that they are visiting.

CREDENTIALMANAGEMENT

- Import credentials in bulk to generate available credential inventory
- Segregate credentials based on owner type into different categories like employee, visitor, vehicle and asset
- Provision to assign credentials in bulk
- Provision to assign multiple credentials to an employee
- Supports multi-factor authentication for card & PIN readers in any combination (Card only, Card & PIN, PIN only, Card or PIN)
- Supports multi factor authentication for biometric readers (Finger only, Finger & Card, Card only, Finger or Card)
- Provides actionable & comprehensive insights into the credential usage patterns
- Provides complete visibility of all the company owned credentials and their current state
- Intuitive & exhaustive credential search interface for a quick edit

ISPOT

Enables users of a profile such as receptionist or HR to trace an employee based on his/her last transaction

ACCESS CONTROL

- Configure multiple *access groups*. The Access Group is a combination of various access parameters such as working day/holiday, time codes, reader groups, elevator groups and more
- Assigns access groups (up to 8 access groups per facility/branch/business-unit) to a set of users to enable them to access the defined areas & elevators during the specified time period.
- For higher security in critical areas, it supports *multi-man access rule*. The feature facilitates that more than one user is present before being able to access high-security areas.
- Supports localized and *global Anti-pass-back scenarios* to deter tailgating. The feature mandates a user to flash access cards at each access point; bypassing any access point, deactivates the access rights of the user.
- Door interlocking: The feature controls locking/unlocking of two or more than two doors in such a way that there is always at least one locked door between the inner and outer area
- Offers multi-factor authentication (any combination of access card, PIN & Biometrics) by interfacing with a wide range of biometric devices (Morpho, Invixium, Viridi & Suprema) and

technologies (fingerprint, finger-vein, iris, face etc.)

- Mobile Credential feature eliminates the need to carry an access card. The credential can be loaded on to the employee's mobile, to be flashed onto the reader to gain access.

SMARTCARDKEYMANAGEMENT

IDCUBE's Smart Card Key Management is an ideal solution for an organization to secure their ID cards from cloning and information tampering, using open global standards for both RF interface and cryptographic algorithms. The solution allows an organization to own and manage its cryptographic keys instead of using the proprietary keys of a reader manufacturer.

The application is equipped with a built-in configuration wizard, allowing a straightforward approach to the complex task of generation of keys, defining application areas, configuring readers and encoding of smart cards.

TIME & ATTENDANCE

HRView is a comprehensive time and attendance management software. It integrates across various kinds of RFID card, PIN, magnetic stripe and biometric (fingerprint, Iris, palm and others) readers and credentials. Business rules pertaining to shift management, attendance regularization & reader management are easily configured. The application assists in processing of payroll, overtime, incentives and more

ATTENDANCE REGULARIZATION

- An organization's workforce need not always work from designated offices. This is particularly true for sales personnel, contractual staff, project teams, freelancers and others who are working from home. HRView accommodates all these employees and scenarios. An employee may login to a web portal or a mobile app to register attendance login, logout or leave regularization request.
- The HRView further manages approval workflows for working hours and leave regularization requests.
- The mobile app further facilitates geo-tagging of employees' physical location at the time of marking of attendance

READER MANAGEMENT

Certain businesses such as manufacturing needs to strictly monitor their attendance capturing processes. Usually, the entrance and exit are separate in such industries and the employees need to flash their cards every time they enter or exit. On the other hand, IT, BPO, Pharmaceutical, Telecom companies have common set of readers for marking entry and exit. Here the attendance login-logouts are marked in an alternate sequence. Certain organizations allow flexible work schedules and prefer to capture attendance from access control readers itself. HRView's attendance management system implemented worldwide is flexible enough to cater to any attendance capturing and work shift needs via its highly adaptable platform.

SHIFT MANAGEMENT

In today's globalized work environment, time zone difference is a significant challenge, compelling employees to work in multiple shifts spanning over 24 hours of a day. The growing competition also requires the employees to work extra hours, often out of their usual shift timings. HRView platform allows the user to create and manage various types of shift (day shift, night shift, and flexible shift) and shift roaster (fixed, auto and rotational). Additionally, it facilitate linking attendance info to payroll processing application.

ORGANIZATION SETUP

MULTI-FACILITY & MULTI-TENANT

- Business facilities such as business parks, Malls, SEZ(Special Economic Zones) etc., host multiple business entities. HRView allows you to define all these businesses on a common platform. Each tenant gets a personalized interface with complete information confidentiality from other residents. Similarly, associated business entities or branch locations can be managed through a centralized HRView web server.
- Time synchronization feature of HRView sets the real time clocks of all controllers as per the local time zone of the branch to which it is mapped, allowing management of multiple branch offices/ business units located in same or different geographical locations.

- HRView supports multisite architecture without the need for a public static IP at each individual site or controllers, facilitating uninterrupted data communication.
- Additionally, the application offers multilingual interface enabling transnational organizations to operate on a global platform

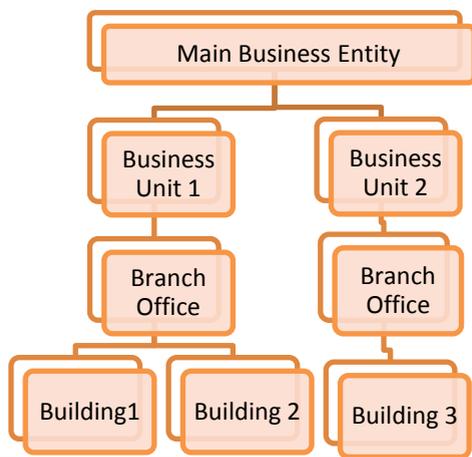


Figure 2. Multi facility Organizational Structure

manage all the branch offices whereas a zonal office admin shall be able to manage his own branch and the branch offices reporting to the zonal office. The local branch admin shall be able to view and manage his own branch only.

BUSINESS IDENTITIES

HRView application envelops across all corporate identities- employees, contractors, visitors, vehicles and assets, mapping one another and defining their access permissions.

For example, employees are mapped with their functional heads, who are responsible for approving their leave request, assign access rights and attendance rules, approve visitor requests etc. Employees are also mapped to their vehicles and assets issued to them by the organization.

Similarly, visitors are mapped to the employees whom they are visiting and approving authority. Contractual laborers are mapped with their respective contractor companies and their reporting managers.

PRIVILEGE & WORKFLOW MANAGEMENT

HRView platform allows configuration of different hierarchical roles such as system admin, security admin, HR managers, operators and employees, providing them with different privileges and data sets. For example, credential issuance operator shall only be able to issue the access cards, whereas HR manager shall be able to enroll employees and assign access privileges. A bank will have a headquarter, zonal branch offices and local branches. The headquarter admin shall be able to see and



Figure 3. Various Business Entities

APPLICATION MANAGEMENT

HRView is easily accessible through a highly customisable web-based interface. This makes use, monitoring, management and administration easy for all users of the software.

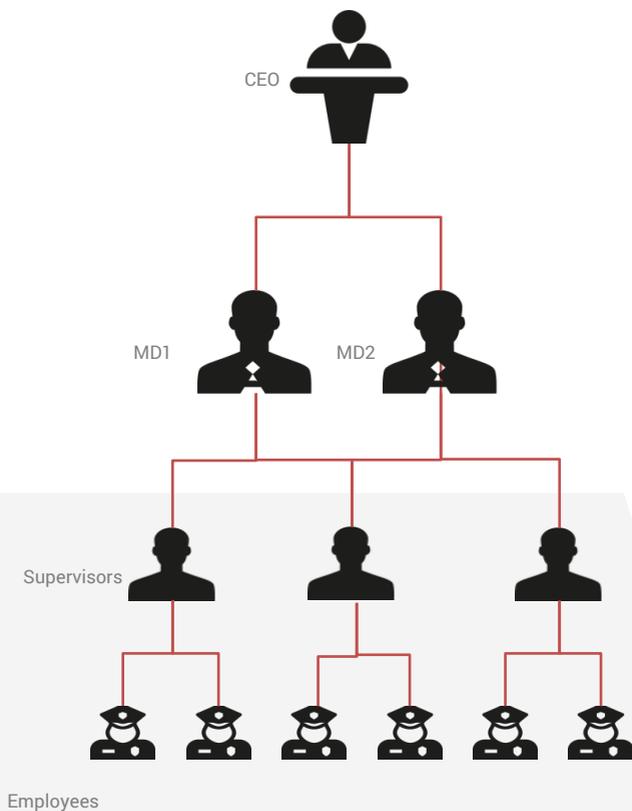


Figure4. Organizational Hierarchy

IOT-CLOUD ENABLED APPLICATION

- The application can be hosted or offered as a cloud service for better efficiency, reliability, and scalability
- Provision of monthly/ yearly subscription makes it cost effective, eliminating the need to purchase the software.

- The cloud hosted application allows monitoring and control either locally or remotely via smart phones (iOS and Android)
- The application's cloud database automatically creates database backups and uses read-access geo-redundant storage (RA-GRS) to provide geo-redundancy

ACTIVE DIRECTORY INTEGRATION

- Access360 seamlessly integrates with Windows Server Active Directory.
- The integration provides single sign on (SSO) capabilities to an organization letting users access HRView web interface with their Windows username and password.
- The integration further enables periodic synchronization of the Access360 database with active directory, facilitating automatic transfer of employee records as well as credential deactivation. Therefore, once an employee leaves an organization, all access rights of the person are disabled
- Reduced chances of ghost credentials.

DASHBOARDS & WIDGETS

- The application allows a user to prepare customizable & shareable dashboards with multiple widgets
- Widgets present information related to attendance, events, real-time



HR Manager

- Checks attendance report
- Approves OD Requests. Shift management
- Attendance Regularization

Receptionist

- Checks employee availability
- Provides visitor pass

Team Manager

- Checks team attendance report
- Assigns shift to the team
- Gets notification via email, SMS notification panel

Employee

- Sends OD request
- Checks personal reports
- Views status of attendance regularization

Contractor

- Enters KYC & workmen details
- Views workmen & work order reports

Figure 5. Functions of IoT-Cloud Enabled HRView Application

occupancy matrix, security insights of all branches and their departments

- These widgets are portable to other portals and sites
- Drives Informative decisions ensuring compliance & Risk Mitigation

NOTIFICATION PANEL

The notification panel displays announcements, pending requests and action logs. It gives an overview of the events that either requires an immediate response or attention of the user.

MOBILE APP WITH GEO TAGGING AND GEO FENCING

- The Access360 mobile app allows users to apply for on duty request,

leave request and visitor request on the go

- It comes with a unique geo tagging feature that allows automatic capturing of time and location of an employee or a contractual staff who are always on the move. For example, organizations may utilize the feature to automatically capture the person's geographical location and time period spent at a remote site hence, increasing the employee accountability. This is a useful feature for tracking sales personnel, security guards or staff working at remote temporary sites
- The future versions of app shall be available with the geo fencing feature

COMPREHENSIVE PASSWORD POLICY

- The password policy manager helps application administrator to comply with the corporate information security standards such as ISO 27001 family, British Standard 7799, COBIT, CFR Part 11, ITIL, SANS Security Policy Resources etc.
- The policy manager offers comprehensive features to define the strength, longevity and security of user passwords

REQUEST FORMS

The request section of the application offers an easy way for a user to field various types of requests as well as check status. The various request types are working hour regularization, leave regularization and visitor request.

INTEGRATED ADD-ONS

- HRView offers integrated user interfaces for various other add on modules such as vehicles access management (VAM), cafeteria management (SmartChoice) and visitor management (ezVisit) and contractor management.
- The access to the modules are available as per the licenses obtained in accordance to customer requirement
- This makes HRView all in one user interface for all related applications.

COMPLIANCE & REPORTING ENGINE

- The reporting engine includes the report categories such as Access control, Attendance, Visitor, Vehicle, Mustering, Employee audit and Card audit. Each Report category has multiple standard/base reports. Each standard report can be customized in terms of addition or removal of columns, change in order, change in column name, data representation formatting, data grouping & ordering to create a new customized report template.
- A user may generate a desired report by the selection of either a standard template or custom template and the application of various filtration criteria.
- The reports can be directly viewed or exported in CSV or PDF formats.
- Apart from generating a report from the application, a user may set up a report scheduler(s) for any standard or custom reporting template. A report scheduler periodically generates and sends report to a set of email ids, as well as creates a downloadable copy of the report in the application. Therefore saving time and effort.

PORTAL PERSONALIZATION

User may personalize the HRView Web application to match their corporate

identity, by modifying the application's default color scheme and logo.

Manage Color & Logo

Color Setting

Custom Color (Use HEX color code only eg. #00ff00)

Menu Background Color	<input type="text"/>
Menu Mouse Hover Color	<input type="text"/>
Menu Text Color	<input type="text"/>
Company Logo	<input type="button" value="Choose File"/> No file chosen
<input type="button" value="Save"/>	

Figure6. Manage Color and Logo



IDCUBE is uniquely positioned as a comprehensive physical security solution provider via its Access360 software suite for organizations of all sizes. The Access360 platform helps in managing personnel access, vehicle access, attendance, visitors, contractors, cafeteria usage, asset tracking, video management, video content analytics, LPR/NPR and more

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We are trusted by large businesses and SMEs across industries. We work with some of the most acclaimed global system integrators and solution providers. IDCUBE's distributor and channel partner network now has over 300 active businesses and this number is growing because of the opportunities our partners see in working with us.



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