

## **Employee Data Collection Software: How critical are they?**

As organizations grow in employee strength, it becomes increasingly important to engage effectively with employees in a seamless and convenient manner. The larger an organization, the more the need to effectively engage with employees and ensure productivity levels are optimally maintained.

### **Employee engagement and productivity management**

It is a universal truth that happier employees are more productive and likely to stay longer and more loyal to an organization. This has direct correlation to their productivity, punctuality, enthusiasm, creativity and ultimately value added to the organization.

Gallup defines engaged employees as those who are involved in, enthusiastic about and committed to their work and workplace. Consulting firm, Deloitte, defines employee engagement as an employee's job satisfaction, loyalty and inclination to expend discretionary effort toward organizational goals. What's immediately striking between the two definitions is commitment and attachment of the employee which in return leads to increased productivity in the workplace.

As organizations mature they find various ways and initiatives to engage with employees with the goal to increase productivity and value to the organization. How do organizations measure or track productivity?

### **How do Employee Data Collection software help?**

Technology has played a vital role in measuring employee productivity with several customizable software available for organizations to choose from. What Employee Data Collection (EDC) software do is give managers, HR professionals and top management of an organization, real time data on their employees. While ensuring that this form of data collection does not invade on the privacy of employees, EDC software can provide live dashboards on various metrics as required by management.

### **Types and Features of EDC Software**

Broadly employee data collection software can serve to calculate productivity, process payroll, calculate leaves or absenteeism, attrition, employee orientation, activity time for tasks and garner employee feedback. Most of the working class would be familiar with some form of EDC software such as the punch-in machine or finger print machine at the entrance of the workplace. What these do is to give data on employee work hours, absenteeism, lunch breaks and vacation time to name a few.

There are several companies that make EDC software and every software can be customized to the organization's needs. Managers can get real-time dashboards on their mobile phone via an

app, which can tell them details of time spent on projects or even tasks within projects. EDC software can also work effectively to communicate messages with employees especially if organizations are spread across locations and geographies.

## **TimeCentre's TeleTrak**

One such software, TimeCentre TeleTrak, is especially helpful for organizations that are spread across remote locations or have employees working from home, remote sites and temporary offices. In such locations having fingerprint, time clocks, punch-in machines may not be practical, and telephone-based IVR solutions may work effectively. In such cases, an employee simply uses a smartphone and follows a quick set of prompts to log in information. This is also an effective way for organizations to stay in touch with employees in remote locations, and also engage with them on a regular basis.

## **Conclusion**

Measuring employee productivity as a result of effective Employee Engagement activities will help organizations deliver more value to customers while retaining happier employees. The use of Employee Data Collection software is the most effective way to measure employee productivity in real time. This directly helps improve organizational culture and institutionalize effective Employee Engagement initiatives.

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