

## Time Attendance & Payroll Solution for Burger King in Turkey



### The Client

TAB Gıda is the national brand owner of Burger King in Turkey. The company recently increased its overall share by introducing two new brands: Sbarro under pizza fast food in 2007 and Popeye's under chicken fast food in 2008. With the inclusion of these outlet numbers the company increased its total outlet numbers in Turkey from 156 in 2006 to 217 in 2007.

By 2007, the company operates 3 brands across 27 cities in Turkey and its employee exceeded 10,000 persons. As with other hospitality businesses, the company employs large portion of part-time staffs and moreover their work shifts varies in time and locations.

To get sufficient control over the

company's fast-growing business operation, the management intended to implement precise and robust work hour control to enhance its payroll system.

### The Challenge

The basic objective of the project is to improve TAB Gıda's human resources management practice by improving its capability to measure, monitor and control its employees.

Before the project, many part of TAB Gıda's staffing & payroll tasks were processed in conventional ways. The staff rosters and bookings were created in spreadsheets, and due to the industry's dynamic nature, the restaurant managers did not have precise control over monitoring and recording of individual employee's work hours.

At the headquarter level, it used to take few days in the HR department to process payroll based on the spreadsheet records from over 200 locations nationwide. Neither the HR department had ability to measure or control front line employees.

The project was managed by Meyer Inc, a leading system integrator in Turkey with in-depth industry expertise in biometrics.

TAB Gıda's initial requirements to Meyer were to implement a clear solution that can records 'real' work hours from all employees at every location. and enable restaurant managers to view, edit or create rosters of his/her employees from remote location. Also from the HQ level, the customer wanted to monitor and evaluate all employees'



## About Suprema

Suprema Inc. is a leading global provider of fingerprint recognition and identity management solutions and systems. The company's range of products includes fingerprint modules, fingerprint systems, e-passport readers and live-scanners. Suprema has worldwide sales network over 100 countries and its customers include worldwide companies like Samsung, Hitachi, Siemens, and Assa Abloy.

Suprema's fingerprint algorithm was proven to be world's most reliable solution by ranking No. 1 in the international Fingerprint Verification Competition (FVC) in a row in 2004 and 2006 with the unrivalled outstanding performance. The company's fingerprint matching and extracting algorithms also ranked top in the Minutiae Interoperability Exchange (MINEX) test by the NIST (National Institute of Standards & Technology) in 2008.

Suprema is the first biometrics company listed on Korea's stock market (KOSDAQ) with its market capital exceeding US\$100 millions.

For more information, please visit [www.supremainc.com](http://www.supremainc.com)

performance in real time, and integration of payroll process with the work hour records.

## The Solution

The major components of the solution provided to TAB Gida was Suprema's IP based fingerprint terminals and Meyer's integrated HR & payroll software. Fingerprint-based time records of staffs are fully integrated with customer's payroll database hence restaurant managers can monitor real-time staffing status from remote locations.

Suprema's BioStation™ fingerprint time attendance terminal can verify, record and transfer the sign-in/out records simultaneously over the Internet. The device also features user-friendly GUI hence all restaurant managers and

employees can easily adopt the device as their timesheet with simple instruction only. Then the work hour records from the BioStation™ can be directly transferred over IP connection to the payroll system at headquarter. The solution also allows each restaurant manager to view, edit and report his/her own staffs' work hour record from any location at real-time basis, and all the updates and changes are to be saved in the main server.

TAB Gida's benefit were not only limited to its operational efficiency in staffing. The solution also benefitted customer by reducing its labor cost and internal processes. The Turkey Burger King project shows how biometric technology can improve HR & payroll practice for labor-intensive hospitality industry.

### BioStation™

CPU	Dual CPU (32bit RISC + 400MHz DSP)
Memory	72MB flash + 34MB RAM
Display	2.5" QVGA 16M Color LCD
PC Interface	USB, RS232
USB Memory Slot	USB Host
Log Capacity	500,000 events
Operation Modes	Fingerprint, PIN, PIN + Fingerprint
Door Phone	Microphone and speaker for door phone
External I/O	Wiegand I/O, 4 TTL I/O
Navigation Key	Navigation key for the menu movement
Fingerprint Capacity	50,000 templates (25,000 fingerprints)
Output Relay	Deadbolt, EM lock, door strike, automatic door
Network Interface	Wireless LAN (optional), TCP/IP, RS485
Identification Speed	1 to 3,000 identification in 1 sec (max 9,700 templates)
Function Key	4 Function Keys to user-defined functions
Size	135 x 128 x 50mm (W x H x D)



Suprema Inc.  
16F Parkview Office Tower  
Jeongja, Seongnam, Gyeonggi  
South Korea 463-863  
Tel +82 31 783 4592  
Email [sales@supremainc.com](mailto:sales@supremainc.com)