



Case Study

Biometrics | Access Control | Visitor Management | Attendance Management

The Requirement

Midal Cables Limited wanted a web based attendance and leave management application conforming to Bahrain labour laws. Along with employees attendance they also wanted to track incentives (Heat Allowance/Casting Allowance) payed to employees working in processes exposed to extreme temperatures. Employees were to be marked present for the full day during the holy month of ramadan although employees work for 6 hrs during this period. Leave types such as Hajj leave with pay, child birth leave, examination leave, relative demise leave are some of the unique leaves availed by Midal employees. The attendance management application should have Oracle as the db and the final attendance data needs to be pushed to Oracle apps for salary processing. The attendance management application should also have the facility to track contract employees attendance and calculate their wages as per the rate contract. The wages report should be available company wise and contractor wise. The biometric readers to be used for attendance should be able to withstand extreme weather conditions is the foremost requirement.

The Customer



Midal Cables Limited was established in 1977 conceived between Intersteel, Bahrain and Olex Cables, Australia to manufacture Aluminium Rod and Overhead Electrical Transmission Cables, Conductors.

Since then, the company has developed into a significant player in the Aluminum and Electrical Transmission Industry in Kingdom of Bahrain. Its growth has contributed to the industrialization of Bahrain and Gulf countries while promoting a national skilled workforce within the company. Midal supplies the world market with Rod Cast from the molten Aluminum delivered directly from Aluminum Bahrain (ALBA) Smelter adjacent to its manufacturing plant. The liquid Aluminum is exceptionally pure which allows Midal to cast Rod and further production of Wires an exceptionally high conductivity in various grades of Transmission Cables. Midal's EC grade and 6201 Alloy Rod are sold around the world as well as being used in-house to manufacture a full range of Overhead Electrical Conductors and Aluminum Wires.



MIDAL CABLES LTD.
Midal Spans the Globe

The Solution

Alacrity Technologies installed **NITGEN NAC 5000 Face, Fingkey Access Plus** at all the facilities of Midal Cables. NAC 5000 Face is used by the senior management employees and all other employees use FingKey Access Plus for attendance. **'TimeTrack-WEB'** is customized to be hosted on Oracle 11g and accommodate the unique requirements of Midal Cables. Processes in **'TimeTrack-WEB'** to accommodate unique leave types such as Hajj leave with pay, child birth leave, examination leave, relative demise leave are incorporated to allow availment of such leaves. Provision to define the period of ramadan in **'TimeTrack-WEB'** enables marking of employees attendance as present for the full day even if they work for less than 8 hrs is specifically designed for Midal Cables. A separate application is developed in C# to push the processed attendance data to Oracle apps for payroll processing. Various masters to accommodate the requirement of contract employee are designed and contract employees wages are generated using **'TimeTrack-WEB'**. Various utilities are designed in **'TimeTrack-WEB'** which provide department heads information on their departments attendance, leaves, overtime, compensatory off etc.

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SOLUTION DIAGRAM

LOCAL TIMETRACK USERS

