Tea Garden Solution

Introduction

In India, Tea Manufacturers employs huge number of workforce in their tea gardens. In the management of such a large working group, various methods are used. It seems hectic to maintain the records of such a large workforce.

In managing such a large working employees, there are some loopholes in the system. And some times due to these un-noticed loophole Tea manufacturers are facing certain kind of administrative losses for longer duration. Most of the Tea manufacturing companies have implemented some or other ERP systems which is somehow sorting their payroll processing and maintaining other records.

But to manage everything properly and automate the process, a proper Biometric Solution is required which can definitely diminish the existing flaws.

Present method of Weighment

This is a battery operated data entry terminal with automatic weight recording facility. User can enter data through alphanumeric membrane type keypad and store the information in memory in record form. Weight displayed in the system can be registered automatically. Information stored in the system can be transferred to computers for payroll processing etc.

But there is a probability of manipulation with the records. Manual interpretation can make a huge difference in the Administrative costing in complete revenue generated. Also, it cannot maintain attendance records of exact workforce Involved in the process.

Conventional Weighment Methods

Setback of Existing/Previous Systems

- Proxy punching

- Improper attendance maintenance

- Manual Interference is required

- Administrative Loss

- Work theft in non-tea plucking workers

- Improper channelization of workforce

- Manipulation in the records.

Error Calculation

Suppose the Manufacturing cost of Tea per day is **Rs 5,00,000**

Error in the system (due to loopholes) is **1%** (minimum, it may increase in some cases)

Error on total manufacturing cost in **Rs. 5000** (Five Thousand)

Administrative Loss in a Month: **Rs . 5000 x 30** = **Rs 1,50,000**

Loss incurred in an year : **Rs. 18,00,000**

How to remove administrative losses ?

Since, the major issue in the tea garden are related to the proxy punching of the workers who plucks the tea and do other secondary works. To remove this error the most important solution is to implement the **BIOMETRICS TECHNOLOGY.**

Biometric Technology uses the physical identity of any person for their verification process. This helps to reduce the manipulation of records and other data hampering the salary processing.

No.of hours spent in working for certain work is calculated and in lieu of that only, salary is processed.

Pictorial Representation

Tea Garden Solution by STAR LINK

After a lot of research and study, **Star Link** has developed a solution, namely **"Tea Garden Solution",** which helped to remove the problem prevailing in the tea gardens.

Almost at each level, there was a problem which hampered the productivity, proper records were not maintained and thus there were monetary losses. But the solution from **Star Link** helped to remove each problem with ease and a simple click of a mouse, helping in proper and hassle-free working.

Different work-heads

Records of tea weighment

Multiple report generation
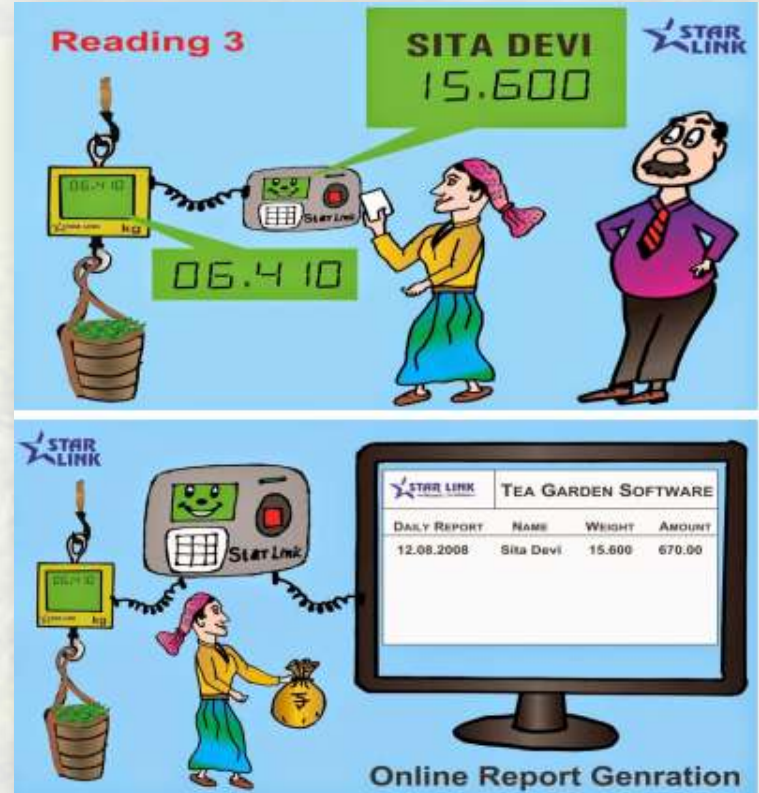
Efficient production

Reduces financial Losses

Cost Effective Solution

TEA GARDEN MANAGEMENT SOFTWARE

Features:

- Multiple report generation – Location wise/work head wise/category wise.
- Wage/Payment process in a single click.
- Digital weighing reduces the manual interference.
- Multiple discrepancy reports are also generated.
- Tea Garden mapping is also done.
- Works as per the Govt Norms.

Problems:-

1. The number of workers were not certain. More workers were issued ID proofs.

2. There were no categorization of workers depending on their kind of work they were doing and other parameters of working.

3. The location wise detailed report was not available with the authority to process the data and also channelize the worker at the right location.

4. The work head (kind of work) of workers was not defined. Thus, no any report was generated based on the kind of work they are doing.

5. Manipulation in the weighing of tea leaves.

6. Attendance processing and maintenance of other records were a hectic task to do.

Solution:-

The Tea Garden solution is a software accompanied with any StarLink device which is modified and developed keeping in mind about each and every minute detail about the complexity of working in tea gardens. This solution helped to manage the workforce and streamline the process.

This helped to keep track record of each employee by maintaining the record of location of work. It also helps to keep the weighment record of tea leaves plucked by workers in due time. These reports can be further used at a tea processing plant.

Working Process:-

1. Fingerprint of each worker is registered and issued a proximity card.

2. Work head cards and location wise cards are also registered in the software.

3. Attendance of every employee is taken in the morning with the same process and report is generated at the fixed time. (Location wise, Work wise)

4. Now there is a provision of 3 times weighment.

5. Weighing scale is interlinked with the biometric device.

6. At every weighment time, worker have to show their cards and the reading of the measuring scale will be maintained with their name in the software.

Features of Tea Garden Solution

1. 8 to 10 types of reports are generated. Employee wise, location wise, work wise.

2. Software have provision to categorize workers in three categories: Normal, Casual and Special.

3. Device can maintain records for more than one financial year.

4. Can be connected through interface with existing ERP for salary processing.

5. Discrepancy report is also generated.

6. Reports are generated in .xls file for easy processing.

7. No human effort is required, reduces time consumption, no manual record maintenance required.

8. Location reports also helps to map where tea leaves have been plucked.

9. Single click processing of records

Devices used in the solution

SOLUTION 1:

In working of the Tea Garden Solution, Biometric Devices are used which helps to verify the biometric features of any worker. For the purpose of weighment, we can connect the measuring scale with the biometric device through serial port.

SOLUTION 2:

For cost effective solution, we can use the existing measuring scale with the biometric device for more effective outputs. Rest everything will be similar as discussed.

Benefits of implementing TEA GARDEN SOLUTION

1. No Manual Record maintenance

2. Paper-free work

3. No chances of manipulation

4. Exact records of tea plucked

5. Records of no. of workers working

6. Employee status

7. Categorization of workers based on work, location and type of worker.

8. Multiple reports generation

9. No loophole for any kind of cheating.

10. Single click of salary processing.

Thank You…..