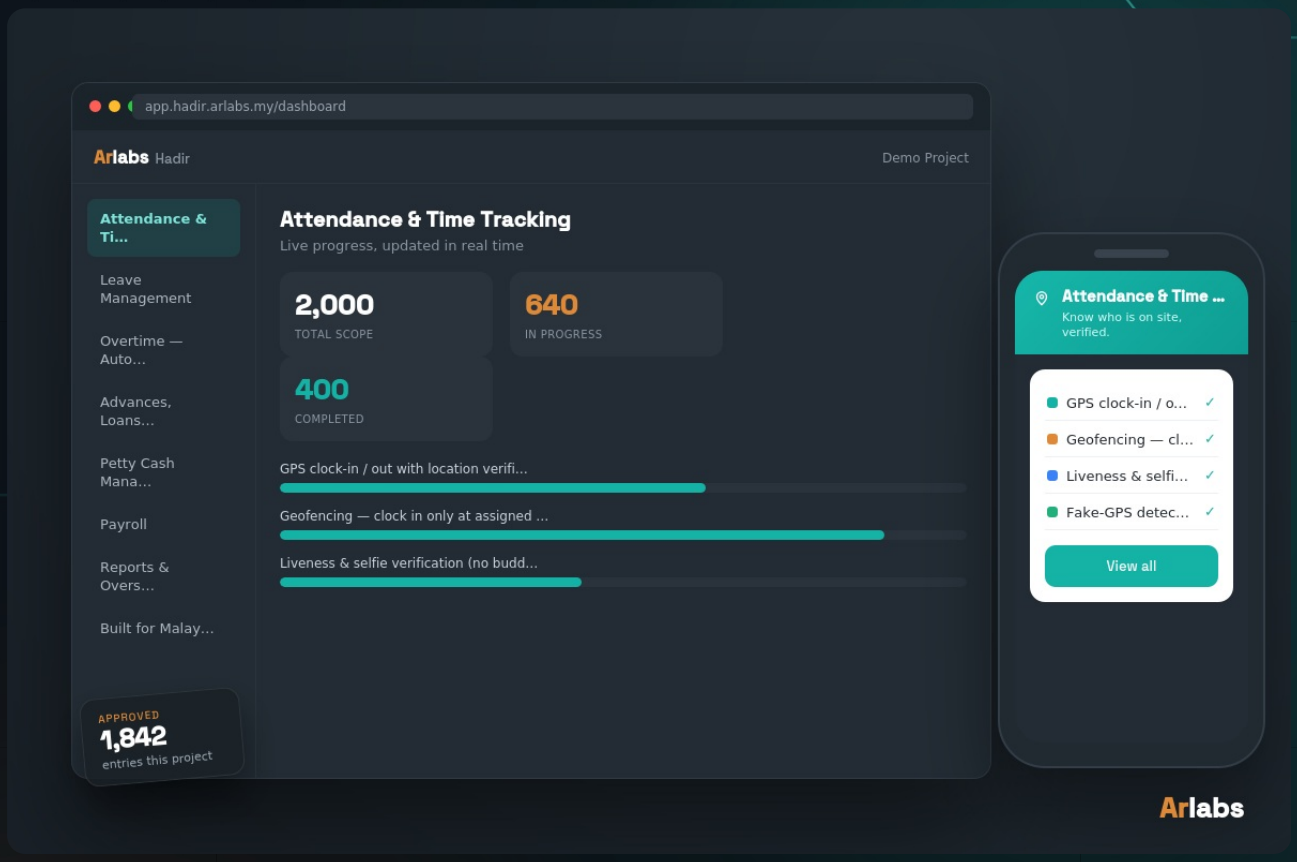
CASE STUDY

ARLABS



WORKFORCE · OPERATIONS & MAINTENANCE

Attendance and payroll for a distributed field workforce

How a contractor with staff spread across sites and shifts moved from manual attendance and month-end reconstruction to verified clock-ins and payroll run from the record.

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CASE STUDY

Attendance and payroll for a distributed field workforce

How a contractor with staff spread across sites and shifts moved from manual attendance and month-end reconstruction to verified clock-ins and payroll run from the record.

Context

Staff work across multiple sites, on day and night shifts, with overtime that depends on Malaysian weekday, rest-day and public-holiday rules. Attendance had been recorded manually and reconciled at month-end. This deployment is within the Arlabs group's own operations.

Before

- Attendance kept on paper and shared spreadsheets, easy to backfill
- No reliable way to confirm someone was physically on site when they said they were
- Overtime calculated by hand each month, with recurring disagreements
- Leave balances tracked separately and often out of date
- Advances, claims and petty cash handled on forms and chased by phone

What was deployed

- Arlabs Hadir, used from staff's own phones with no installation
- GPS clock-in and clock-out inside a geofence for each site, with a liveness selfie and fake-GPS detection
- Night-shift-aware attendance for shifts crossing midnight
- Leave, overtime, advances, claims and petty cash requested and approved in the app
- Overtime calculated automatically against Malaysian multipliers
- One-click payroll that pulls verified attendance, OT, unpaid leave and advances together

How it works now

- ✓ Presence is verified at the moment it matters — arrival and departure — without tracking anyone in between
- ✓ Overtime is computed by the system, so month-end is a review rather than a negotiation
- ✓ Leave balances are always current because deductions happen when leave is approved
- ✓ Payroll is run from the record; advances and claims are already linked to the right person and project

> "Month-end used to be a week of arguments. Now the numbers are already there and everyone can see where they came from."
>
> — Finance and admin lead

Product used

ATTENDANCE & HR PRODUCT

Arlabs Hadir

A mobile attendance, leave, overtime and payroll product for Malaysian teams — GPS clock-in with anti-spoofing, leave and claims from the phone, and automatic, rule-aware pay calculations.

See it on your operation — hello@arlabs.my
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