



integrated

## Case Study—KYOCERA Mita Office Equipment (Dongguan)

### Company Ltd.

#### Background

Kyocera is a multinational manufacturer based in Kyoto, Japan. It has 161 enterprises distributed globally with approximately 49,000 employees. According to Forbes 500s, Kyocera ranks top three among 500 enterprises.

As a multinational manufacturer, Kyocera provides with a wide range of products. It mainly manufactures and sells industrial ceramics and related technology products, telecommunications equipment, office document imaging equipment, solar power generating systems, covering information technology, environmental preservation, and culture & life industry.

KYOCERA Mita Office Equipment (Dongguan) Co., Ltd is the advanced technology enterprises under Kyocera Group with the annual sale turnover of RMB12 billions. Monochrome copier, printer and related products are the major range of products it offers. The quality products and brand has gained international recognition. The company has invested in China since May 1999 and already built 6 blocks of plant with over 3,500 employees currently to conduct the scope of one-stop professional production of office equipment.

#### User's Requirements

1. Owing to large number of employees, attendance management and payroll calculation method are complicated. Customized human resources software is needed for computerized management to increase efficiency and enhance cost management.
2. HR software is adopting smart scheduling and card punching over separating channels to solve the existing problems and enhance the accuracy of attendance statistic and payroll counting outcomes.
3. To utilize the internal LAN for collecting attendance data via TCP/IP communication converter module so as to minimize the cabling cost and provide convenience for maintenance.
4. To ensure security of both Kyocera Mita and other internal information systems, HR system should adopt dedicated server. Under specific circumstances, communication port can open for remote maintenance of HR software.
5. POS system should be integrated with Human Resources Management system for implementing "one-card solution" extensively over the plant.
6. Access control system and HR system have to be administered separately to ensure high security of access control system.



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## Project Descriptions

1. This project included 15 access control points and 30 attendance points distributing in six building inside the plant. MOXA-01 is adopted in each building for attendance data collection.
2. Card punching over separated channels for attendance records before/after work upon user's request. Two Dell servers operate HR system, POS system and access control system, and they were set inside the serve room at HR department and 10 workstations are set beneath to unify administration of the whole system.

To keep pace with the development of KYOCERA Mita Office Equipment (Dongguan) Company Ltd, number of employees reached nearly 10,000, and the client may place more and higher requirement of Integrated's HRM system.