Hawaiian Airlines
An Ingersoll Rand Recognition Systems Time & Attendance Case Study

Hawaiian Airlines Swaps Time Cards for Biometrics and Cuts Costs

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   Hawaiian Airlines.

Summary
Highly rated Hawaiian Airlines modernizes time and attendance and cuts administrative costs with Ingersoll Rand Recognition Systems HandPunch® biometric hand readers.

Business Need
Hawaiian Airlines, Hawaii's first and largest airline, offers 135 flights a day inter-island and to and from the United States and the South Pacific. The carrier recently replaced its entire fleet with new Boeing jets. The carrier also wanted to update the antiquated clock and time card system that its 2,000 full-and part-time union, hourly, and contract employees used. One objective was to reduce administrative costs for buying, storing and replacing lost cards. A second was to stop occasional card misuse – people punching in for late or absent fellow workers.

Challenges
The airline wanted an automated system that could deliver timely, accurate time and attendance data to supervisors company-wide and allow management to apply work rules uniformly.

STATISTICS

Industry:	Transportation
Application:	Time and Attendance
Biometric:	HandPunch®
Hand Readers:	15
Users:	2,000
Geography:	United States & South Pacific

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Solution
Nearly a decade ago, Hawaiian Airlines began to replace its time cards with Ingersoll Rand Recognition Systems HandPunch® hand geometry terminals.

When employees punch in or out, they simply enter their ID numbers into the built-in HandPunch keypad and place their hands on the reader for verification. The HandPunch examines the size and shape of the hand, checks 90 different hand measurements and, in less than a second, verifies that the hand matches the ID number. Employees must be physically present to punch in and out, which prevents misuse.

Results
Hawaiian Airlines now has a network of HandPunch terminals installed in 15 locations throughout the Hawaiian Islands. Every night, the terminals upload time and attendance data and hand templates to a central database. Supervisors can check and edit time and attendance data online. Once the supervisor approves the timecard, the data automatically goes to payroll for processing. The system applies the correct pay grade and calculates vacation, holiday, overtime and other pay variations.

"The system is great," said David Enersen, Senior Director of Information Technology at Hawaiian Airlines. "It is more accurate and allows us to quickly add or delete employee IDs. Our cost of maintenance is low. Most important, the employ-ees find it very easy to use."

Hawaiian Airlines
Founded in 1929, Hawaiian Airlines today serves 18 domestic and international destinations in the Pacific region. Hawaiian is based in Honolulu on the island of Oahu, employs 3,375 people, and offers 135 daily flights. Its Boeing jet fleet carries more than 6 million passengers a year to Hawaii from the Western United States and the South Pacific. Conde Nast Travel + Leisure consistently rates Hawaiian Airlines as one of the 10 best U.S. carriers

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