

THE IMPACT OF THE BIOMETRIC TIMEKEEPING SYSTEM ON PAYROLL EFFICIENCY AND EMPLOYEE ATTENDANCE TO THE WORK PERFORMANCE OF WELLJOB SOLUTIONS AND GENERAL SERVICES, INC.

ABSTRACT

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KEYWORDS

*work performance; biometric;
timekeeping system; payroll;
attendance; biometric
timekeeping*

ARTICLE ID

AASGBCPJMRA-B08281

Efficient payroll practices play a crucial role in enhancing employee work performance. Research indicates that implementing a biometric timekeeping system can improve payroll efficiency and employee attendance, which in turn positively influences work performance. This study aims to strengthen the impact of the biometric timekeeping system on payroll efficiency and employee attendance, thereby contributing to improved overall work performance. The researchers employed a descriptive research design and utilized a questionnaire to assess the employees of Welljob Solutions and General Services, Inc., applying quantitative methods with appropriate statistical data analysis. The majority of respondents were electricians and technicians. In terms of age, most were above 36 years old and reported being significantly impacted by the use of the biometric timekeeping system. The researchers assessed employee productivity, accountability, and accuracy, which are factors that may lead to payroll efficiencies. Respondents strongly agreed that the biometric timekeeping system had a positive impact on their work. They also strongly agreed that their work performance could be evaluated based on quality, consistency, and timeliness. However, privacy concerns emerged as the most common issue, reported by 31.58% of respondents. System failure, environmental factors, and user experience were identified as the third most common issues, while data syncing problems ranked lowest, with contributing factors including network connectivity issues, server downtime, and data conflicts. To maintain these standards, Welljob Solutions and General Services, Inc. must continue to adopt new strategies and technologies. The study revealed that employees over 36 years old are more likely to use the biometric timekeeping system, which contributes positively to both payroll efficiency and overall work performance. These two factors—payroll efficiency and work performance—are essential in assessing the impact of biometric timekeeping systems. To enhance payroll efficiency and work performance, Welljob Solutions and General Services, Inc. should focus on reducing errors, eliminating fraud, automating data capture, and streamlining administrative processes. These measures can result in significant time savings, improved compliance, and more accurate payroll management. In turn, this contributes to overall operational efficiency, enables more precise tracking, reduces administrative burdens, and fosters improved workplace performance.

RECOMMENDED CITATION

Bitoon, M. J., Legaspi, A., Manadong, R., Solomon, J., & Tanlugon, C. (2025). The Impact of the Biometric Timekeeping System on Payroll Efficiency and Employee Attendance to the Work Performance of Welljob Solutions and General Services, Inc. *Ascendens Asia Singapore – Bestlink College of the Philippines Journal of Multidisciplinary Research Abstracts*, 7(2), 17.