

ABSTRACT

This research proves practically the benefits of business process reengineering, a technique for avoiding unnecessary delays of conservative business processes in various departments of Dow University Health Sciences. This research has focused loopholes which are identified in the conservative attendance system; no time monitoring being observed which causes delays in work progress; no authentic tools were available to deduct salary of employee on uninformed absenteeism that increases work load, cost and work quality was not up to the mark; delays in retrieval of record; employee proxies were being observed on manual attendance register consequently employee draws full salary after being absent. After identifying such problems there was a need to improve system. The conservative attendance system was reengineered and the technique of Business Process Reengineering has been practically implemented in Dow University of Health Sciences.

The manual attendance system has been reengineered with the help of BPR Technique by using RFID Reader card system, with camera attendance, an effective and efficient attendance system has been designed by using RFID Reader. This system takes employee's attendance electronically. The result of this study shows major improvements has occur in term of maintaining the proper record of employee attendance with help of database. The problem like absenteeism, late coming, is being monitored promptly and subsequently salary disbursement of employee is made after deduction of absenteeism that definitely saves the cost. So this system pushes the employee to be available on assigned job area that results better performance in term of timely availability of employee that helps in division of work load equally among all employees, improved services in daily working and thus save cost.

The performance of the re-engineered process was then measured through employees and beneficiary, students of DUHS. The data tested through T-test practically proved that most of the employees agree that BPR has improved quality of the attendance system when the beneficiaries students were enquired through questionnaire and data collection of employee's paystubs which observed major improvement in term of time, cost saving, improvement in services.

Overall this research has endorsed the implementation of BPR in Dow University Health Sciences which has potentially reduced unnecessary delays, time effective, improve services and curtail cost.