FAST HRM Online for Staff Attendance at Thuan Phong Express

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***Abstract*—This undergraduate thesis studies FAST HRM Online for personnel and attendance management at the Thai Nguyen branch of Thuan Phong Express. The author describes centralized employee information, recording and reviewing work time, and the need to link attendance with payroll and other personnel processes. The source reports practical difficulties including dependence on internet access, synchronization problems at busy times, and limited adaptation to company-specific needs. It does not present a reconciled attendance sample, measured error rate, time savings, or a controlled comparison with earlier practice. This summary treats the software's advantages as an observed workflow assessment and presents the reported constraints without claiming verified productivity gains. The thesis recommends technical stabilization, integration, and regular staff guidance.**

***Index Terms*—attendance, FAST HRM Online, personnel records, delivery company, data synchronization**

I. Introduction

A delivery branch must record staff attendance reliably across shifts and changing workloads. Inconsistent records can affect coordination and payroll. The thesis asks how FAST HRM Online is used at Thuan Phong Express and what difficulties appear in everyday attendance handling. It is a local application study rather than a benchmark of HRM systems [1]. Earlier ICTU undergraduate theses on related topics provide context [5], [6], [7], [8], [9], [10], [11]. These works were selected for this English summary and are not attributed to the source thesis bibliography. Published background sources on the methods and domain of this project provide context for the English summary [2], [3], [4].

II. Methods

The student reviews the branch's personnel and attendance procedures and describes the software functions used to manage employee data and work-time entries. The report combines workflow description with observations about access, synchronization, and user training. Its conclusion proposes integration with payroll and related HR functions. The manuscript does not include complete timestamped attendance logs, a before-and-after error audit, or an independently measured comparison [1].

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III. Results

The source documents use of a shared HRM system to store staff information and record attendance. It describes clearer organization of work-time data, while also noting occasional network instability and synchronization overload during busy periods. Adaptation to the branch's particular workflow is reported as imperfect. No numerical reliability, time, or payroll-accuracy result is supplied, so this is evidence of a used process and observed operational issues [1].

IV. Discussion

Attendance systems need durable records, clear correction rules, and reconciliation with payroll. The source's qualitative observations identify important risks, but cannot establish how often synchronization failures occur or whether errors are reduced overall. A later evaluation should audit selected shifts, compare records with approved leave and payroll, record outages, and test recovery procedures. Earlier ICTU HR and payroll systems provide technical context for these controls [1].

V. Conclusion

The thesis describes FAST HRM Online use for staff attendance at Thuan Phong Express and identifies network, synchronization, and integration limits. It supports a practical process review. Quantified performance and correctness remain to be assessed [1].

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