IJARSCT
International Journal of Advanced Research in Science, Communication and Technology
International Open-Access, Double-Blind, Peer-Reviewed, Refereed, Multidisciplinary Online Journal
ISSN: 2581-9429
Volume 5, Issue 10, May 2025
Impact Factor: 7.67

Geofencing Based Attendance Tracking and Monitoring System

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Abstract: *The Geofencing-Based Employee Attendance and Tracking System is an innovative solution designed to enhance workforce management through the integration of geofencing technology. This system allows organizations to automatically monitor employee attendance and track their movements within predefined geographical boundaries. By utilizing GPS and mobile applications, the system provides real-time data on employee check-ins and checkouts, ensuring accurate attendance records without manual intervention. The system addresses common challenges associated with traditional attendance methods, such as buddy punching and inaccurate time tracking, by enforcing location-based restrictions. Furthermore, it enables managers to gain insights into employee behavior, productivity, and compliance with attendance policies. In addition to attendance monitoring, the system features action tracking to assess employee engagement by distinguishing between active working and nonworking statuses through camera integration. This dual approach addresses common challenges associated with traditional attendance methods, such as buddy punching and inaccurate time tracking, by enforcing location-based restrictions and providing visual verification of work activity.*

Keywords: Geofencing, Employee Attendence, Tracking System, Action Tracking, working Status, Camera Integration, Workforce Management, GPS Technology, Real-Time monitoring, Attendence Automation, Attendence Reports

I. INTRODUCTION

Employee attendance management is a critical aspect of workforce administration, directly impacting productivity and organizational efficiency. Traditional attendance systems, such as manual registers and biometric devices, are prone to manipulation, inefficiencies, and inaccuracies. These methods often lack real-time monitoring capabilities, making it difficult to ensure accountability and track employee productivity effectively. In today's fast-paced work environment, organizations require reliable, automated solutions that not only streamline attendance tracking but also provide actionable insights to improve workforce management. This project introduces a Geolocation-Based Employee Attendance System, which integrates GPS technology, geofencing, and face-tracking capabilities to overcome the challenges associated with traditional systems. Employees can clock in and out through a mobile application, with geofencing ensuring they are physically present within defined office premises to register attendance, eliminating fraudulent attempts from outside locations. Additionally, face-tracking cameras installed in key areas monitor employee behaviour and productivity, offering real-time insights for performance evaluations and appraisals. The system automates data synchronization with existing HR and payroll systems, reducing administrative workload and minimizing errors. AI-powered analytics further enhance the system by identifying trends such as recurring absenteeism or behavioural irregularities, allowing managers to take proactive action. Offline functionality ensures seamless operation by storing attendance data locally during network disruptions and synchronizing it once connectivity is restored. Emergency check-in features also enhance safety by allowing employees to register attendance during unforeseen circumstances. By combining geolocation, facial recognition, and AI analytics, this system offers a comprehensive solution to modern

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attendance management. It promotes operational efficiency, improves employee engagement, and fosters accountability. As organizations move toward digital transformation, adopting advanced systems like this will be crucial for maintaining a competitive edge and optimizing workforce performance.

II. SYSTEM ARCHITECTURE AND RESEARCH METHODOLOGY

2.1. RESEARCH METHODOLOGY

The Geolocation-Based Worker Participation and Following Framework utilizes a comprehensive technique to upgrade attendance administration and worker efficiency. It starts with geolocation following, utilizing GPS innovation through a versatile application that decides worker areas when they clock in or out, guaranteeing participation is recorded as it were inside assigned work zones. Geofencing sets up virtual boundaries around the work environment, sending alerts if workers endeavor to check in or out exterior these zones, in this manner improving area precision. The framework incorporates face-tracking innovation through high-definition cameras prepared with specialized program to identify employee nearness and screen behaviors, such as sitting pose and development patterns. This information experiences intensive behavior investigation, permitting the framework to evaluate efficiency levels and recognize markers of engagement or separation for real-time execution assessments. To prepare and analyze the collected information, machine learning calculations distinguish participation designs, patterns in worker behavior, and potential irregularities. This data is changed into significant bits of knowledge for HR administration, empowering proactive measures to address participation issues and optimize worker engagement. Integration with existing HR and finance frameworks guarantees exact record-keeping and streamlines authoritative assignments. Additionally, the framework incorporates a criticism instrument for workers to share their encounters with the following methods, contributing to persistent advancement. The client interface comprises a user-friendly versatile application that enables simple check-in/out, get to to participation records, and opportune notices for vital occasions. Managers advantage from a comprehensive dashboard that shows participation insights, behavior examination, and efficiency metrics, encouraging educated decision-making. Through this imaginative combination of geolocation, facetracking, information analysis, and framework integration, the Geolocation-Based Worker Participation and Following Framework viably improves attendance administration whereas advancing efficiency and engagement in the working environment.

The investigate strategy embraced for the Geolocation-Based Laborer Support and Following System takes after a organized and multi-layered approach, starting with an in-depth necessity examination. This stage included recognizing the impediments of existing participation frameworks through a point by point audit of current innovations, overviews with HR experts, and perception of conventional participation hones. Key issues such as intermediary participation, need of real-time confirmation, and the nonappearance of behavioral or efficiency bits of knowledge were recognized as basic holes. These experiences laid the establishment for planning a arrangement that coordinating geolocation following, confront acknowledgment, and behavior examination to make a more solid and brilliantly participation administration system.

In the usage stage, the versatile application was created utilizing Android Studio with Java as the programming dialect. Google's Area APIs were coordinates to empower real-time GPS following and geofence observing. The confront acknowledgment usefulness was built utilizing OpenCV with nearby models such as LBPH, permitting precise and quick confirmation without requiring an web association. Firebase was utilized to store participation information safely, and the app's interface was outlined to be natural, permitting clients to effortlessly set up facial information, check in or out, and see participation history. For chairmen, the app included real-time following and analytics highlights, open through a committed dashboard.

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2.2. SYSTEM ARCHITECTURE

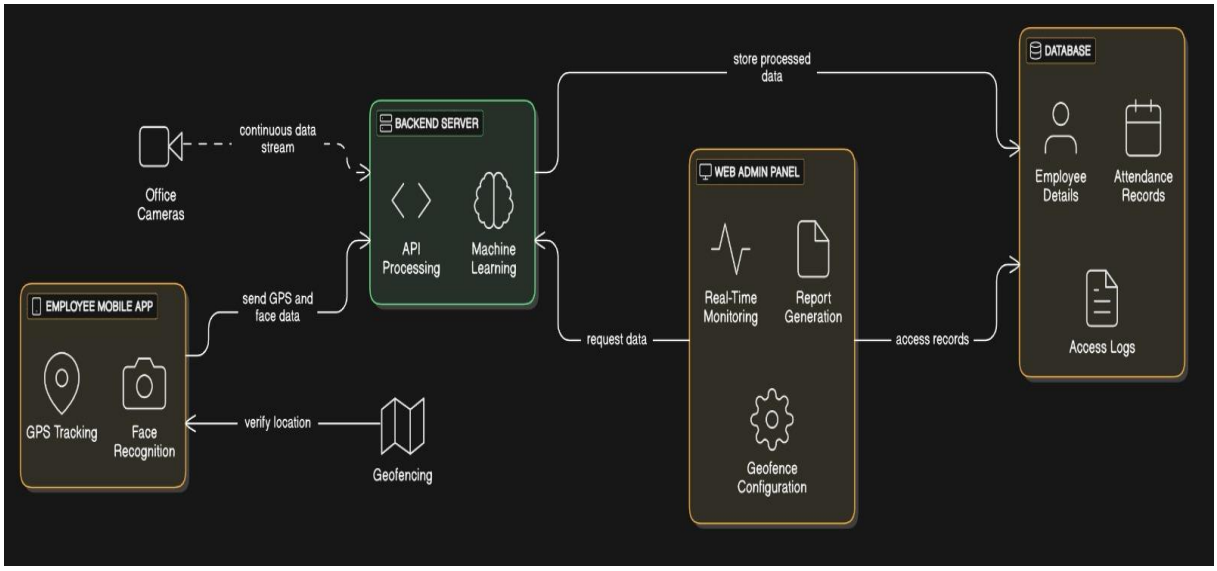

Fig: System Architecture

III. RESULTS

The Geolocation-based Representative Participation Framework created in our venture offers a cutting edge and secure elective to conventional participation frameworks. Not at all like customary strategies that depend on physical ID cards, unique finger impression scanners, or QR codes, our framework guarantees participation realness through a double confirmation handle utilizing geolocation and confront acknowledgment. Some time recently stamping participation, the app checks if the representative is inside a characterized 200-meter geofence around the office facilitates, essentially decreasing the chances of intermediary participation. Moreover, the framework employments OpenCV-based confront acknowledgment, permitting offline facial confirmation without depending on paid cloud administrations, making it both cost-effective and privacy-friendly. Unlike existing frameworks that regularly require outside biometric gadgets or web-based admin boards, our arrangement is completely mobile-integrated — both workers and chairmen work through the Android app. The admin has get to to real-time following by means of a live area dashboard, along with the capacity to produce on-demand PDF participation reports, all inside the app itself. These reports are not put away in the cloud, assist improving information control and security. Our venture emphasizes self-reliance, utilizing free-tier innovations whereas keeping up tall precision and usefulness, making it particularly valuable for little to mid-sized organizations looking for a strong however reasonable participation solution. In differentiate, our arrangement presents a dual-verification framework based on geolocation and facial acknowledgment, which radically upgrades both security and unwavering quality. The versatile app to begin with confirms whether the worker is physically display inside a characterized 200-meter geofence of the work environment. This geofence acts as a virtual edge utilizing GPS information, and as it were when the worker is inside this zone is the alternative to stamp participation empowered. This component alone significantly diminishes the hazard of inaccessible or intermediary check-ins, guaranteeing that participation information genuinely reflects nearness at the workplace. Moreover, our arrangement disposes of the require for outside biometric gadgets or web-based control boards by completely joining all highlights into a single Android application. Representatives can check in and out, see their participation history, and get alarms — all through a user-friendly interface. For directors, the app gives a built-in live following dashboard to screen worker developments in genuine time, along with apparatuses to produce PDF reports on-demand. These reports are put away locally or shared physically, or maybe than being transferred to a central cloud database, guaranteeing information proprietorship and secrecy for the organization.

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IV. CONCLUSION AND FUTURE SCOPE

The Geolocation-Based Worker Participation Framework offers a comprehensive arrangement to the challenges related with traditional participation following. By coordination GPS innovation, geofencing, and face-tracking cameras, the framework ensures exact participation records whereas anticipating area extortion. The utilize of AI-powered analytics includes esteem by providing bits of knowledge into participation designs and representative behavior, empowering proactive administration choices. With seamless integration into HR and finance frameworks, the arrangement diminishes authoritative workloads, minimizes human errors, and streamlines execution assessments and finance forms. Offline usefulness guarantees continuous service, indeed amid organize disturbances, whereas the crisis check-in highlight improves worker security and accountability amid unexpected circumstances. Whereas the framework advances operational proficiency and straightforwardness, it too highlights the require for adjusting protection with responsibility. Organizations embracing such arrangements pick up a competitive edge by cultivating responsibility, making strides workforce engagement, and optimizing execution administration. As workplaces proceed to advance, this inventive framework gives a versatile, datadriven approach to overseeing participation and worker execution successfully

V. ACKNOWLEDGEMENTS

It gives us immense pleasure and satisfaction to present our project, “Geofencing Based Employee Attendance Tracking And Monitoring System ,” developed as a part of our academic journey. This project has provided us with invaluable learning experiences and the opportunity to apply our knowledge in real-world problem-solving. We would like to express our heartfelt gratitude to Prof. Sager Mane , our project guide for her constant support, expert guidance, and encouragement throughout the development of this project. Her insights and timely feedback have been instrumental in shaping our ideas and helping us turn them into reality. Our profound appreciation goes out to the department head, Prof. Shailesh P. Bendale, and the other faculty members, as well as to everyone else who contributed directly or indirectly to the project. Lastly, we extend our sincere thanks to our peers, friends, and family who directly or indirectly supported us during various stages of this project. Their encouragement played a key role in completing this work successfully.

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