

Employee Satisfaction on Compensation System: Basis for an Improved Payroll Management System with Face Recognition and Attendance Monitoring Technology

John Ric C. Jalamanand Riah E. Encarnacion

0000-0003-4580-8276 and 0000-0003-3760-7458

Surigao Del Norte State University, Surigao City, Philippines

jjalaman@ssct.edu.php, rencarnacion@ssct.edu.ph

Abstract: *Employee satisfaction with the compensation system is a critical factor influencing organizational productivity, employee retention, and overall workplace morale. Traditional payroll management systems, often plagued by inaccuracies and inefficiencies, can negatively impact employee satisfaction and trust. This study explores the integration of advanced technologies, specifically face recognition and attendance monitoring, into payroll management systems to address these challenges and enhance employee satisfaction. The research investigates the current state of employee satisfaction with existing compensation systems through a comprehensive survey conducted among employees from diverse industries. It identifies key factors contributing to dissatisfaction, such as payroll errors, delays, and perceived lack of transparency. The study then proposes an innovative payroll management system incorporating face recognition technology for accurate attendance tracking and automated payroll processing. Findings suggest that the integration of face recognition and attendance monitoring technology in payroll management systems can significantly enhance employee satisfaction by addressing common pain points and fostering a sense of fairness and transparency. By leveraging biometric data, the proposed system aims to ensure precise and real-time attendance records, thereby reducing payroll errors and administrative burdens. The face recognition technology offers a secure, contactless, and efficient method for attendance monitoring, aligning with modern workplace safety standards and employee preferences. The study concludes with recommendations for organizations considering the adoption of such technologies, emphasizing the importance of user training, data privacy, and continuous system evaluation to ensure long-term success.*

Keywords: Employee satisfaction, Compensation system, Payroll management, Face recognition technology, Attendance monitoring, Payroll errors, Automated payroll processing, Transparency, Biometric data, Real-time attendance tracking