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Subject: A proposal to the manager to change biometric machines in the organization to monitor employee performance rather than traditional physical monitoring.

**Introduction**

Most organizations have adopted the culture to employ supervisors on their premises to monitor and supervise their employee's performance. Research reveals that using human supervisor's strategy for manual monitoring have been dominated by various disparities such as poor performance evaluation, poor employee relationship, and minimal organizational efficiency. Following subpar employee performance, workers become reluctant; hence, prompting reduced company revenues and deteriorated growth. Therefore, fundamental efforts have to be laid down to revolutionize employee performance checking within biometric systems.

**Statement of problem**

Embracing the biometric systems in the organization by the manager rather than manual methods applied will enhance productivity and remarkable performance. This postulates that the manager's specific standards have to be stipulated through these biometric systems that employee must check on daily to improve and sustain high performance.

**Proposed solution**

Organizations work and operate under stipulated fixtures formulated by the manager and other organizational subordinates such as directors. Therefore, the suitable option towards improving employee performance without much application of manual work will be by purchasing biometric systems where an employee can check in and out on their daily basis at the workplace. Employees who meet the monthly or weekly recommend checks ins and outs will be entitled to recognition and promotion. Low check-ins will subject employees to massive pay cut; hence, creating a culture of maintaining consistency at the workplace.

**Scope**

To facilitate successful implementation of the biometrics, the following critical issues have to be paid attention to;

1. The cost of employing supervisors?
2. Is the time taken to shift to the biometric systems?
3. The price affiliated with purchasing and installing the proposed biometric systems?
4. What are the anticipated benefits of the biometric change?
5. Why are necessary standards that should be set for employees to meet through the biometric systems?

**Methods**

Data concerning the modernizing company employee performance and evaluation will entail collecting first-hand information from employed supervisors doing the intense manual work. Secondly, interactive interviews with employees from various departments will be held to ascertain their views towards the anticipated biometric system plan. These two methods will provide relevant information towards strategizing further activities to implement the proposal successfully.

**Conclusion**

Modernizing employee monitoring and evaluation system will place the organization at a competitive advantage due to the reduced cost of maintaining numerous employee and increased productivity prompting fundamental organization both internally and externally about the market and reputation within the community. The reduced cost will be used to fund work-in-progress projects fashioned to develop the organization in terms of value. The proposal of embracing biometrics will be necessary following its various stipulated merits cultivating competitive advantage for the company.

**Tentative Bibliography**

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