

MMC HR | HR CASE FILES

Two Employees Sharing a Time Clock Login

THE SITUATION

Payroll noticed overlapping punches and unusual activity tied to one employee login. The investigation revealed that coworkers had been using the same credentials for convenience.

THE RISK

Shared credentials undermine the reliability of time records and can hide buddy punching, missed breaks, unauthorized overtime, or simple payroll mistakes.

WHAT HR DID

HR preserved the records, interviewed the employees and supervisor, and determined whether the issue was convenience, poor training, or intentional falsification.

THE FIX

Unique credentials were reset, the timekeeping policy was reissued, supervisors were trained to recognize anomalies, and system permissions were tightened.

Real HR problems rarely arrive in neat packages.

This case file is a fictionalized composite created for educational purposes. Details are intentionally generalized and do not identify any MMC HR client.