



## Kronos® Incorporated

As the leading provider of software and services for managing the workforce, Kronos knows well the importance of technology as a framework for business success, which is why the global company again turned to Bluesocket®, Inc. to upgrade and expand its existing wireless network.

With more than 3,400 employees, Kronos knows well the importance of successfully managing a global workforce. Wireless technology plays a key role in its corporate strategies, which explains why the company relies on Bluesocket enterprise mobility solutions as it looks to upgrade wireless across its Massachusetts headquarters and regional offices to improve productivity and map a route toward more advanced mobility applications.

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An organization's greatest competitive asset and strength is the people who work within it to produce products or services, interact with customers, and drive revenue.

These same people can also become a liability, however, if a company is not adequately equipped to handle complex workforce management, scheduling and even basic rewards and recognition programs. Internal human resource departments are at the frontline of employee relations and management, although most companies admit their HR divisions are slow to react to company growth and ill-equipped for strategic workplace management, according to a study conducted by the Human Resource Planning Society (HRPS) in partnership with the Institute for Corporate Productivity (i4cp).

Kronos, a human capital management solutions company based in Chelmsford, MA, has been working with companies of all sizes since 1977 to address employee management issues and provide tools and techniques that improve worker relations, reduce absences and turnover, and improve an organization's bottom line. More than 30 million people in 60-plus countries use Kronos solutions each day at companies ranging from hospitals and restaurants to major Las Vegas gaming casinos.

In fact, the \$662M company and its more than 3,400 employees are widely recognized as thought leaders and innovators in cutting edge solutions for managing the workforce.

### The Challenge for Kronos

It's not surprising that Kronos borrows from the strategic playbook and lessons provided to its own clients when it comes to adopting the latest technology and solutions that can improve productivity and operational efficiencies. After all, the company's founder Mark Ain is a Massachusetts Institute of Technology (MIT) graduate who led Kronos to deliver the world's first microprocessor-based time clock in 1979.

Last year, the company decided to upgrade its existing campus-wide wireless network to better serve the hundreds of people who log into the system at any one time and support additional wireless local area network (WLAN) services and users, says Doug Tamasanis, Kronos' Chief IT Architect/Director of Networks and Security.

After conducting a competitive analysis of available solutions, Kronos decided to expand its existing Bluesocket network with newer Bluesocket systems and equipment that would not only significantly upgrade the network but simplify and improve the overall user experience, notes Tamasanis.



### BLUESOCKET DEPLOYMENT BENEFITS

- Upgrade existing wireless network with the addition of 70 BSAP-1500 Access Points (replacing Proxim APs) to boost productivity, security and overall wireless reliability
- Expansion of wireless services to many of the firm's 60-plus field office sites and locations in the U.S., Canada, Mexico, Europe, Australia, India and China
- Move from a VPN solution to Bluesocket Edge-to-Edge to support wireless needs of headquarters and remote offices
- Expand wireless services from conference rooms to company wide access
- Enhance visibility of network traffic for support and management, and improve network visualization through third-party solutions



The benefits of the Bluesocket solution are “like a life insurance policy,” said Doug Tamasanis, chief architect at Kronos. Especially as mobile employees in conference rooms and across the company’s headquarters use wireless each day.

Secure Mobility® Solutions



For more information, visit our website at [www.bluesocket.com](http://www.bluesocket.com)

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**The Bluesocket Solution**

Deciding factors in favor of Bluesocket included the technologies’ role-based and policy management strengths, policy enforcement capabilities and compatibility with co-existing software and systems. Additionally, the wireless solution’s edge-to-edge architecture and Bluesocket’s realistic 802.11n roadmap for current and future expansion delivered the value and investment protection Kronos was looking for.

It also didn’t hurt that the company was local, which meant that support and a partner in productivity was not very far away.

As part of the upgrade, Kronos replaced 70 Proxim Wireless access points (APs) with Bluesocket BSAP-1500 APs that feature ‘zero touch’ plug-and-play deployment, multiple security protocols and protection, and built-in RF intrusion detection capabilities that can be used to identify and eliminate rogue clients, ad-hoc networks, denial of service and other attacks on the wireless network.

These benefits are “like a life insurance policy,” points out Tamasanis, especially as internally mobile employees in conference rooms and across the company’s headquarters use wireless each day.

The edge-to-edge capabilities provided by the Bluesocket Controller and BSAP-1500 APs are also critical as Kronos expands its guest services and wireless activities worldwide and provides more flexibility for IT’s help desk services and support, adds Kronos’ IT architect.

**Some of the key benefits Kronos has experienced since flipping the switch on the new Bluesocket system are:**

- Improved user authentication and log-in transparency
- Improved productivity, network security and overall wireless reliability
- Added visibility of network traffic for support and management, as well as network visualization through third-party solutions
- More centralized control and a reduction in troubleshooting time
- Easy updates of the controller and AP software and firmware

In fact, the upgrade of the previous wireless network has gone so well that Kronos is planning to deploy a Bluesocket BCS-5200 Controller in parallel, which is capable of supporting up to six times more APs and 4,000 or more concurrent users.

Bluesocket enterprise mobility solutions will also be extended to many of the firm’s 60-plus field office sites and locations in the U.S., Canada, Mexico, Europe, Australia, India and China, says Tamasanis.