



**“WE MERGED INTO ONE PROJECT TEAM”**

# PROTIME

## PROJECT METHODOLOGY



**THE STRENGTH OF THE SOLUTION IS OUR PROJECT APPROACH.**

### Who?

CNH Belgium

### What?

Whereas Iveco is responsible for lorries and buses, CNH develops and produces large plant and equipment for the agriculture and construction sectors. Both these companies fall under CNH Industrial, a full subsidiary of the FIAT (Chrysler) group. They have more than 64 operations worldwide.

Unique within CNH Industrial is the integral approach of CNH Zedelgem. It is responsible for designing, developing, producing and assembling the plant and equipment. Of the 2,700 employees, 2,000 work in production and 700 in the office. CNH Industrial is stock exchange listed and turns over € 25.8 billion annually.

### Info?

[www.cnhindustrial.com](http://www.cnhindustrial.com)



**HR manager Ann Castelyn and HR systems ICT manager Johan Cloet organised the implementation of Protime.**

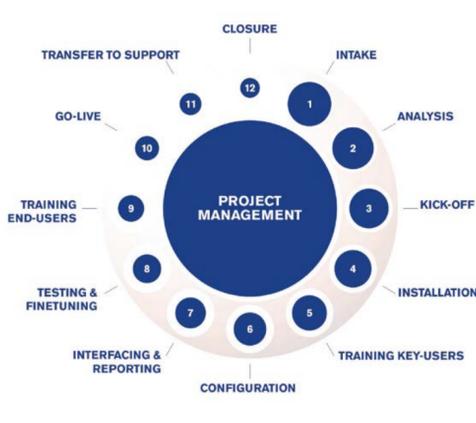
In the CNH operation in Zedelgem, 2,700 employees work on designing and producing large agricultural equipment. Ann Castelyn is HR manager. She has been working for the company for 25 years and knows nothing other than the use of time logging. When the company switched over to a new manufacturing system in 2012, ICT manager in charge of HR systems Johan Cloet looked around for a new provider for the time logging. He says, “We discovered that we needed to replace our time logging system. We were unable to integrate the existing system with the new manufacturing system. Time logging had to be part of the efficiency calcula-

tions and the labour cost.” Cloet: “We were looking for a player on the Belgian market. Protime seemed to be the best party for us because of the flexibility of its pro-

### We wanted to outsource the data processing

gramme and the SaaS range. We were aiming to outsource the hosting of the data processing, with a view to the quality as well as to the cost aspect.”

**Protime has been implementing Workforce Management Systems successfully since 1995. We have now done it for hundreds of customers throughout Europe. For each project, we set up a project team according to the size of the project and the skills and expertise required. The result? The risk of failure is eliminated, the project lead time is minimal and the project produces maximum Return On Investment.**



### Project methodology

Protime has a fixed procedure for integrating its solutions: the ‘project clock’ project methodology. This assures every user streamlined implementation. Ann Castelyn: “For us, it is essential that a time logging system be introduced smoothly. We cannot allow ourselves to have any problems occur in the payment of 1,600 employees. Straightaway therefore, we selected team leaders as key users and involved them in the roll-out. During

the implementation, the team of consultants from Protime regularly visited CNH Belgium. Castelyn: “CNH and Protime merged into one project team. Even though we represent two different companies, we have the same goal in sight: successful implementation resulting in a good system.”

### Planning overview

CNH has taken a leap forward with the new time logging system. Cloet: “We now have great integration between our job registration system and Protime. This gives us a better insight into our wage costs per project, per department and per operation and we are able to improve our efficiency.” In addition, the team leaders have been given a greater share in granting leave and recording their teams’ sickness. They are more enthusiastic and they are benefiting from the greater autonomy they have acquired. Moreover, the system stimulates contact between team leader and team.”

### You definitely get back your investment in good training

Team leaders now also have a far better oversight of the planning, so that, for instance, they can easily estimate whether enough personnel will be present.”

### Less manual work for HR

Ann Castelyn invests the time gained that the new system creates for the HR department in other HR tasks. Now that the implementation of Pro-

time is completed, CNH is planning to expand the system to the factory in Antwerp during 2014. “We will be continuing to roll out Protime time logging”.

### Parallel testing

CNH Belgium has no fewer than four hundred different work schedules. Examples include day shift, early shift, late shift, night shift, weekend shift and the many part-time variants. Johan Cloet: “It would be a hopeless task to test all scenarios beforehand. We therefore jointly conceived several well-considered test scenarios. In addition, we asked a number of production teams to clock on and off for a month using both the old system and the new system in parallel. This gave us a true picture of the implementation status. I would recommend other large organisations to do the same.” Protime uses questionnaires as the basis for the kickoff, and the responses provide insight into the system’s implementation. Castelyn: “During the roll-out, our organisation was found to be somewhat more complex than we initially thought. We have many specific rules and guidelines. Yet, it has become a well-suited system thanks to continuing harmonisation.”

Protime promotes insight into planning and efficient utilisation of working hours

### Sticking points

- No link possible between existing time logging system and new manufacturing system
- Manual input of extra percentages for night and weekend workers, as well as processing leave hours and brief absences
- No rapid management reporting due to different Excel planning sheets of team leaders and separate HR system

### Advantages

- Time gain in drawing up planning
- Time gain in granting leave and processing anomalies by HR
- More autonomy and better planning overview for team leaders
- Streamlined communication between HR and team leaders
- Rapid reporting, such as tracing anomalies



**MAKE TIME VALUABLE**

[WWW.PROTIME.EU](http://WWW.PROTIME.EU)