



“PROTIME’S MAJOR ADVANTAGE IS A COMBINATION OF TIME MANAGEMENT AND ACCESS CONTROL!”

CASE STUDY

**LIEBHERR MACHINES BULLE SA
(BULLE, SWITZERLAND)**



PROTIME GIVES EMPLOYEES A LARGE MEASURE OF TRANSPARENCY.

Who?

Liebherr Machines Bulle SA, in Bulle (Switzerland)

What?

The Liebherr Group is composed of over 130 companies, with an employee headcount of more than 39,000 worldwide. A family business incorporated in 1949, Liebherr set up its international headquarters in Bulle, where production facilities and administration employ 1,000 staff. This is where Liebherr manufactures its diesel and gas engines, hydraulic engines and pumps as well as injection systems. On the international front, Liebherr earned its reputation by supplying machinery for public works such as travelling cranes and construction machinery. It is also a specialist manufacturer of rubber-tyred loading units, dockyard cranes, offshore machinery and aircraft components and household appliances.

Info?

www.liebherr.com



Christophe Genilloud, of the IT Department, has more than 10 years' experience at Liebherr, and he supervised the entire process to select the new supplier. Working alongside Martine Pugin and the HR team concerned, Prottime training for staff was successfully carried out at the end of 2012.

At the Liebherr Group headquarters in Bulle, some 1,000 employees are reaping the advantages of the Prottime system: when they use their badge to identify themselves, they have access to their work time budget, overtime and holidays. This transparent system gives employees full responsibility for their working hours, and it also frees up the human resources department from filling in service records manually so that they can concentrate on more important tasks.

1 November 2012 was a red-letter day at the Liebherr plant in Bulle. During the All Saints' holiday break the firm installed 12 clocking units connected to the computer system – the badges used by over 900 employees had already been reprogrammed in advance. Since then the Prottime system has combined time management with access control throughout the entire plant. Christophe Genilloud, head of the project at Liebherr, is enthusiastic about convergence: "From the outset we worked on

a global project between two companies – Niklas for installation of the Prottime system, and Kaba for the access

It was essential for the new system to solve a number of major problems

control system." Prior to the sizing change, a selection process had produced three suppliers. "We eventually

gave priority to a local supplier well acquainted with the Swiss context," explains Christophe Genilloud. The Prottime choice was preceded by tests on virtual machines and a number of company visits. At Liebherr, the choice of a new system had to meet specific criteria: it had to adapt to Windows, it had to be compatible with new badge-reading technologies, and it also had to have several workflow levels and an extended range of functions. At the Bulle plant, Liebherr reaps the benefits of the Prottime/Microsoft partnership and excellent integration between Prottime software and Kaba's equipment, a major advantage in terms of future security.

Data analysis and reporting have been generally simplified including improvement of the overall vision of each production unit.

Swiss-specific

Thanks to the ingenuity of Niklas, the company that developed a module to work specifically in tandem with ProTime, the system calculates holiday entitlements instantaneously – holidays are displayed immediately whenever a new employee is engaged or

Tracking down anomalies

Another challenge to be overcome was notifying employees of anomalies – forgetting to use the clocking device, for example. "Even if bilateral action still has to be taken with employees, Prottime saves time because we no longer have the nuisance of phone calls every so often," enthuses Martine Pugin. Teamleaders have to confirm or refuse clockings via ProTeam, and this gives them an overview of any anomalies. The new system comes with some major detail: after three days of sick leave, employees receive an automatic reminder that they must submit a doctor's line to the Personnel Department before the end of the current month.

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when an employment relationship terminates. This calculator facility also facilitates the work of HR. Lastly, ProAccess addresses employee access when the company is closed and during manufacturing downtime for maintenance purposes, as is the case at Bulle in the summer. "We programme exceptional access for employees on a day-by-day basis. And this makes things much easier," says Martine Pugin.

Backup for team management

Over one hundred Liebherr teamleaders have reporting access to the Prottime system. Christophe Genilloud also produces standard reporting versions on request for management or the Personnel Department.

What now?

The Prottime functions and Niklas' know-how have completely fulfilled Liebherr's expectations in its choice of a new time management system. The system also makes provision for some very interesting extensions – setting up equivalent applications for smartphones has been broached, for instance, and may be a feature of the next round of enhancements.

No more binders

"We used to manage employee absences on paper, and this would fill up two binders every month," says Martine Pugin of Liebherr's Personnel Department. "Then we had to manually transfer the data to the payroll software, leaving the system permanently open to mistakes, to say nothing of all the time it took. Prottime also created a self-service environment for Liebherr staff." Using the terminals at the plant, they now have access to all their clock-in data. They can put in requests for holidays and check their different balances.

They can also put cash on their badge on a pre-pay system. "Prottime gives employees a large measure of transparency – one year on, the system has made them much more responsible with regard to their working hours," claims Martine Pugin. "As the Bulle facility is so large, access to the clocking units was segmented to prevent plant tourism, and so we allocated a maximum of two access points per employee."

Challenges

- To acquire a new time management system from a supplier with knowledge of the Swiss context
- To acquire badge-reading technology to meet today's access control standards

Causes

- The old system of management was no longer compatible with the computer systems of today
- Absence Management based on a hard-copy system meant data had to be transferred manually
- The badge-reading system was out of date

New benefits

- A single system for time management and access control involving no manual tasks
- Compatibility with the latest Windows 7 developments
- A self-service system to make employees more responsible for their working hours
- A management process dealing with leave requests on two levels
- A time gain for the Personnel Department: fewer phone calls and e-mails
- Transparency for employees
- Instantaneous calculation of the balance of working hours each time the clocking system is used

Solutions

- ProTime: registration and management of services
- ProTeam: an overview of schedules and working hours, absences and HR planning
- ProNet: automatic holiday requests, transparency in terms of the hours worked and holidays taken
- ProAccess: access control
- Prottime has been used since 2012.



MAKE TIME VALUABLE