

## Success Story - Partner application

SHW GmbH, Wasseralfingen/Germany

### High-tech makes its appearance into the human resources department

With 635 years of company history (one of the oldest companies in Europe), the Schwäbische Hüttenwerke GmbH (SHW) belongs to the running body of the industrial landscape in Württemberg. SHW initially went into the business of digging and processing iron ore. Now, SHW is a highly respected and competent partner of the manufacturing industry with a diversified product range for the automotive industry as well as for mechanical engineering and plant construction. SHW is a subsidiary of the MAN Group with 1,400 employees and factories in Germany and abroad. In the business year 2001, SHW achieved an annual turnover of approximately 238 Mio. Euros. Their products range from brake disks to processing plants.

Because SHW has always kept pace with the latest technology, the company decided to change from mechanical to digital time recording in 1999. After looking at several solutions, SHW chose the flexible time management solution X/TIME-ZM, developed by GFOS mbH in Essen, Germany. The software's high scalability and modular structure were the decisive factors. „The option to gradually expand X/TIME to a complete labor control system convinced us. Another decisive point was the ability to record and process all corporate resources with X/TIME. Personnel management and production control with one program makes handling a lot more convenient. The modular structure and system-independence were also important factors,“ says Max von Schwerin, IT and project manager at SHW. Scheduling and implementation of the project took place in close cooperation with the project manager at SHW, the departments and works council, as well as the project manager at GFOS.

After the initial installation in the main plant in Wasseralfingen, the five other plants in Germany were subsequently converted from mechanical to digital time recording. Due its system independence, the software could be easily connected with the existing payroll system „Softresearch.“ For the collection of time data, Kaba Benzing's Bedanet 93 60 terminals are used. This terminal type was selected because of its large memory capacity and expandability. Contact-free LEGIC cards are used as reading media.

The conversion to electronic time recording brought about substantial advantages. Significant time and cost-savings were achieved in the personnel department. The software enabled easy handling of flexible working times, such as annual working time, individual work models, and partial retirement. Overtime was avoided and labor costs were lowered. The personnel department has a variety of different analysis options available, online and offline. The reflection and processing of the different cost centers can take place more efficiently.



„The option to gradually expand X/TIME to a complete labor control system convinced us.“

„The software's modern development environment guarantees not only a random scaling, but also a simple and flexible individualization. All our wishes were fulfilled“.

Max von Schwerin -  
IT-Manager



[www.shw.de](http://www.shw.de)

[www.gfos.de](http://www.gfos.de)

Anwenderbericht

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The first extension of X/TIME was implemented in June 2001. Next, SHW decided to implement an Access Control system to protect the company premises. Because they had successfully implemented a GFOS software solution for time management, SHW also chose a GFOS access control system, because it was easily integrated with their current operations. The access control system protects the company from unauthorized access. The access control system included turnstiles for parking lot control. Because the SHW parking lot is so close to a train station, many non-employee commuters were using it to park their cars, leaving SHW employees without parking spaces. Kaba Benzing time recording terminals were used for access control. The new parking lot system guarantees that every SHW employee has a place to park.

The employee badges (LEGIC cards) are produced directly at SHW. This allows SHW to react quickly if someone loses a badge. If an employee loses a badge or leaves the company, the respective card is simply blocked or deleted. The SHW staff also appreciates the double-use of the LEGIC cards. A single card records both work times and access.



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