

# Success Story

Success Story HARMAN Automotive Division, Karlsbad



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Dieter Dörr  
 Project manager



## A globally standardized personnel information system with ADP and Kaba

Today’s Harman Automotive Division resulted firstly from the takeover of the German automotive radio manufacturer Becker by the US corporation Harman International Industry in 1995 as well as other takeovers of various acoustic companies. With this strategic move, the sound specialist Harman International acquired important know-how in the area of navigation and multimedia which ideally supplemented its comprehensive experience with regard to automotive sound systems. As early as 1953, Harman International supplied the first loudspeaker system for vehicles, in 1966 the first door loudspeakers specifically developed for vehicles and in 1985 the first JBL® branded sound system for Ford vehicles. Just like Harman International in the audio sector, Becker has been seen as the engine of innovation and the “Mercedes among car radios” since it was established in 1949. The company’s excellent reputation was not without reason; after all, Daimler-Benz only used Becker radios in its high-class

cars. In 1953, the legendary “Becker Mexico” was launched on the market with the world’s first automatic station scanning and FM reception. Other milestones were the first car radio with integrated cassette drive in 1969, the first car radio with integrated CD player in 1985, the first navigation system with radio and CD player in 1997, the first OEM navigation system for Mercedes vehicles in 1999, the first Internet navigation radio and the first completely integrated infotainment system with innovative Logic 7 Surround Sound technology, navigation and voice control in 2001.

Today, the Harman Automotive Division is a globally leading manufacturer of high-end audio and infotainment systems for the automotive industry. Using pioneering technologies, the Harman Automotive Division develops, produces and integrates innovative overall system solutions for vehicles that regularly set industry standards. The spectrum ranges from branded sound systems to complete infotainment systems with naviga-

tion, connection of mobile consumer devices, telephone and telematics solutions, multimedia players, voice operation, analog/digital tuner and receiver, headphones and rear-seat entertainment.

The business division operates worldwide with some 6,850 highly qualified employees at 28 locations and has the most important vehicle manufacturers among its long-standing clients: Aston Martin, Audi, BMW, Buick, Chrysler, Citroën, Dodge, Ferrari, Harley-Davidson, Hyundai, Jeep, Land Rover, Lexus, Maybach, Mercedes-Benz, MINI, Opel, Peugeot, Rolls-Royce, Smart, SsangYong and Toyota put their faith in both the quality and innovative strength of the Harman Automotive Division.

**All personnel data in one system**

The company management of the Automotive Division is located in Karlsbad. This is also where the central IT department is located that supports the ERP system of SAP which is used throughout the group. It is also responsible for the time and attendance of almost 4,500 employees in Germany. This has just been converted to a new system in 2010. "We wanted a hosting solution in order to introduce a global worldwide personnel information system," explains Dieter Dörr, the HR project manager at Harman. «All personnel data should be in a standardized system.» Up to that point, SAP HR had been used in conjunction with the time and attendance solution from a system house. The employees at the 7 German and 3 foreign sites booked their working hours at Kaba terminals. The decision was then taken to use the hosting solution Global View from ADP for the time and attendance and personnel administration and payroll accounting in the future. For ADP facilitates the processing of all relevant personnel data, for instance the administration of work equipment or information about an employee's personal career.



With equipment such as company cars, the non-cash benefit becomes directly effective in the payroll accounting. ADP also has a lot of experience with international pay slips. ADP thus guarantees impeccable compliance with statutory regulations and with provisions under collective agreements or specific to the company. Each change in the boundary conditions is implemented automatically and/or realized on request (change request) by ADP in collaboration with the Harman Automotive HR department. It is not without justification that one in five pay slips in Germany are already drawn up with products and services from ADP. This was supplemented by another benefit: The use of the existing Kaba terminals could be continued. The connection to ADP did not present any problems. The employees merely received new Legic badges as the personnel and badge numbers were different.

**Burden on IT department alleviated**

In a first step, the seven German sites were converted; they were then followed later by the sites in Wales and Hungary. The changeover was not very complicated. "We only had to convert the Kaba hardware to new servers, and that was done in one day in each case," empha-

sizes Dieter Dörr. "The system was then ready for operation." Kaba provides an interface to ADP so that the time data recorded of the employees are automatically incorporated into the ADP system. Although the roll-out of the solution has not yet been completed, project manager Dieter Dörr draws a positive conclusion. "The solution works smoothly. We are highly satisfied with the consulting and collaboration with Kaba. The solution means that we require less administration and support as the system maintenance is assumed by ADP. This greatly alleviates our IT department. We are also expecting an amortization of our costs. As a result of the homogenization of the hardware and software and the central service that we are now able to offer at all sites, we have lower costs overall.» Once the time and attendance has been converted everywhere, it will be the turn of the access control.