

# Success Story

Success Story La Brosse et Dupont, France



[www.lbd.fr](http://www.lbd.fr)

**Kaba systems:**  
B-Net 93 20

«Reliability and confidence in the HR data transfer»

«La Brosse et Dupont recommends Kaba products to any company having the same requirements»

## La Brosse et Dupont

As a well-established company since 1932 and specializing in the distribution of household brushes and hair brushes, hygienic and beauty products to supermarkets and hypermarkets, La Brosse et Dupont has acquired expertise in the design, production and distribution of its products.

La Brosse et Dupont is the European leader in its field with more than 1,000 employees in several subsidiaries: Portugal, Spain, Italy, Belgium, Poland, West Indies, and Canada. The company's major objective is to provide a best quality service with a salesforce of more than 300 persons.

Interview with Mr. Joël JOUBERT - HRIS Manager:

At the beginning of January 2007, LBD decided to replace its Administration Management System by an HRIS composed of the following modules: Payroll, Time, Education, Workforce, Participation, and Profit-Sharing Management. Focus was laid on the implementation of a single solution for HR Management.

### «Kaba products perfectly meet the needs of LBD»

LBD has decided to use the new People-Net solution from Meta4 instead of the Axys solution. In the context of the changeover, LBD attached great importance to the compatibility between the old and new solution for time and attendance recording. To comply with this requirement, Meta4, of course, directed LBD to Kaba in order to present to them their product range. After having studied the products, the performance and reputation of the Kaba time recording terminals turned out to meet our expectations.

Implementation was performed in two stages. On the advice of Meta4, we launched the migration process to PeopleNet with the Payroll module while still maintaining the old solution.

For field staff, we developed a solution via intranet for vacation management. This simplification made it possible to control the request workflow and processing of absences as close to the employee as possible, thus optimizing work scheduling.



**Meta4**

As an international developer and service provider and specializing in the Human Resources and Payroll Management, Meta4 offers custom solutions for companies of all sizes and degrees of complexity. The Meta4 PeopleNet solution, available either on a traditional license basis or on a Software-as-a-Service (SaaS) basis, improves productivity of every organization and meets both local and international requirements.

**Meta4**

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The second stage of the project was to integrate the solution into the HRIS of the Time Management module.

The terminals were selected according to our requirements and wishes with respect to operational characteristics. Selection criteria were the display of the information needed and the access to those needed for the employees daily work. The system's strong point is the real-time availability of all this data for the HR Management at LBD. The coherence in processing such data is essential and the Meta4 - Kaba combination offers an optimized solution.

**«Reliability and confidence in the HR data transfer»**

Working hours and schedules of the LBD employees may vary significantly depending on the departments. This had to be taken into consideration in order to provide a simplified Human Resources Management solution.

To ensure service continuity during this changeover period, we decided to save the HR data in parallel on both systems. After the transition period, the Kaba terminals were installed as a single solution within a very short period of time.

After an introduction period for the new Kaba badge readers in the company, LBD noticed that the employees had easily adopted the terminals for daily use. The availability level and the user-friendly access to HR data are very much appreciated by the employees. To guarantee total confidence among the employees, we made use of supervision to verify the coherence of the data transmitted to the employees.

The objective of a Human Resources/ Payroll service is to guarantee the reliability and coherence of the data exchanged between the various modules: Working Hours, Payroll, Vacation, etc. The Meta4 - Kaba solution provides the opportunity to guarantee the reliability of the Time Management data using the HRIS.

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The system's reliability takes away any fear of breakdown or failure. The only request made to Kaba was to adjust the functions in order to optimize LBD requirements, such as, for example, the interval between two bookings. The daily management tasks of the HR department have been simplified by the clocking optimization.

As a result of the Meta4 - Kaba cooperation existing since 2002, the partnership provides a real benefit to any customer looking for a homogeneous and user-friendly solution.

In conclusion, LBD is sure of having made the right choice, as the Meta4 - Kaba solution meets its requirements best. This new Human Resource Information System provides a high reliability and confidence in the HR data process, an essential factor for the smooth operation of the company.