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Rita Dresel
HR

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Birkel Teigwaren GmbH, Weinheim

Noodles make you happy - electronic recording of working times too

Birkel Teigwaren GmbH is a long-established company with quality products and an excellent market position. Innovative technology and electronic recording of working times provide valuable help in keeping up with the market.

A Tradition of Quality

On February 17, 1874, Balthasar Stephan Birkel nailed a sign above the door of his little store with the words «Produkten- und Mehlhandlung» ("Products and Flour Shop"). In the following years he made a small fortune with the trade of flour and semolina. Then, one day in 1883, he watched his wife Kathrin making nudles and he had a great idea: So many house wives make their own noodles for lunch and dinner every day. What if he saves them some time and takes a little work off of their shoulders? What if they were able to buy the same noodles -with even better quality- everywhere? These simple thoughts were the beginning of industrial noodle production using innovative manufacturing techniques.

Today, the headquarters of the owner-managed company are in Waiblingen, Germany. Birkel moved into the new administration buildings in January 1999. Parallel with Waiblingen, the production plant in Mannheim was modernized and expanded in 1998 for approx. 15M. Euros. Here, 70,000 tons of Birkel products are manufactured annually. Innovation and state-of-the-art technology have the highest priority in Birkel's production and administration facilities.

Time & Attendance and Workforce Planning

At their facility in Mannheim, Birkel utilizes the software modules tisoware.ZEIT for electronic time and attendance, and tisoware.PEP for electronic workforce planning. Both modules are from tisoware Gesellschaft für Zeitwirtschaft mbH in Reutlingen, Germany. «The system was introduced in 1995», remembers Rita Dresel from HR. Rita Dresel is responsible for payroll accounting: «I can well remember when we had to enter working times from the punch cards manually.»

Success Story

Personnel scheduling or workforce planning was also done by hand with MS Excel. «If things had to be changed at short notice, personnel- and time-intensive post processing became necessary», says Dresel. But these times are long gone. Dresel: «We first used tisoware.CLASSIC. In the course of the ongoing modernization in 1999 we switched to tisoware.WINDOWS Today», working times of the 170 hourly employees and 30 salaried employees are recorded electronically with Kaba Benzing collection terminals and with the tisoware.ZEIT software module. At the end of the month they are automatically passed on to the payroll department via the OSPAS payroll interface. «This is a great relieve because at Birkel operations in Mannheim run on a complex and complicated 3 shift model», explains Rita Dresel. The 38-hour week has been agreed through collective bargaining. Dresel: «We work 40 hours a week to collect working time.» To utilize the ultra-modern machines and to be able to react flexibly to the order situation, Birkel works six days a week. The Birkel staff has a 5-day

week. The shift models must therefore ensure, that sufficient personnel is available in all shifts to cover the workload. In Birkel's three shift system employees get 'non-working shifts' as comp time. Salaried employees use their flextime banks to reduce their overtime.

Shift Schedules for 43 Weeks

To stay as flexible and efficient as possible in noodle production, Birkel creates shift schedules with the tisoware.PEP workforce planning software. «With tisoware.PEP and tisoware.ZEIT even the most complicated shift models with night shift premiums and other premiums can be recorded», explains Dresel. The Birkel staff is very happy with the electronic time recording and the modern workforce planning system. Shift schedules are handed out to the staff as early as possible so everyone knows in advance when he or she has to work.

Code Card for the Recording of Working Times

The electronic workforce planning system also ensures, that the modern production equipment is staffed with qualified personnel at all times. «This can be checked at the touch of a button with Tisoware's tisoware.PEP», explains Dresel. «If an employee gets sick or doesn't show up for work, the supervisor can immediately see for which shift and position he or she needs a floater.» «When they enter the premises, employees can easily record their working times at the Kaba Benzing terminals with their code cards», comments Rita Dresel. «When our hard disk crashed, tisoware's hotline answered immediately and a service technician was on site in no time. That's something you'll never forget.»