



User Report of the
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Success Story

«Due to organizational advantages and staff savings the system had already amortized after one year.»

«I can simply not imagine having a different system.»

W. Maisch
Manager
Human Resources

www.gouldelectronics.com
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tisoware[®]
ZEITWIRTSCHAFT

Gould Electronics GmbH & Co. KG, Eichstetten

Always on pole position

The German plant of Gould Electronics is located in Eichstetten am Kaiserstuhl, Germany, approximately 20 km north west of Freiburg. Headquartered in Eastlake, Ohio, USA, the company operates 12 facilities in North America, Europe, and Asia and is supported by a worldwide sales and distribution network. The birth of Gould Electronics Inc. was directly linked to the start of the «regeneration» in the mid-fifties. Circuits that were previously solved with wiring, are now superseded through the technology of printed circuits on basis of electrolytically generated copper foil. Gould started in 1957 with the first copper foil production plant in McConnelsville, Ohio, USA. Because of the continuously rising demand for copper foil, there are now seven production plants worldwide. Today Gould is a worldwide leader in the production of printed circuit materials and optoelectronic products, and is acknowledged as the leading manufacturer of electrolytically produced copper foil. Since 1988, Gould has belonged to Nippon Mining Company, one of the fifty largest industrial enterprises in Japan, with headquarters in Tokyo.

At the Eichstetten plant, some 800 tons of copper foil are produced annually by 240 employees (60 of whom are commercial employees). Managing the different employee schedules was always a tremendous effort. The plant has day and night shifts, many different time agreements, and different ways of calculating holidays (the industrial employees get their holidays calculated in hours and the office staff in days). W. Meisch, personnel manager at Gould in Eichstetten since 1996, wanted to simplify the process by replacing the old-fashioned mechanical time clocks with a state-of-the-art electronic time recording system. He looked closely at several suppliers. Gould's project team for time recording agreed unanimously on the software company tisoware in Reutlingen, Germany, and placed an order in July 1996. The system was installed in September 1996 and one month later payroll accounting took place for all commercial employees. Because Gould wanted to test the system for four weeks, the industrial employees were integrated into the system next in November. Gould currently operates three Kaba Benzing terminals for personnel time recording.

Success Story

These terminals are equipped with a reader for contact-free usage. Every employee receives a red key tag as a personal identification medium. The key tag is held near the terminal to clock in or out. The actual booking process is much simpler and operator errors are practically eliminated. At Gould, 17 different shift schedules and approximately 45 different time models (20 of which are flextime) are maintained. Some employees are assigned up to five different time models (shift work). Some employees trade shifts with one another. tisoware.ZEIT automatically recognizes these shift changes. The wage settlement and other applicable agreements at Gould are deposited in tisoware.ZEIT and are calculated automatically. Before the implementation of tisoware.ZEIT, two employees had to spend an entire week calculating punch cards. Today, W. Meisch estimates a daily effort of approximately 20 - 30 minutes for one employee to correct such things as forgotten bookings, holiday entries, and sick periods. Once a month, the gross wage data determined by tisoware.ZEIT is transmitted to «External/Easy-Pers» in Heilbronn.

This process takes approximately 15 minutes. The next day payroll accounting is ready. Employees responded positively to the new system because it runs error-free and they can request time credits, holidays, and other balances directly at the terminal. With the resulting organizational advantages and staff savings, the system had already amortized after one year. In September 1997 the system was expanded with three devices for access control. Three parking lot entrances are now controlled by this access control system. Using their key tags, employees open the revolving gate between the parking lot and the company premises. The need for «key management» was eliminated. Along with daily tasks such as the correction of bookings and the entry of absences, monthly tasks have been established at Gould. Reports are generated with information such as non-working shifts, punching cards (approximately 10% of all employees), and leave information.

Each shift supervisor also receives a report about residual holidays, overtime, time savings, absence statistics, and an attendance planner to prevent foreseeable production bottlenecks. Gould cited the following additional benefits and advantages:

- Flexibility in the administration of different time accounts
- Cost savings
- Quick and accurate payroll accounting
- Fairness and clarity in accounting
- Query capabilities
- Statistics / reports

Gould management and administration is glad they decided in favor of tisoware and W. Meisch says: «I can simply not imagine having a different system.»