

Success Story

«We are really satisfied with the system; it is very user-friendly. The simple recording at the terminals guarantees correct accounting and provides a prompt overview of the target and actual times and the status of the time accounts.»

Regina Krumm
HR department



www.lgi.de

Kaba Partner:



www.tisoware.com

Logistics Group International GmbH, Böblingen

At the right place at the right time

Today, state-of-the-art logistics are one of the decisive success factors in international and pan-European competition. LGI Logistics Group International GmbH thus offers its customers an ever-greater range of special services, among others in the area of production logistics, JIT and JIS platform automotive, spare parts logistics and distribution and transport logistics.

Logistics costs today constitute a major part of a company's overall costs. More and more companies are therefore looking for ways to optimize their processes. The success story of LGI is easy to understand against this backdrop. The company was established in 1995 as a joint venture between Hewlett-Packard Holding GmbH Deutschland in Böblingen and Willi Betz Holding GmbH in Reutlingen. Whereas the company had 180 employees at the beginning, it today employs 750 staff at 16 locations throughout Germany. Virtually the entire bandwidth of logistic disciplines is covered. 85,000 container spaces and 145,000 pallet spaces are available as storage capacity. 'For one customer we are a warehouse or an extended workbench, for another, we are a packer or distributor,' says Regina Krumm, responsible for personnel controlling at LGI, describing the bandwidth.

In the largest business segment Contract Logistics, LGI handles among other things the distribution, spare parts and production logistics, carries out assembly activities or packaging, and offers repair services or returns handling. In the second business field Automotive Logistics, tanks, cable sets, seat covers, bumpers, etc. are stored, pre-assembled and sequenced. Here, LGI supplies the parts just in time directly to the customer's production line. In the youngest business segment Health Care Logistics, LGI offers worldwide spare parts logistics for medical technology equipment, distribution logistics for medical products and the supply of hospitals.

The customers include companies from a variety of industries, including global companies such as Hewlett-Packard, DaimlerChrysler, Siemens, Bosch, Dynamit Nobel and medical technology companies such as Philips Medical Systems. Those who are permanently responsible for everything always arriving at the right time at the right place at the customer's, also attach special importance to the ideal organization of the internal processes. A principle that has also been taken to heart in the reorganization of the time attendance.

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“The aim of the project group at LGI was to introduce a time attendance system that can depict the very flexible time models, records time quickly and automatically and facilitates a clear overview of attendance and absence,” emphasizes Regina Krumm. For the great majority of the employees at LGI had spoken against the personal time & attendance at their own terminal, which had been practiced up to then, and in favor of an automated recording of the working times and absences. And the working times at LGI are varied indeed. Whereas staff have flextime, there are various shift models in the industrial area alongside flextime and normal working time. This was supplemented a year ago with a flexible shift model. The duration of the early or late shift is not fixed, as is otherwise usual, but variable instead. It can be longer or shorter, depending on requirements. The additional or fewer working hours are reflected in the working time account. There is no longer a night supplement but rather a so-called flexi supplement on all target hours. ‘We have had really good experience with the model,’ explains Regina Krumm. ‘The employees too are increasingly seeing the benefits and using the flexibilization of their working times.’

It was thus also a requirement of the new system that new time models can be set up easily. The specification was that the superiors can maintain the times of their employees themselves, e.g. make corrections, enter vacation, etc. But that wasn't all. The new system should also be able to integrate data from a new personnel information system as well as forward data to the payroll accounting system.

For a uniform data pool was to be created in the company in which data only have to be entered once.

Integration solution has convinced

After LGI carried out extensive research, the company opted for the solution from tisoware Gesellschaft für Zeitwirtschaft mbH in Reutlingen. This best met the demanding specification from the logistics specialist from Böblingen. ‘Our integration solution was convincing with the time recording system tisoware.ZEIT, the personnel information system PERSIS-SQL from our project partner, and the accounting system Schleupen,’ says project manager Claus Harrer from tisoware.

“The two companies each appeared to be ideal in their own respective area for us,” adds Regina Krumm. The personnel data necessary for the payroll accounting were available in the Schleupen system. These personnel data were transferred to PERSIS-SQL once and supplemented with the characteristics necessary for employee administration. tisoware.ZEIT accesses the personnel master data created in this way and recognizes that the employee can participate and book at the time recording terminal. The decisive benefit for the company is in the simplified data flow. There is no longer any duplicate or even triplicate management of personnel master data in this system. Another benefit: It was possible to integrate the branches which are also equipped with time recording devices from Kaba Benzling like the headquarters into the network.

After the successful test run of PERSIS-SQL and tisoware.ZEIT in August 1998, all operating facilities at the time were equipped with time recording terminals from Kaba Benzling in December 1998 and regular operations resumed. Since then, new sites have been equipped with terminals and incorporated into the system on an ongoing basis.

The company generates a diversity of analyses via tisoware. For instance, comprehensive capacity reports are drawn up, both across divisions and broken down into the individual cost centers. It is thus possible to examine whether the hours develop in a parallel manner to the hours. This transparency also means that the company can provide evidence of the hours worked to the customers.