

Reference VEGA Grieshaber KG

Time management at VEGA

More efficiency and security for employees and planners

VEGA Grieshaber KG has been producing sensors for measurement of filling levels, point levels and pressure as well as devices and software for the integration into process control systems at the site in Schiltach in the Black Forest, Germany, for 60 years.

The requirements for industrial manufacturing and production processes have become more complex in many industrial companies. The VEGA measuring technology is used especially for demanding measuring tasks in chemical and pharmaceutical plants, in the food and beverage industry, drinking water supply, sewage treatment plants, mining operations, power generation, oil platforms and in airplanes. This makes VEGA today one of the leading manufacturers, operating worldwide, with representations in 80 countries in subsidiaries and sales partners. At the Schiltach site 400,000 sensors are produced annually in an area of 10,000 sqm.

Similar to a start-up, VEGA fosters a collaborative environment where mutual learning, getting to know each other, and teamwork on projects are prioritized. To optimally deploy work time to that effect and to keep it transparent for employees, VEGA decided at the beginning of 2022 to introduce an Interflex time management solution. The IF-6040 software was parameterized within three months and the conversion of the new time management solution for 1,000 employees was successfully rolled out “over night” as of 01 March 2022. “The implementation was very good”, sums up Pirmin Bonath, who administers and manages the

Industry:

Industry, measurement and control technology

Size of enterprise:

2.400 employees
(1.150 of whom in Schiltach)

Solution:

- Time recording
- Time Management
- Personnel Scheduling
- Access Control
- Opendor^{air}

Products used:

- IF-6040
- IF-5735 terminal
- Personnel Scheduling
- RFID-credential media (LEGIC advant)
- IF-271 Door Handle^{air}

IF-6040 system in the Payroll Accounting department. "Although we had a very tight schedule, the implementation and cooperation was really successful, resulting in a fully functioning system."

In the run-up, VEGA was especially impressed by the high level of flexibility of the Interflex solution. On the one hand, connecting the existing third-party hardware via interfaces caused no difficulty. On the other hand, because of the user-friendliness of the Employee Self-Service of the IF-6040 software system which allows employees to enter and view work hour balances as well as submit vacation requests themselves online. Another reason in favor of the solution was the high degree of scalability because time recording can be rolled out to other sites without any problems.

Time management for more involvement and transparency

Currently, 1,150 employees at the Schiltach site use the options of electronic time recording. Time is recorded via F-5735 terminals or the Employee Self-Service at a PC. One advantage: Employees can view the balances via the Employee Self-Service directly at a PC in addition to the display at the terminal. This results in more transparency and traceability because now everyone can keep an eye on their work times at any time. In addition, it offers everyone the option for more involvement from which employers as well as employees profit in the end.

One example is the subject of vacation. Employees can submit vacation requests via the Employee Self-Service at an early stage and can also schedule them via an annual calendar. What used to be a self-programmed workflow via Outlook, is now a clearly arranged, user-friendly solution that automatically transfers the approved or entered vacation in Self-Service to Outlook. In particular in the production area at the site, this degree of scheduling and automation means that attendances and absences for all employees involved in the production process are quickly available and capacity planning can be designed more efficiently.

Regarding other aspects, the controlling IF-6040 system also covers the different requirements for time management to meet specific demands. For example, the specific shift times for the employees in the production area, different break time rules and work time models of part-time employees are mapped in IF-6040. One special specific requirement is the automated proportional vacation calculation on the basis of transfer sequences. E.g. as of 25 years of employment, an additional vacation day is automatically taken into account for an employee.

The entered work time data provides multiple options for evaluation especially for managers and HR. It allows HR to track changes of absences and determine the sickness quota from the time management system to thus derive measures for preventative health care and satisfaction of employees. The system also sends automated messages as soon as an employee is no longer eligible for continuation of wages after a long period of sickness. This allows HR and wage accounting to take countermeasures well in advance. Health management on the other hand can use the corresponding analyses from the time management system for reintegration measures.

The customer says:

„Although we had a very tight schedule, it was a successful implementation which is now providing us with a fully functional system."

Pirmin Bonath,
Payroll Accounting



Time recording device IF-5735



IF-271 Door Handle air

“Personnel Scheduling” module for optimal scheduling

Approx. 500 employees at the Schiltach site work in shifts in the Production department. The production planners use the work times and absence times that were entered in IF-6040 for reliable capacity and deployment planning. To use the potential even better, VEGA decided to introduce the IF-6040 extension module “Personnel Scheduling”. “Before, every department had its own Excel sheets for personnel and vacation scheduling,” remembers Georg Boser, the project manager responsible for the introduction of the Interflex solution in the HR department. “In addition, every division manager maintained a qualification matrix, meaning who can be deployed with which qualification in which area, when and where. This caused a significant workload. Now we have combined all data in one system and one interface.”

For VEGA the module provides a significant workload reduction and added values: Planners and managers can now view the work times that are possible for each employee. Over- and undercapacities in the production area, especially during vacation times can thus be recognized early on and optimally balanced by transferring employees at short notice or with temporary personnel. In addition, the interface allows employees to get involved more. Every employee who is working shifts is able to swap shifts with other employees by themselves via the Employee Self-Service.

Access control: Investment protection and efficiency

Besides time management and personnel scheduling, the IF-6040 platform is also used to control access control. To ensure investment protection for the existing infrastructure, the existing third-party hardware was connected to IF-6040 via interfaces. Employees use RFID-based credential media with LEGIC advant for access. In addition, the credential media for visitors at the site are equipped with access function.

In the HR area on the other hand, VEGA uses the new battery-operated solution Opendor^{air} with an IF-271 door handle. For one thing, because the locking components provide for a quick and secure solution for

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Georg Boser,
Project Manager



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protecting sensitive areas and are connected to the controlling software IF-6040 via radio connection in real time at the same time. This increases the protective effect even further. For another thing, the facility presented itself for a comfortable solution without complex drill holes and installation work.

From the point of view of VEGA, especially the option of defining access rights centrally by organizational unit once significantly reduces the workload and provides a high level of efficiency. If an employee is transferred to a different department they automatically receive the access rights of the reassigned organizational unit. Thus, these rules no longer need to be defined explicitly for every single employee.

Service: a reliable partner

After two years of productive use of the Interflex solution, VEGA gives a positive summary. "I don't think there was ever any requirement, whether from Management, Accounting or IT that was not met or covered," sums up Georg Boser.

In addition, the interaction and cooperation of all parties involved during the introduction substantially contributed to this success. "The Interflex consultant gave it everything in service to keep the start date of 01 March," reflects Georg Boser. The VEGA project manager particularly remembers the last three days before the introduction and conversion. The conversion was carried out "remotely" over night. "This really was an excellent cooperation. Both sides knew that they could rely on each other. And the conversion worked flawlessly. The employees went home in the evening from their "old" work environment and started their new workday the next morning with the Interflex time recording system".



VEGA

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**Georg Boser,
Project Manager**