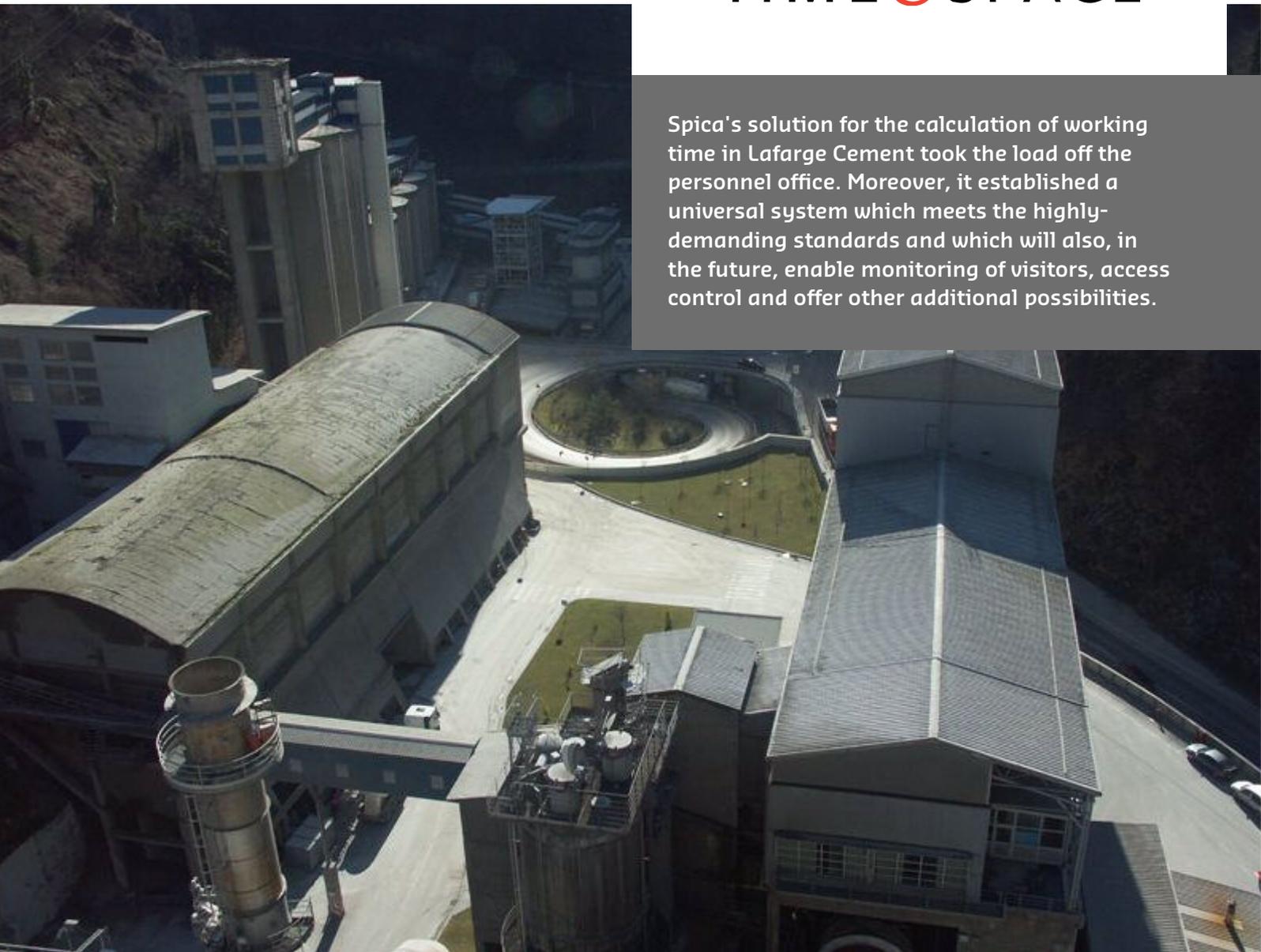




TIME SPACE

Spica's solution for the calculation of working time in Lafarge Cement took the load off the personnel office. Moreover, it established a universal system which meets the highly-demanding standards and which will also, in the future, enable monitoring of visitors, access control and offer other additional possibilities.



Time&Space measures
Working Time in Lafarge



Lafarge Cement d. d., Trbovlje cement works is a part of the international Lafarge group, the world's largest manufacturer of building materials. They employ 90,000 people in over 76 countries. In 2007 their turnover totalled 17.6 billion Euros, generating 1.9 billion Euros of profit. The Trbovlje cement works has been operating since 1876, and was taken over by Lafarge Perlmöoser AG in 2002 - successfully upgrading the strategic partnership between the companies

Uniform Platform for Time Management instead of SAP

Prior to the introduction of the new time management solution, Lafarge Cement d.d. used a SAP transaction information system. Data on the employees' presence was captured on a Spica terminal, with the data on working hours transmitted on-line from the Spica terminal, in an XML format through a Business Connector interface, to the SAP HR. Such a system for time management and also wage calculation was both demanding and time-consuming for all employees in the personnel office. All data had to be checked in a special SAP module and specific information added. This process took up around half of the personnel office's working time.

The introduction of two-way communication between the Spica terminal and the SAP HR system, in the second phase of the project, enabled the processed working hours data to be transferred back to the Spica terminals. This way the employees had access to their data. All data was refreshed every two to three days, meaning that the real state of overtime and vacation always had a certain level of delay.

Uniform Platform for Time Management instead of SAP

At the end of 2006, and with the purpose of modernising the system of working time calculation, and of simplifying the tasks of the personnel office, Lafarge Cement decided to eliminate the use of the Business Connector and to introduce Spica's own system for time management - Time&Space. "We wanted a solution which would ensure simple capture and calculation of working time on a uniform

"It was impossible to adapt the system. For this reason, wrong entries occurred every day, overtime had to be entered separately and hours had to be calculated manually. This required triple verification and constant checking over the phone with individual supervisors," explains Iva Dominkovič, Chief of Personnel Service for Lafarge Cement d.o.o..



Iva Dominkovič,
Head of HR at Lafarge Cement

platform. For this reason we chose Spica's solution," says Boris Zagoričnik, Head of Projects at Lafarge Cement. The selected solution had to comply with the strict demands of the Lafarge Group with respect to information security, compatibility, reliability and maintenance. In cooperation with Spica's expert consultants, they utilised the existing DOG20 terminals, installed Spica's Event Collector and SQL server onto the main server for data capture.

Web Access Makes the Administrators' Work Simpler

To accommodate the specific working practices in the cement works, they also installed the Web TS module. This enables supervisors to enter job costing information over web access. Instead of sending the data to be entered into SAP, they now enter working tasks and job costing directly into the Time&Space system, which also permits entries to be edited, while all data is now immediately available to the personnel office. Web access also allows each employee direct access to the status of their working hours, their presence, vacation, sick leaves and the total of overtime worked. From the Time&Space system, the information is exported, once a month, to SAP, where only a few changes need be made - mainly concerning changes of shifts or sick leave.

Remarkable Advantages and Constant Improvements

At the moment they are testing Spica's system for access control, which would enable them to unify data and to abolish the use of a separate system. This would introduce simplified operation, additional reduction of maintenance costs, and a high level of reliability. Similarly, in the next phase, they plan to introduce the Front Space module for visitor management and data exchange with Maximo, a maintenance and strategic asset management system.

"The most challenging part of the project was to harmonise the functional specifications between the two systems, Time&Space and SAP. Here Spica proved to be outstandingly responsive. We manage to completely substitute the SAP working time calculation with Spica's solution," explains Zagoričnik. Currently, Time&Space manages the working time for 210 employees.



"The openness and flexibility of Spica's Time&Space solution gives us the opportunity to decide, at any given time, to proceed to another package for payroll calculation, since it permits universal connectivity and complies with the strict standards of the Lafarge Group," says Leopold Povše, Head of Informatics and Investment at Lafarge Cement.

By choosing the Time&Space solution, Lafarge Cement benefitted from a number of advantages:

- **Completely freeing-up the personnel office's time,**
- **Continuous access to employees' presence/absence,**
- **Working time management simplified and ordered,**
- **Savings in SAP license costs for local administration,**
- **Maintenance contract with Spica, and call response,**
- **Open and flexible system,**
- **Universal connectivity.**

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