



adicom.

PERSONNEL PLANNING IN
PRODUCTION MADE EASY...



...THE RIGHT EMPLOYEES IN THE RIGHT PLACE AT THE RIGHT TIME...

The Challenge

Frequently, personnel scheduling is neglected in the modern production environment. Each planner has his own unique set of tools, data is edited by multiple users, no one has an overview, and regular planning bottlenecks go undetected.

The consequence: Planners are not able to cover for one another in the event of absence, and targeted countermeasures to avoid recurring bottlenecks are impossible to implement. At the start of each shift, operators are assigned to their workplace by the foreman. But the foreman himself does not have a clear overview of which of his workers are in attendance.



The result is that the goal of assigning the right person to the right workplace at the right time cannot be met. To provide an overview and effectively organize production-related personnel scheduling, there is a simple tool that can easily be integrated into the existing ERP system.

The Solution

The Adicom® Graphical Pegboard offers the possibility of linking workplaces (order, requirement, number, period) with the available employees (qualification, availability, number), taking into account time-related information (attendances and absences, time models).

The result is that the Adicom Graphical Pegboard is able to live up to the motto of deploying “the right employees in the right place at the right time”.



At the same time, data already available in other ERP systems can be incorporated via modern gateway technology.

With Adicom Graphical Pegboard, the foremen in production can schedule all employees on the production lines based on their qualifications and the volume of orders. The foremen have an overview of which employees are present and which are absent, unoccupied workplaces, available temporary workers, and part-time hourly workers. The Adicom Graphical Pegboard

is designed in such a way as to rapidly adapt to the individual needs of any company, no matter what industry they belong to. That means you remain flexible across locations into the future.

Benefits of the Adicom Graphical Pegboard

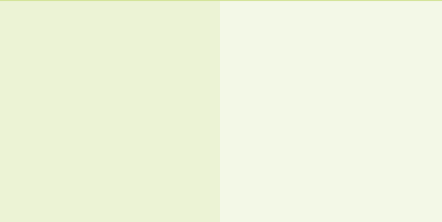
The Adicom Graphical Pegboard is a standard planning tool for planners and employees to keep track of personnel scheduling.



Saint-Gobain ISOVER G+H AG

Gisela Neurohr-Hofmann,
Data Processing/Organization;
Manfred Sieber,
Management and Accounting

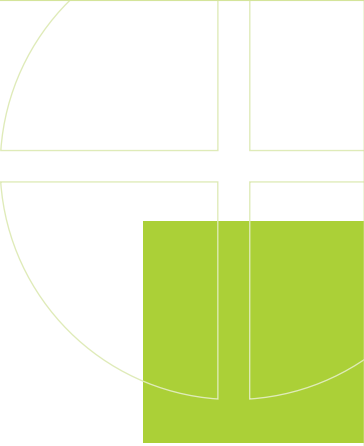
„What we required for our HR planning could not be entirely satisfied by an ERP system. We needed flexible personnel planning that was adjustable to shifts and that could take into account qualifications, time records and a range of other requirements from different departments. Furthermore, the system had to allow technicians to perform personnel planning very efficiently while at the same time guaranteeing the integration of SAP time management including master and transaction data transfer in both directions. The Adicom® Software Suite meets these requirements perfectly. At Saint-Gobain ISOVER, we have been completely won over by Adicom®.“



Integrated into the accounts settlement process, yet easy to operate, which saves time...

Planners obtain a tool that optimizes personnel planning and thus also saves time and money. The Adicom Graphical Pegboard enables needs-based planning with overviews of the level of coverage and the allocation of employees to the available machines. Information such as time account balances, employee qualifications, planned and unplanned absences, and wage group classifications can contribute to decision-making.

This clearly structured overview allows planners to react quickly to planning bottlenecks, thus avoiding understaffing or production downtimes. Simple operation enables planners to quickly and reliably assign employees to the right workplaces at the right time, taking account of factors such as overtime. The employees' current time accounts can also be incorporated into planning. All this makes the planner's job that much easier.



The Adicom Graphical Pegboard also serves as an information tool for staff. Using the clear and easy-to-understand views, employees are quickly able to discover which machine they have been assigned to for which shifts. The Adicom Graphical Pegboard is a visually clear and simply structured work tool that promises a rapid return on investment. This easy-to-use module will be presented as part of the train-the-trainer concept. The application is easily grasped in a short amount of time.

The Adicom Graphical Pegboard can be tailored to your individual requirements. Multilingual views and multi-client capability are included in the standard version, for example.

Benefits for Planners:

- Overview of employee attendances and absences before the start of a shift or workday
- Unavailable/ill employees are taken into account in personnel scheduling
- Personnel shortages in production and lacking employee qualifications are recognized and an overview of available employees is given
- View of remaining available hours for part-time hourly workers
- Temporary assignment of employees, e.g. to other cost centers, is possible
- Planning is made easier by the option of automatic or manual planning, as well as in combination
- Grouping of employee qualifications into qualification profiles
- Choice between planning on a shift basis or hourly deployment
- Future-oriented planning using planning rules
- Daily alteration of the time model
- Minimum/maximum specifications for requirements
- Immediate planning results



...MEASURABLE PLANNING IMPROVEMENTS THANKS TO INTEGRATED FLOW OF INFORMATION FROM FOREMAN/PLANNER THROUGH TO ACCOUNTS...

The Target Group

The Adicom Graphical Pegboard is predominantly used by small and medium-sized production companies. Such companies usually have factories at several sites with various production halls. Companies with production lines and which work in

shifts, as well as logistics companies or firms that focus on building-oriented planning, can simply introduce the Adicom Graphical Pegboard.

Suitable for use in the following sectors:

- Companies with production lines
- Logistics companies
- Construction industry
- Food industry
- Service sector



Fossil European Service Company

Dirk Decking, Manager
Warehouse Eurodome;
Josef Otter, Director European
Logistics



„Besides our high requirements with regard to time recording and personnel time management, ease of use and clarity for users were the crucial factors which tipped the scales in favor of Adicom® Software. Introducing Adicom® means that we are now able to plan our personnel assignments simply and purposefully according to business division and workload, using the graphical pegboard. In short: The past few months have shown that our decision in favor of Adicom® Software was the right one and that we can upgrade functionality even further!”



Powerful Functions

The Adicom Graphical Pegboard offers an array of functions that provide both planners and employees with key technical and analysis-related information.

Release the Potential:

- Visualization via monitoring of personnel scheduling
- Information about the employee's preferred workplaces
- Flexible assignment of employees to other divisions
- Overview of first aiders present
- Accurate to-the-minute planning for orders
- Immediate online transfer of data to the wage system
- Overview of employees with particular qualifications
- Manual records are done away with
- Information workflows are supported

Technology Highlights:

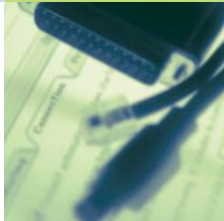
- Automated planning functions
- Personalized views possible
- Flexible configuration of orders and workplaces
- Possibility of manual intervention
- Integration into Adicom Time & Attendance
- Possibility of integrating ERP systems
- User-group compatible view of planning
- Multidimensional authorization concept
- Monitoring of rule breaches
- Online documentation
- Simple handling thanks to drag & drop functions
- Supports approval processes

Standards offer a future-proof investment for lasting efficiency!

The connection between the ERP system (SAP) and operations provides employees with crucial information quickly and online. For this, future-proof technology/IT is required in addition to the basic organizational setup.

Recommended global standards are:

- Ethernet/WAN/LAN with corresponding SSL encryption
- Standard data storage using Oracle, MS SQL Server
- Use of modern identification devices such as contactless ID technology (LEGIC, MIFARE, EM4102)
- Display and visualization means such as LCD screens for employee information



PERSONNEL PLANNING IN THE PRODUCTION DEPARTMENT → SOLUTIONS WITH SAP

Adicom® Graphical Pegboard

- integrated system (MES ↔ ERP)
- ONLINE-data availability
- real-time planning based on current orders
- clear and simple operation

Adicom®/MES



adicom.

production
planning
optimization



Third-party
systems

turnover,
budget



persons, bookings,
time models

HCM
(Payment)

costs,
workplaces

FI/CO

items,
orders

PP



...TRANSPARENCY AND OVERVIEW RESULT IN QUICK AND CORRECT DECISIONS!

The Adicom Graphical Pegboard demonstrably lives up to the need for mapping data quickly and correctly with the current value-adding processes.

As an important component of modern software, the Adicom Graphical Pegboard offers the possibility of integrating clear and practice-oriented reports and statistics. Particular importance is attached to making sure that information is processed in a comprehensible form by management, administrative employees, through to the foreman/planner in production.



The system incorporates:

- Reports or lists of key performance indicators such as attendances/absences or order volumes
- Diagrams showing current utilization of machines, lines, units
- Complex information can be individually organized, processed, and displayed using diagrams based on data warehouse or OLAP technology

Analyses/Reports:

- Shift or time-based overview of the fulfillment of demand
- Overview of the status of employee qualifications
- View of time accounts to assist with decision-making

Why not see for yourself what potential and possibilities there are to improve your processes when you become our partner.



arvato digital services,
 Marc Stöfler, Human Resources Manager;
 Peter Pepping, Head of Indoor Service and Security

"For many years now we've been using Adicom®, the time tracking and personnel time management software. Adicom® is a quality application with good stability and high employee acceptance – these factors assure our continued use of Adicom® in the future."



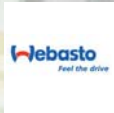
Hannoversche Informationstechnologien
 Jörg Gilgen,
 Team Manager Customer Care

"Adicom® software has helped minimize efforts in personnel time management significantly. At HannIT we especially appreciate the flexible approach to planning and its user-friendliness. The Adicom® Software Suite certainly meets all our demands!"



Deutscher Ring
 Ute Trocha,
 Head of Operational Services

"What really tipped the scales in favor of the Adicom® software was that it offers great value for the money. It has fulfilled all of our requirements."



Our solution for
optimized personnel
planning in production,
trade, logistics.



Winner of HR-Award 2007

The Adicom® Graphical Pegboard was awarded the HR Award by Saint-Gobain ISOVER G+H AG.

Of all the projects submitted, the integrated Graphical Pegboard achieved the best results in the categories of "use," "innovation," and "adaptability to other consolidated companies" according to the five-member jury.



Awarded Industry Prize 2008

The Adicom® Graphical Pegboard was awarded the Industry Prize 2008 by the Initiative Mittelstand (SME Initiative). The solution impressed the jury in the "software" category due to its proven suitability for SMEs and high integration ability.

We would be glad to demonstrate our industry expertise to you.

Please contact us – we're looking forward to hearing from you.

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