

SUCCESS STORY

PERSONNEL SCHEDULING WITH AND BEYOND SAP

The quick and easy way to schedule production personnel

Today's HR managers are finding it increasingly difficult to carry out fast, reliable and transparent personnel scheduling, due to steadily growing staff numbers and order commitments. There exists a high demand for a time-saving alternative to the traditional method of manual personnel scheduling.

The Adicom® Graphical Pegboard has proven a successful solution for Saint-Gobain ISOVER as it keeps both employees and managers informed of the scheduling plan for each production line.

At Saint-Gobain ISOVER in Ludwigshafen, it soon became clear that a new softwarebased personnel scheduling system was required to minimize scheduling times and to do away with the complicated data management scheme of storing data in MS Excel and SAP. The company's expectations were very high.

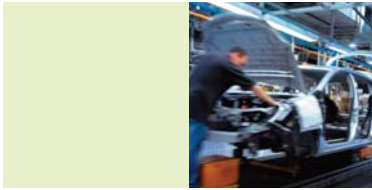
The solution had to save time while also improving overall efficiency. The new system was also required to feature specific scheduling options, such as production mapping in all divisions, workplaces, production lines and the assignment of employees to individual workstations. In addition, requirements stipulated that the master data contained in SAP – such as permanent personnel, working hour models and absences – be available online, with the option of making alterations to the data via a secure connection to SAP HCM.

The project plan was implemented in the production departments of four sites. Employees are scheduled into a three-shift system and allocated to the various machines according to their qualifications and the current orders. A total of 450 employees are now scheduled using the Adicom Graphical Pegboard and PEPIInno.

Until now, the area managers and HR department were dissatisfied with the employee scheduling system, in which no comparison of the sites was possible and data was often doubled.

This type of scheduling required data, such as clock-on and clock-off times, to be entered manually into the respective scheduling tools. Apart from the extra time and effort involved in maintaining this system, this data was, of course, not always current. Any alterations to employee allocation also had to be entered into the SAP system to ensure the accuracy of all employee data.

A personnel scheduling system to meet the requirements of both foremen and management has been developed. This standardized tool provides the foremen with a reliable overview, showing the exact allocation of each employee across all production lines for the entire day. The system is based on the Adicom Graphical Pegboard, which has proven itself in a number of other manufacturing companies.



The Adicom Graphical Pegboard has taken over the role of personnel scheduling across the varying divisions and production lines, offering a solution that flexibly adapts to the current orders requirements, while taking the qualifications of individual staff members into account.

Now a new product which allows all SAP data to be delivered online, PEPIInno, has been developed. PEPIInno also enables alterations to employee scheduling in the graphical pegboard to be registered in SAP. Data is transferred via IDOCs, using a separate interface server. The data flow is monitored in a separate web application on the interface server. This allows for case-by-case corrections as the need arises.

The sites at which the Adicom Personnel Scheduling has been implemented have immediately responded with such enthusiasm that other sites are already considering the implementation of the Adicom Graphical Pegboard in conjunction with PEPIInno.

What's more, personnel planning has become much more transparent and concise for the approximately 450 employees at Saint-Gobain ISOVER. Each production employee has an overview of their allocated station and their planned allocation for the next day. The Adicom Graphical Pegboard is designed in such a way as to rapidly adapt to the individual needs of any manufacturing company. At the same time, the application is tailored to the particular production requirements of each site and remains flexible, for future alterations.

"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®," say Gisela Neurohr-Hofmann, Data Processing/Organization and Manfred Sieber, Management and Accounting.

