

Case Study:

Witzenmann

Highlights

- 50% reduction in time required for planning
- Lower personnel costs
- Greater flexibility to adapt forecasts
- More data transparency, leading to better business insight
- Detailed reports on everything from illness pay to overtime
- Strong working relationship with Software4You

Creating flexible and efficient processes

Witzenmann has a reputation for flexibility. Founded in 1854, it invented the metal hose pipe and, today, it manufactures a range of flexible metal hoses, joints and components. But for this international organisation, flexibility isn't just important for its product line. Flexibility is also important in its business.

Witzenmann wanted to improve the flexibility of its personnel planning processes. Following the deployment 4PLAN HR from Software4You, the company gained greater insight into its personnel costs and improved its ability to adapt cost forecasts in response to business changes. Use of the solution also led to a 50% time saving and a reduction in personnel costs.

Challenges

Based near Stuttgart, Witzenmann's German manufacturing site employs over 1,400 people. Like all manufacturing companies, Witzenmann is currently operating in a very difficult climate due to the global financial crisis. Until now, it has not had to make any of its employees redundant, but it does need to monitor and manage its personnel costs very closely.

"It is very important for us to know our personnel costs now and in the future," says Marina Lehrer, Head of Payroll Services at Witzenmann. "We need to be able to make one-year plans and forecast our personnel costs alongside our target turnover to make sure that the business has the right number of employees."

The company used to use Microsoft Excel spreadsheets to create its personnel cost plans, however this was a complex and prolonged process. "We needed a lot of time to complete our plans, and the number of errors in the data was often quite high," recalls Lehrer. "It was also difficult to accommodate organisational changes, and we wanted to have more transparency."

Solution

One of Lehrer's colleagues in the finance department was familiar with the range of products offered by Software4You and suggested that Lehrer find out more about it. She therefore took the opportunity to see a demonstration of Software4You's 4PLAN HR solution at a trade show. At the same time, Lehrer reviewed several other similar packages from a range of vendors. "The other solutions were not as flexible as 4PLAN HR for making organisational changes," says Lehrer.

After a full evaluation, Witzenmann selected 4PLAN HR, and the company was up and running with the solution at its German manufacturing site within three months. 4PLAN HR is a software package that has been specially developed by Software4You to help companies manage all personnel-rated costs, including overtime pay, bonuses and other benefits. It allows HR managers to easily monitor very detailed and complex statistics, analyse cost variances and present information in clear reports.

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Marina Lehrer,
Head of Payroll
Services,
Witzenmann

Witzenmann uses 4PLAN HR to prepare yearly personnel cost forecasts for all employees in Germany. It also takes advantage of the solution to produce monthly reports that track actual costs against anticipated costs. “Use of 4PLAN HR enables us to control our costs and make cost comparisons, year upon year,” says Lehrer. “We can also see reports on different aspects of personnel cost management from illness pay to overtime.”

Benefits

Through its use of 4PLAN HR, Witzenmann has been able to dramatically speed up its planning processes. “In the planning phase alone, we have achieved a 50% time saving,” says Lehrer. “We have saved time across a range of other tasks too.”

These time savings have, in turn, led to cost savings within the HR department.

4PLAN HR also provides Witzenmann with much greater insight into its actual and forecasted costs. “The solution gives us transparency,” says Lehrer. “I can do analysis more easily now and look forwards and backwards.”

The flexibility of the 4PLAN HR solution enables Lehrer and her team to respond more effectively to changes in the business. “The solution enables me to make projections and simulate the impact of organisational changes,” she says. “This was very difficult before. Now I can analyse data from many different sources.”

Witzenmann has been using 4PLAN HR for over five years and has a strong working relationship with Software4You. “In my view, Software4You is a very professional organisation,” concludes Lehrer. “They don’t just know their product; they also understand our business processes and HR legislation, which is very important.”