



**WHO'S
PERFECT.**
So will ich leben



ZEUS® TIME & ATTENDANCE AND STAFF SCHEDULING AT WHO'S PERFECT – LA NUOVA CASA MÖBELHANDELS GMBH & CO. KG

Talking about perfection is common. WHO'S PERFECT in Munich not only talk about it but show their understanding of perfection in their furniture stores throughout Germany. They have a unique and unrivalled concept which allows them to offer exclusive Italian designer furniture at affordable prices.

Established in 1996 WHO'S PERFECT has enjoyed above average growth, establishing a total of twelve stores throughout Germany. They are the only comprehensive supplier of Italian interior furnishings. The company headquarters is situated in Munich and currently has 270 employees. The decision to implement a new time recording system evolved due to the "minimum wage" legislation. It is mandatory and the law obligates employers to document their employee's hours worked. As a result of this law WHO'S PERFECT planned the implementation of ZEUS® time recording together with ISGUS in spring 2014. One year on from this they have already experienced the benefits from using the ISGUS solution ZEUS® for time recording and staff scheduling in all their stores and office locations.

ZEUS® reports are essential

All companies paying the minimum wage, must use obligatory time recording. Prior to implementing ZEUS®, their time recording solution was unsatisfactory especially in terms of reporting. "Reports from ZEUS® are very important to us because we have quite a number of varying anomalies within our working time regulation: When do employees start to work? When is their core time? Are the employees

working in shifts or not? Our previous time recording solution was unable to deal with this kind of complexity", Robert Pokorny emphasised the importance of ZEUS® reports for time management at WHO'S PERFECT.

This is no surprise, given that currently they have 60 day models, 50 week models and 36 absence models in use. For example, there is a special day model for assembly operators who start their day very early when they have to drive long distances to customers in Switzerland from time to time. Only on the basis of the day model is Robert Pokorny able to see that an assembly operator was busy in Switzerland on a certain day.

ZEUS® connection to the stores

Robert Pokorny outlines the corporate structure "In Munich we have 140 employees, from assembly operators to the managing director, whereas in the stores we mainly employ a store manager and shop assistants. Employees in our stores are connected to ZEUS® time recording and staff scheduling, so the system is able to show us who starts or ends a shift at which location and with what kind of day model", Robert Pokorny explains the transparency of the ZEUS® module.

50 Week models – 36 Absence models

“Fast and easy programmability of working time models in ZEUS® as well as a system providing the human resources department with relevant statistics have been a crucial criterion for us”, Robert Pokorny justifies the decision for using ZEUS®. The number of 50 week models is unsurprising when looking at the different working time models which include different shifts, no shifts and employees with a fixed wage as well as provisions.

ZEUS® staff scheduling supports the store manager

Which employee is needed where and when? WHO'S PERFECT answers these questions using the ZEUS® staff scheduling module. “From all existing week models we easily select one model which is the basis for a certain employee. This week model forms a pattern for staff scheduling and the employee is planned for the present”, Robert Pokorny explains the correlation between time recording and staff scheduling. The actual staffing requirement decides: “In the stores I need fewer early shifts on Mondays, whereas on Fridays I need increased numbers for late shifts because our customers visit the showrooms”, the personnel manager drafts the basic points of a typical weekly planning.

N-Days-Model

There is one more “need to have wish” on the WHO'S PERFECT list: the “N-Days-Model”. This planning tool allows the “probable” classification of an employee in changing day models and moreover the automatic calculation of the adjusted holiday entitlement. As a result, an employee could easily switch from full-time to part-time e.g. if he or she wants to do an advanced training. Therefore, the individual annual planning for an employee needs to be added to the system only once without any further input.

WHO'S PERFECT are very satisfied with the first class support received from ISGUS-bavaria GmbH which is located in Warngau. Christian Danziger, branch manager in Landsberg am Lech, has been responsible for taking the time to fulfil and meet his customers' needs. “The collaboration with ISGUS is very good. If a problem occurs I just call their service hotline and they assist with a proper solution immediately”, Robert Pokorny positively summarizes the joint collaboration.



The design awarded ISGUS Terminal IT 8200 in the store of “WHO'S PERFECT” in Munich.

