



# DE'LONGHI COUNTS ON FLEXIBILITY WITH ZEUS®



## FLEXIBLE IN DAILY WORKING LIFE, PREDETERMINED IN LABOUR LAW

How does working only three days a week sound to you? Or are you interested in a yoga class? There is absolutely no doubt, that De'Longhi are very concerned about their employees work/life balance. Commitment and individuality contribute to their corporate culture extensively. This is the reason why flexibility was the most important requirement of the new system for Time Recording at the Austrian sales subsidiary. Therefore it is not surprising that they use ZEUS® from ISGUS.

De'Longhi enjoys an outstanding reputation especially amongst those whom appreciate good coffee. Founded in 1902, the company has developed from a small craft business to one of the largest suppliers of high-quality coffee and espresso machines. Since the company took over the British brand Kenwood and the German brand Braun, you will find kitchen, household, heating and air conditioning appliances from the Italian manufacturer in an increasing number of households.

Located in Wiener Neudorf, De'Longhi-Kenwood GmbH is responsible for customers throughout Austria. In addition to sales the subsidiary also provides accounting, marketing, after-sales and back-office functions. "We are currently establishing a human resource department", announces Tanja Bröckl from the accounts department. She is responsible for ZEUS® together with Gisela Wolf and head of department Sabine Hromek.

### Flexible and predetermined solution

Two years ago, the headquarter in Treviso, Italy, decided to improve Time Recording from spreadsheet-only to a professional level, leaving the choice of system to each country's subsidiary. Just a few weeks after the start Tanja Bröckl confirms that their decision to choose ZEUS® was the right one: „Creating day and shift patterns and assigning them to individual employees was quick as easy.“ The system provides flexible and core working times, as well as full and part-time models but also special requests such as a three-, four- or even a six-day week. The latter for a colleague who frequently attends trade fairs.

At the same time, ZEUS® also ensures meticulously, that the permitted weekly working hours are not exceeded. The otherwise flexible system can also be predetermined if desired. For example when it comes to country-specific

specifications. „In Austria the working hours are strictly checked to ensure compliance with the legal regulations. This is the reason why every singly employee has to book, even managers. Complaints are subject to severe penalties“, reports Franz Hornbacher, Managing Director of ISGUS GmbH Vienna. „No one is allowed to work longer than ten hours a day. Otherwise the Managing Director is personally liable.“

### Special national regulations

A standard system includes special national regulations which can be activated by a simple click. In Austria, for example, ZEUS® automatically adopts the „block-time regulation“, according to which employees can work tax-free for a maximum of three hours after 7 pm. The system also checks if the holiday request does not include too many days. This is a huge benefit for the employer because once a holiday request has been approved, it can no longer be denied in the Alpine republic, even if it was not granted to the employee.

At De’Longhi most employees use a chip to make their In/Out bookings at the terminal near the entrance. However, the managing directors and sales representatives are often away on business and therefore easily make a booking via the ZEUS® X app on their smartphone. Currently there are 15 mobile accesses.

In addition to Time & Attendance, the company also uses the Employee-self-service module. Thus, various reporting lists - such as vacation requests and approvals, absenteeism and overtime - can be easily edited from the PC or mobile with the smartphone app. To date, sickness notifications have been made via phone or e-mail. „Soon, however, there will be a new feature that enables employees to simply scan their sick reports, which will make the Employee-self-service even more efficient“, announces Franz Hornbacher.





### Insurance during private training

Very employee-friendly: Even private training like yoga classes or language courses are organised by De'Longhi for more employee involvement. These activities take place in the same building and can be booked as unpaid absences in the Employee-self-service module.

The advantage of doing this: the employee is further insured by the company. „It is the same with the quarterly cooking sessions where we use De'Longhi kitchen appliances in our showroom“, says Tanja Bröckl.

Employees were very happy to use electronic Time Recording from the very beginning as the majority of them had already used Time & Attendance systems at other companies. In particular, they value their ability to access their monthly journals.

Talking about cooperation with ISGUS, Tanja Bröckl has only words of praise: „If you have a question you can be sure to receive a service call within the same day. Especially during installation, the engineers had a great deal of patience and explained everything comprehensively and in detail. They provided great assistance.“

