



## DE'LONGHI COUNTS ON FLEXIBILITY IN DAILY WORKING LIFE

### Flexible and persistent solution

Two years ago, De'Longhi's head office in Treviso, Italy, decided to take time recording from a pure spreadsheet to a professional level, but left the choice of system to the individual national branches. Tanja Bröckl confirms that the decision in favour of ZEUS® was the right one just a few weeks after the go-ahead. In addition to flexitime and core hours as well as the classic full-time and part-time models, special requests such as a three-, four- or even six-day week, the latter for a colleague who frequently attends trade fairs. At the same time, ZEUS® is also meticulous in ensuring that

the permitted weekly working hours are not exceeded. This is because the otherwise flexible system can also be persistent if required. For example, when it comes to country-specific requirements. „In Austria, strict checks are carried out to ensure that the statutory regulations on working hours are adhered to. Every single employee has to employees, including managers. There are severe penalties for non-compliance,“ reports Franz Hornbacher, Managing Director of ISGUS GmbH Vienna. For example, nobody is allowed to work more than ten hours a day.

„Creating day and shift models in ZEUS® and assigning them to individual employees was just as easy as today's booking practice.“

Ms. Tanja Bröckl from De'Longhi

### Special national regulations

De'Longhi uses the ZEUS® Time and Attendance system, which has special national regulations stored as standard and automatically takes them into account. In Austria, for example, it takes into account the „block time regulation“ and checks holiday requests for their duration. Clock-in and clock-out bookings are made by chip at the terminal or via the ZEUS® mobile app. The company also uses the WebWorkflow module to process reporting lists such as holiday requests, absences and overtime. A new function will soon be available to scan in sick notes and make the WebWorkflow even more efficient.

### Insurance during private training

De'Longhi offers its employees private training courses, such as yoga or language courses, which take place in the same building. These can be booked as unpaid absences and offer insurance cover. Electronic time recording has been well received by colleagues, as they have access to their monthly journals at all times. The cooperation with ISGUS is praised, as the service callback is usually made on the same day and the consultants have shown a lot of patience and assistance during the practical introduction. Overall, the staff friendliness of De'Longhi is emphasised.



### CHALLENGE

In addition to flexitime and core hours as well as the classic full-time and part-time models, special requests such as a three-, four- or even six-day week should be taken into account in ZEUS® while at the same time complying with country-specific requirements.

### INDUSTRY

Manufacturer of household appliances  
International company  
Approx. 10,000 employees  
Turnover in 2022 was 3.16 billion euros

### SOLUTION

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