

**DENSO**



client

**DENSO Manufacturing Italia S.p.A.**

field

**Industry - Manufacture of starters, alternators and small motors**

no. of employees

**997**

turnover

**250 million euros**

web site

**[www.globaldenso.com/en](http://www.globaldenso.com/en)**

**Zucchetti Solutions in use:**

**SOFTWARE:**

- > Payroll Web
- > Time & Attendance Management Web
- > Human Resources Management
- > Workflow Time & Attendance and Vacation Plan
- > Workflow Expense Reports
- > ERM Portal
- > Employee Cost Budget Web

**HARDWARE:**

- > HR Totem Time & Attendance Terminals

## **With Zucchetti, Denso puts HR management in motion**

DENSO Group, a multinational Japanese company founded in 1949, is one of the world's largest suppliers of parts for the automotive industry. DENSO's range of clients actually includes all the major international car brands.

In order to quickly and efficiently meet their clients' requirements, DENSO has production plants and sales departments spread all over the world.

DENSO Group is present in 13 European countries, including Italy.

DENSO Manufacturing Italia S.p.A. has been present in San Salvo (CH) since 1999, where DENSO Group has taken over the activities previously deployed by Magneti Marelli. The plant produces alternators, starters and small electric motors for windscreen wipers, rear wipers and motor cooling systems, as well as air-conditioning equipments.

Every year, DENSO Group invests approximately 18% of its turnover in Research and Development, delivering state-of-the-art solutions, while respecting the environment.

## case history

### Client Requirements

DENSO Manufacturing Italia S.p.A. has decided to autonomously manage time and attendance and the processing of employees' compensations, previously entrusted to an external company, with the purpose of reducing costs and having full control over personnel data. At the same time, the company wished to be able to reorganize the entire personnel management information system, in order to obtain a higher level of efficiency and precise control over employees, activities and their related costs. Moreover, DENSO wished to improve the communication with employees operating inside the plant, granting the possibility to send and receive information by means of computer workstations close to the production lines or through personal computers, thus eliminating the use of paper documents and time loss for the HR Department.

### Achieved Project

In collaboration with "Informatica srl", a Zucchetti Partner, a suite of integrated software and hardware solutions has been installed, fully meeting DENSO's expectations.

The requirement to upgrade and improve the efficiency of the communication flow between the Human Resources Department and all the managers and employees has been achieved with HR Workflow.

Each employee now submits directly any justification (delays, illness, authorizations, vacation), which, if approved by their managers and the personnel administration, are automatically received by the time and attendance management application.

Operating in web mode (Internet/Intranet), the application has allowed a more active and effective involvement of various company responsables in charge with human resources – personnel department, managers, employees – ensuring higher efficiency of the company processes, accuracy when accessing data and reduction of management costs.

In particular, employees equipped with a PC have access to the online Workflow functions directly from the ERM Portal (Employee Relationship Management), while the plant employees insert the justifications and visualize the documents through the HR Totem time and attendance terminals touch screen display.

The Workflow system is integrated with Time & Attendance

Management Web by means of which the employees' attendance data and the inconveniences related to the preset behaviour models are collected; the collected data is then automatically transferred to Zucchetti payroll processing system.

To control and streamline different personnel cost components is possible with the Employee Cost Budget solution that allows DENSO to perform all the budgeting and monitoring activities and to always have at its disposal useful projections on the work cost (influence of new employments, terminations, compensation policies, internal mobility, absenteeism) and evaluate the impact upon the entire company management.

With Human Resources Management, DENSO has a computerized management of all personnel information (personal data, position, training, medical examinations, company's equipment as far as the occupational safety and health are concerned).

The installed system uses a common database allowing a perfect integration of the applications, with the possibility of inserting employees' data only once, avoiding useless losses of time and potential errors upon their manual reinsertion.

### Why Zucchetti?

*Marco Mari*

*Human Resources Manager at DENSO Manufacturing Italia S.p.A.*

"After an accurate analysis of our requirements and a comparison of various solutions present on the market and a detailed activity planning, due to Zucchetti's high quality standards and the availability and professionalism of Informatica srl operators, in a few months, we have succeeded in implementing all the suite applications.

Through decentralization of the activities by means of Workflow and HR Totem terminals, we have achieved a considerable reduction of time for processing, approval, transmission and registration of the information on paper documents, now almost entirely eliminated, obtaining a cost reduction and an increase of productivity by over 40%.

DENSO Manufacturing Italia S.p.A. is the first among DENSO Group companies, which is capable of completely and accurately managing personnel data."