▪MORELLATO
Gioielli da vivere

client
Morellato S.p.A.

field
jewelry manufacturing

no. of employees
1.000

turnover
128 million Euros

web site
www.morellato.com

Solutions:

> **Payroll Web**
> **Time & Attendance**
  Management Web
> **Human Resources**
  Management Web
> **Employee Cost Budget Web**

HR Zucchetti:
A JEWEL IN THE PERSONNEL MANAGEMENT FIELD

Morellato is an Italian group that operates in the field of jewelry and watches creation and manufacturing. The Group is present on the Italian and international market both with owned brands such as Morellato, Sector, Philip Watch, Chronostar and with licensed brands such as John Galliano, Roberto Cavalli, Just Cavalli, Pirelli Pzero and Miss Sixty. It is also world leader in the production of straps and cases for jewellery that has been the original activity of Morellato since 1930. In addition to its headquarters in Fratte, a town in the province of Padua and its creative and marketing offices in Milan, the group is divided into a number of branches in the U.S.A., Germany, France, Spain, Switzerland and Hong Kong; it is also present on the market in China and India through some joint ventures.

ZUCCHETTI
SOFTWARE & ICT SOLUTIONS

Client Requirements

The rapid growth of the group and its retail structure on the market resulted in the need of optimizing some processes in the HR management, both at administrative level as well as for the organization.

At administrative level the priority was to replace Morellato's applications with solutions to streamline operations and as much as possible in order to support the activities of the HR Department, providing complex reports, making dynamic and multidimensional data analysis with graphical and tabular representations of the results.

In addition, the strong growth of the company and of its retail network has led to the need to define precisely the roles and hierarchies within the company in order to outline the organizational structure and therefore the management of the divisions, departments, group companies, positions and hierarchical relationships between human resources and personnel.

Achieved Project

The first part of the project refers to the start-up of the system for the administrative management of employees. Secondly, the following applications have been installed: Time & Attendance, Payroll and Employee cost budget from Zucchetti HR suite which are entirely web-based and a single database for all applications, this integrated feature allowed us to meet the special requirements of Morellato to delegate some HR management tasks to the points of sale, while maintaining control at a central level within the HR Department. Time & Attendance Management Web allows to centralize and optimize the entire process of data collection for time & attendance at the points of sale, and immediately gain access to all the relevant data for payroll processing, management of contractual aspects, taxes and contributions management that regulate the employment record. The reduction of routine and low

added value activities, has allowed the HR Department to engage in activities with higher added value such as budgeting and monitoring of the various components of personnel costs (contractual incentives, etc.) and different company events (labor costs projections, hiring, terminations, compensation policies, internal mobility, absenteeism, etc.). With the implementation of Human Resources Management Web, Morellato can today have a valuable tool for the management of its organization and therefore for the definition of the hierarchic line, staff roles and the responsibilities that emerge. Currently, the project involves the implementation of further modules of the HR Management solution, including the online CV.

Why Zucchetti?

Martina Busnardo - Hr Department Director:
The right balance between functional content and applicative consultancy has enabled us to grow day by day, slowly expanding our focus from the administrative to the management part. The single database, the innovative content of Zucchetti HR Suite together with the professionalism of the Group's employees are helping us to optimize the processes of HR management which is one of our company's strategic goals and an important asset for our company.