



## Relies on ZEUS<sup>®</sup>

*The sports lifestyle company PUMA has entrusted its personnel management and security to ISGUS.*

Founded in 1948 by Rudolf Dassler in Herzogenaurach/Bavaria, PUMA is one of the leading multi-category sports lifestyle brands in the world. The company is engaged in the development and marketing of a broad range of sport and lifestyle articles including Footwear, Apparel and Accessories. Their aim is to provide consumers with innovative products that successfully fuse the creative influences from the world of sports, lifestyle and fashion.

In order to meet with the informational and commu-

nicational challenges posed by the 21st century, PUMA has developed a virtual corporate structure. The virtual structure is supported by a matrix organization with a vertical (functional) and horizontal (geographic) focus. Through its matrix organization, PUMA achieves further geographical focus through its subsidiaries, as those in Germany, USA, Hong Kong, Austria and Australia. This structure places PUMA in a dynamic position to capture regional differences and local variances, enabling the

company to fine-tune and incorporate them into its global brand initiatives.

The electronic data processing centre is located at the German headquarters in Herzogenaurach and is protected by ZEUS<sup>®</sup> Access providing entry to essential staff only.

In addition to Access Control, ZEUS<sup>®</sup> has also become an essential part of the employees Time Management throughout the headquarters and all subsidiaries.

In total 2000 employees are utilising the Time Management system including employees of the PUMA Concept Stores and Outlet Centres across Germany.

Due to the differing business hours and variable public holidays across German federal states and the immense variety of daily patterns in such a large organization, the core requirements for software solutions are immense flexibility along with high performance.

The system in Herzogenaurach includes the module ZEUS® WebWorkflow, the paperless workflow management solution. Employees are able to log on or off the system either through their browser or on the 27 terminals via their personal badges incorporating Legic reader technology.

Oliver Burkhardt from the PUMA IT department and who was in charge of the system implementation is delighted that employees can now get their actual balance information at any time.

ZEUS® has been integrated into the existing Paisy payroll system and the office database through which absence requests and flexitime requests are processed.

The employee time accounts from ZEUS® are transferred to the Paisy software via an interface driven by a scheduler. Store managers have the opportunity to review absence plans of their employees, this provides

detailed information to support effective workforce planning.

“ZEUS® has exceeded our expectations” concludes Oliver Burkhardt.

A global enterprise such as PUMA needs flexible data systems able to accommodate changing requirements. The multilingual features of ZEUS® were another key element in ensuring ease of use for all employees because of the international nature of the PUMA organization.

In Germany there are 18 ISGUS Distribution and Service Centres providing immediate service and support to the headquarters in Herzogenaurach and to the regional stores.

Detlev Hauer, branch manager of the ISGUS Sales Centre in Herzogenaurach in Northern Bavaria and Oliver Burkhardt are both very satisfied with the successful cooperation between the two companies.

*The entrance area of the PUMA main building in Herzogenaurach.*

