



Ultra-precise HR processes



"With the digital ELO Personnel File solution, we have access to all employee documents anywhere, any time. ELO makes filing quick and easy!"

Günter Schneider
Head of HR/Finances
Schuler Präzisionstechnik

Schuler Präzisionstechnik has specialized in the production of ultra-precise turned parts and assemblies for customers from a wide range of industries since 1925. Headquartered in Gosheim, Germany, the traditional company is growing steadily, relying on sustainability and **ELO HR Personnel File**.

With a history dating back to the 19th century, Schuler Präzisionstechnik has always placed a focus on a balance between economic success and sustainable company development. By incorporating the requirements of over 80 customers, the company has continually expanded its service offering. Today, Schuler is the preferred supplier of ultra-precise turned parts and assemblies for renowned companies in the automotive, medical technology, and many other industries. Growing numbers of employees meant it was time to rethink HR. With the digital personnel file from ELO Digital Office, Schuler has gone digital, completely overhauling its personnel processes to prepare for the future of HR.



The solution

Practical benefits



Overview

Country: Germany
Industry: Manufacturing and production

The company

Schuler Präzisionstechnik produces innovative, ultra-precise turned parts and assemblies for a wide range of industries. The company is characterized by state-of-the-art production systems, optimized workflows, and a perfect combination of insight, ideas, and technology.

The challenge

Overhauling HR processes for digitized HR management

The solution

- Introduction of **ELO HR Personnel File**
- Digitization of HR processes with **ELO workflows**
- Automatic generation of documents for onboarding in **ELOprofessional**

The benefits

- Fully automatic filing of HR files and digitized HR processes
- Reduced process costs and increased process reliability
- Compliance with data protection directives and other requirements

From "Mechanikus" to high precision

The origins of the German company go back to 1838, when "Mechanikus Schuler" was the first mechanical workshop in Gosheim mentioned in a document. Ever since, the Schuler family has focused on its specialization in mechanics. And with the start of turned part production in 1925 began the success story of Schuler Präzisionstechnik.

Today, Schuler employees over 350 associates in a modern working environment. The company produces precision parts and assemblies for customers from a wide range of industries, from automotive and motor engineering to medical technology, down to machinery and plant engineering.

The issue: time-consuming HR processes

A continually growing number of employees flooded the company with personnel documents and processes, meaning it was time for them to rethink HR. On top of that, HR was using two different, incompatible systems. To remain competitive, the company decided to overhaul all of its personnel processes in the spring of 2018. Schuler faced the following challenges:

- Combining the different HR systems into a single digital solution
- Digitizing existing HR processes
- Ensuring structured HR controlling and analysis



Landmark partnership between ELO Digital Office and it.conex

Combining forces, ELO Digital Office GmbH, ELO Business Partner it.conex, and Schuler Präzisionstechnik worked together to ideally implement the company's exact requirements. But that's not all: Harnessing synergies from this partnership, valuable ideas from the project have been incorporated into **Business Solution ELO HR Personnel File**. And Schuler has earned the right to call itself a pioneer in digital HR management.

Integrated digital HR management

Until now, Schuler Präzisionstechnik was using two incompatible HR systems: Interflex for access control and time and attendance, and Sage for payroll accounting. Thanks to **ELO HR Personnel File** the company was able to integrate its data in record time, combining the two systems into a unified digital HR management solution. All new and updated employee data from Interflex was migrated to ELO. Personnel files are automatically created in ELO for each new employee. Remaining employee master data from Sage was compared with the master data available in ELO and either supplemented or updated.

HR processes digitized and optimized

When new employees join a company, a number of documents have to be generated, such as employee instructions or a note to IT to set up their computer. For years, this meant time-consuming paper processes, which have now been digitized thanks to **ELO HR Personnel File**:

Today, an **ELO workflow** is started for every new personnel file to create the in some cases more than 30 documents required for employee onboarding. Staff in the HR department can select and request the corresponding documents using a special form.

Documents are then processed by the individual departments, for example IT for documents concerning user accounts. Employees use Word templates, which are also managed and automatically added to the workflow in ELO. As the systems are seamlessly integrated, the Word templates are automatically completed and personalized with the corresponding master data, standardizing onboarding processes and cutting associated costs significantly.



"The onboarding workflow with over 30 documents provides all involved units the documents they need to quickly bring new employees up to speed. And reminders are sent for missing documentation via escalation stages."

Günter Schneider
Head of HR/Finances
Schuler Präzisionstechnik

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Summary and outlook

With **ELO HR Personnel File**, Schuler Präzisionstechnik creates and maintains all its HR files fully automatically. All documents for onboarding are also generated and forwarded to the responsible employee by means of an **ELO workflow**. The entire company benefits from these standardized HR processes and increased process reliability. Convenient dashboards give the HR department a comprehensive, up-to-date overview of various figures, such as the number of permanent employees and trainees, fixed-term contracts, employees in the probationary period, etc. A quick launch toolbar provides fast access to the relevant data, which can then be processed in an ad hoc workflow, for example. The wide range of useful functions also ensures compliance with current data protection guidelines, such as GDPR, as well as additional statutory requirements (such as documentation and retention obligations).

In collaboration with it.conex, Schuler is already planning to expand its existing HR solution with **ELO HR Recruiting**. A digital seminar management solution for employee training sessions is also set for implementation. Bit by bit, the individual pieces are coming together to form a holistic solution, from applications, recruitment, and digital HR management, through to training management.