

GROSS WAGE CALCULATION

The ability to manage performancebased payments for your employees

Do you want:

- Performance-related wage payments?
- Precise recording of actual working hours?

We offer:

- Shop floor data collection integrated with personnel time & attendance
- Order and project-related time recording integrated with personnel time & attendance

This means for you increases in productivity and motivation

These performance criteria can be delivered today by Adicom® Personnel Time & Attendance integrated with Gross Wage Calculation. This goes far beyond the simple capture of time postings and absenteeism, and the associated calculation of time accounts.

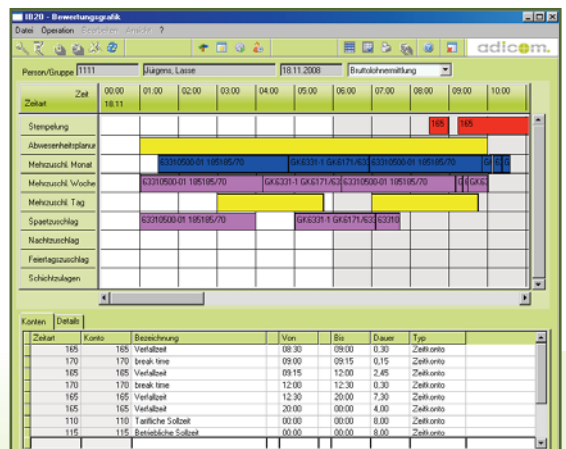
The Adicom Software Suite provides you human resource (HR) solutions. These go hand in hand with all your company's management processes, machinery, and materials, and optimize them for your overall business strategy.

Integration in Adicom Personnel Time & Attendance creates the up-to-date and efficient option of processing employees' order-related activities based on working hours.

The integrated performance calculation creates the necessary conditions for productivity-enhancing wage types. Standard payroll components of personnel time & attendance are supplemented by individual or group performances, and extended by bonus incentives.

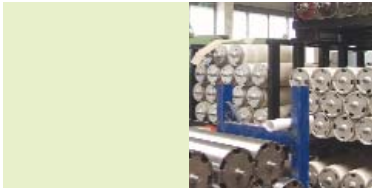
Adicom make it happen!

- Individual productive hours related to an order are taken from shop floor data collection, or recorded in time tickets. The generation of time tickets can be significantly optimized by the transfer of personnel scheduling information.
- The transfer of shop floor data or the verification directly during data capture ensures error-free data. Individual productive hours generate overtime if necessary. Current key productivity figures can be queried directly at any time since the results are calculated online.



Zeiten	Konto	Bezeichnung	Von	Bis	Dauer	Typ
165	165	Verlzeit	08:30	09:00	0:30	Zeitkonto
170	170	break-time	09:00	09:15	0:15	Zeitkonto
165	165	Verlzeit	09:15	12:00	2:45	Zeitkonto
170	170	break-time	12:00	12:30	0:30	Zeitkonto
165	165	Verlzeit	12:30	20:00	7:30	Zeitkonto
165	165	Verlzeit	20:00	00:00	4:00	Zeitkonto
110	110	Tarifliche Sollzeit	00:00	00:00	0:00	Zeitkonto
115	115	Bestandliche Sollzeit	00:00	00:00	0:00	Zeitkonto

Sample analysis



- Net times are calculated by comparing the employee's pure working times (working hours minus breaks and downtimes) with his or her cost center and order-related productive hours.
- The recording and adjustment is supported on the basis of individual time tickets and group time tickets.
- A bonus payment can be calculated using the bonus characteristics stored in the system.
- Accurate data serves as a base for detailed final project cost analysis.

Investing in Adicom is worth your while!

The Adicom Software Suite is the solution and services package for the seamless capture, planning, and management of all resources. Since the Software Suite is modular in structure, it can be used efficiently, either as a whole suite, or just as individual components.

The advantages of an integrated solution become obvious when information from different areas is merged.

Adicom Gross Wage Calculation for flexible wage payment uses these advantages and allows you to make your company data transparent.

Customer-specific requirements can be implemented quickly, and the cost-savings potential through the reduction in administrative expenses speaks for itself.

Your advantages at a glance:

- "Everything from under one roof"
- 100 % integration with time & attendance and shop floor data collection
- No complex interfaces to different systems
- Flexible connection of variable payment forms
- Numerous evaluation and reporting options

