

# ISGUS NEWS

## DIGITIZATION OF PRODUCTION

Customer story „Traktionssysteme Austria“

» Page 4

## WORKING WOLRD

How Corona is changing the way we work

» Page 6

## INTELLIGENT IT-TERMINAL

All online functions at a glance

» Page 7

## UTMOST SECURITY WITH ZEUS®

Customer story „Uniejów Thermal Park“

» Page 8

## SME Award

For social responsibility

» Page 10

**NEW VIDEO** from **ISGUS**

A successful working day starts with ZEUS®!



# CONTENTS



## Digitization of production

Page 4

Customer story „Traktionssysteme Austria“



## Working world

Page 6

How Corona is changing the way we work



## Intelligent IT Terminal

Page 7

All online functions at a glance



## Utmost security with ZEUS®

Page 8

Customer story „Uniejów Thermal Park“



## SME Award for social responsibility

Page 10

Performance - Commitment - Recognition

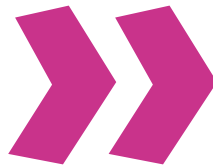


## New video

Page 11

A successful working day starts with ZEUS® Workforce Management

# PREFACE



Sylvia Martin-Knoch, ISGUS Export Manager

Dear reader,

ISGUS is watching the situation about the Covid-19 pandemic exactly. Safety and Health of all our employees and business partners is still the most important thing. Therefore, we continue to take all steps to ensure safety and minimize the risk of infection. At the same time, we would like to ensure that the necessary commitment to you is not compromised.

Production and delivery are guaranteed, all our products and services are available. We are doing everything we can to maintain the supply chain even in these difficult times.

Covid-19 has or will change the world we all work in. We have researched what will remain of it in this issue.

To efficiently meet current and future challenges is and remains our constant development goal. We show you how this can look like in practice on our homepage, in the new video with the not exaggerated title: A successful working days starts with ZEUS® Workforce Management”.

Read our article about our new intelligent IT 8210 terminal to find out what advantages there are for employees and companies when digitisation does not end at the data entry level.

Also, find out about the wide scope of ISGUS solutions, reflected in the two customer stories „Traktionssysteme Austria“ and „Uniejów Thermal Park“ in Poland.

Now, I wish you many interesting suggestions and much joy with the latest issue of our ISGUS NEWS.

Stay safe!

Yours sincerely



# TRAKTIONSSYSTEME AUSTRIA

## DIGITIZATION OF PRODUCTION



### LARGE VARIETY OF ISGUS SOLUTIONS IN OPERATION

“Traktionssysteme Austria GmbH” supervises many large-scale projects around the world. They are currently supplying the traction motors for the latest generation of Moscow’s metro with a passenger volume of about 8 million per day. TSA is also supplying the entire drive system for the new Type X fully automated metro train designed by Siemens for the new U5 subway line in Vienna. The noise protection requirements applicable in Vienna were a major challenge. The resulting whisper drive brought several patents along the way.

#### Security concept - from the inside out

With the ZEUS® access control system, TSA relies on a 3-phase concept. The outer access boundary controls the entry to the company premises. The second one regulates access to the building. Access to parts of the building requiring special protection is handled with two-factor authentication. In addition to transponder technology, a PIN must be entered.

#### Special feature of time recording

The staff time recording based on the IN/OUT bookings is processed by ZEUS® Time and Attendance via a certified interface to SAP for time evaluation and payroll accounting. This option was a decisive factor for choosing the ISGUS solutions. SAP is the central hub of all data at TSA. ZEUS® Time and Attendance basically handles this process independently, but also offers a certified SAP interface.

#### Production Data Capture (PDC) - the supreme discipline

The IT focus at TSA is on the digitization of production processes. Software products such as SAP play an essential role in this context. SAP is used for the entire production planning and control. ZEUS® PDC records the execution of production processes.

The production network consists of various projects, orders and activities. The production of an engine, for instance, implies a production order consisting of several operations.

All kinds of PDC feedback and booking actions contribute to the transparency of the actual execution in production. Production planning as well as management control processes are based upon these data. Furthermore, the PDC data are essential for optimised resource planning.

Twelve multifunction terminals with touchscreen for PDC have been installed at strategic locations in the production area and are easily accessible from all workstations. A key requirement imposed by TSA was the usability of the multifunctional terminals. Furthermore, TSA expected a clearly structured terminal software and devices allowing for quick and easy operation.

TSA uses three types of terminals. Access terminals and time recording terminals are used by all employees, whereas the multifunctional terminals are only used for PDC data capture in the production area. Working with the ISGUS solutions for access control, T&A and PDC is already part of the corporate culture and self-evident for all employees.

#### Cooperation and future system extensions

TSA is committed to a proactive and partnership-based cooperation with their external partners. The cooperation with ISGUS is working very well. In a next step, the roll-out of ZEUS® Access Control, ZEUS® T&A and ZEUS® PDC solutions offered by ISGUS will be extended to TSA's plant in Bosnia-Herzegovina.

#### Many are simply waiting for the future of eMobility - TSA makes it happen

"Transaktionssysteme Austria" is the leading manufacturer of electromechanical drives for rail and road vehicles, with a corporate history dating back to the year 1960. As an owner-managed and independent manufacturing company, TSA offers one-step tailor-made drive solutions.

The range of services includes design and construction, production, testing and delivery of customized products – from single components to fully integrated drive solutions and after-sales support. Traction motors and generators based on asynchronous and permanent magnet technologies as well as final drives are part of the TSA's core business.

TSA products are sold throughout the world which is reflected in an export share of about 98 percent. At TSA's headquarters in Wiener Neudorf (Lower Austria) with a staff around 380 employees, the annual production of drive systems reaches 6,500 units. With further locations in Bosnia-Herzegovina, India, the USA and in China TSA employs approx. 700 people worldwide.

#### Driven by passion for 60 years

TSA offers its customers reliable e-mobility solutions in the rail vehicle sector and for road-bound commercial vehicles. With its cutting-edge products TSA allows people in almost 60 countries to use environmental-friendly, sustainable means of transportation in their daily lives and thus contributes to a remarkable extent to the CO<sub>2</sub>-neutral mobility of tomorrow.

"We are proud to work for a company that makes an important contribution to a clean environment based on outstanding performance and achievements in the area of the electric vehicle industry," explains Stefan Raucher, Manager Digitization & IT.



from left: Stefan Raucher (General Manager Digitization & IT TSA) and Franz Hornbacher (Manager ISGUS Vienna)

# HOW CORONA IS CHANGING THE WAY WE WORK



Working concepts and processes that many people have gotten used to in their daily work are going through change. Amid the Covid-19 pandemic, working in split teams, from home or elsewhere has become run-of-the-mill for many – this is how the coronavirus is changing the working world. Companies were strongly engaged in developing and deploying protection measures to ensure the employees' safety and maintain operational processes with a long-term influence on our future way of working. The coronavirus has taught us that one is impossible without the other: employers and employees alike have to deal and familiarize themselves with a new working reality.

Many companies thought home office would be a temporary solution to stop the spread of the coronavirus. And although many employees were happy to be able to resume work and social contacts with colleagues after the lockdown, the desire to continue working from home still persists. However, some companies experience difficulties in implementing the required regulations on a permanent basis supporting alternative working concepts that, during the lockdown period, have proven to be good and effective.

It is generally expected that the desire for more flexible working time models will continue even after the pandemic; in other words, more flexibility in our daily work concepts will become the new standard in many companies. Bearing this in mind, appropriate solutions facilitating user-friendly planning, management and recording of working times in flexible teams are a must to manage volatile resource requirements in the best possible way.

The corona crisis further accelerates the digital transformation, recording of mobile working times and activities pushing "New Work" as a trend towards a flexible work organisation. The recent ECJ judgement on daily working time's measurement involves further actions in most of the European countries regarding the implementation of T&A recording systems. Due to COVID-19, companies have to focus not only on "what", but also on "how" to proceed. Given the trend for an increased number of coronavirus cases, companies without efficient decentralized organisational structures in place must ask themselves how they can ensure their future business operations without putting their workforce at risk.

No doubt, future-proof models for working time organisation need to comply with valid statutory and collectively agreed regulations.

Quite often companies are technically not equipped to face the challenges in implementing the necessary conditions for a distributed working environment in a future-proof manner. This is frequently due to an outdated time management system still being in use. The ISGUS solution ZEUS® Workforce Management goes far beyond the scope of a conventional time and attendance system.

Web-based ZEUS® solution automates processes and even entire process chains thus relieving the HR departments of time-consuming routine tasks and queries. The new working world is completely different from the old one: static processes are replaced by dynamic ones that require much more flexibility and adaptability than ever before. One day, the coronavirus will pass – however, the innovative concepts and system solutions developed and put into place to overcome the COVID-19 crisis will be preserved for the future.

**CORONA  
NEW WORK  
WORKING WORLD  
WORKFORCE MANAGEMENT**

# INTELLIGENT IT-TERMINAL



  
**GREEN IT**



The new IT 8210 terminal communicates with ZEUS® Workforce Management via the Intranet or Internet - regardless of whether on-premise or in the cloud. Depending on the customer requirements and the individual configuration of the ISGUS solution, it provides all relevant Employee Self-Service (EES) functions.

Like its predecessors, the ISGUS IT 8210 terminal series has received the coveted iF Design Award, too. Furthermore, with regard to the time management solution ISGUS has managed for the first time to introduce what many of us already know from tablet PCs and smartphones: the availability of an intelligent and controllable energy saving mode allowing for power savings of up to 50%. Thus, even in its basic version, the IT 8210 terminal makes a valuable contribution to sustainability.

The new IT 8210 terminal is a particularly interesting solution for all those employees without computer access and who, consequently, were excluded so far from the “digital” added value offered by ZEUS® Workforce Management. As of now, even workers in the production area can benefit from employee-self-service. Via the IT 8210 terminal they can, for instance, request absences, make booking updates, view their shift plan or swap shifts with colleagues. Likewise, line managers are able to approve workflow requests directly on the IT 8210 terminal.

The integrated messenger allows employees to view personalized notifications and to retrieve specific information directly via the new terminal. Thus, for the first time, digital functions are made accessible to all employees and not only to those already working with ZEUS® Workforce Management via direct access from their workplace or remotely via a tablet PC or smartphone.

With the IT 8210 terminal series, you will meet all of today’s requirements which - on the data entry level

- are strongly associated with flexible work time organisation and autonomous leadership. Both are essential ingredients for promoting employee engagement and motivation as well as, from the employers’ point of view, for enhancing the company’s attractiveness.

Like its predecessor, namely the ISGUS IT 8200 terminal, the IT 8210 terminal can be equally used as access control manager (ACM) fully equipped with all relevant ACM functions. When deploying electronic locks, the profile registration function “Access on Card” is available and allows to save the purchase of expensive, additional hardware components.

#### All online functions at a glance:

- » Workflows for absence, booking and account updates
- » Workflow for shift/service plan preferences
- » Presence Indicator Board subdivided into areas
- » Overview of pending and approved requests
- » Enquiry of personal time accounts
- » Possibility to view service plans
- » Interactive shift swap request to all colleagues working in a different shift
- » Notifications, e. g. on shift plan updates
- » „Access-on-card“ function for assignment /validation of access authorisations required for electronic locks

**IT 8210  
HARDWARE  
ONLINE FUNCTIONS  
INTELLIGENT TERMINAL**

# UTMOST SECURITY WITH ZEUS®

## KEYLESS SMART HANDLES AT

# UNIEJÓW THERMAL PARK



The city of Uniejów is located in the greater area of the city of Lodz in the heart of Poland. Uniejów is an officially certified thermal Spa due to its hot springs with proven medical effectiveness on diseases like rheumatism, neurodermatitis or asthma. In 2019, Termy Uniejów, the largest Spa complex in the area, decided to replace its access control system by the wireless ZEUS® keyless solution.

Termy Uniejów is a pool complex consisting of two salt-water outside pools with attractions for the whole family and a 25m freshwater swimming pool. Inside, there is a variety of brine and freshwater pools as well as children's pools with slides. Last but not least, Termy Uniejów's wellness offer is completed by several saunas, a Jacuzzi island, snow chambers and Turkish baths. The total surface of the thermal pools complex is 2,700 square meters and the average water temperature is between 32-35° degrees Celsius.

The secret of Termy Uniejów is geothermal water, the greatest resource of Uniejów, extracted from a depth of 2 kilometres. The water temperature underground is about 68 degrees Celsius! Thanks to its thermal and chemical properties, the water has excellent properties and beneficial medical effects on many diseases and, furthermore, it is successfully used in preventive medicine.

Termy Uniejów, which was opened in 2008, is managed by the municipality of Uniejów. As an attraction well

known far beyond the borders of Poland, Termy Uniejów is focusing on spa activities for both individuals and families, attracting several millions of visitors per year. Until 2019, Termy Uniejów was using an access control solution from another provider. Due to the specific ambient conditions in a Spa, like high humidity or brine, the system did not meet their expectations. "This was causing quite a lot of failures on the hardware and was one of the main reasons to replace the existing system by a new one", said Facility Manager Rafat Porada. On the search for a new provider, Termy Uniejów found MiW S.C., the ISGUS distribution partner for Poland, located in Poddebice, only a stone's throw away from Uniejów.

After several consultancy meetings and site inspections, the requirements of Termy Uniejów were identified, finally resulting in an individual quotation for a ZEUS® keyless solution from ISGUS. The comprehensive solution is based on wireless electronic locks and smart handles, completed by the appropriate software to manage access profiles on the numerous individual doors.



“The most important thing for us was resistance to the prevailing ambient conditions, as well as failure-free and simplicity of use”, remembers Facility Manager Rafat Porada. MiW recommended the ZEUS® keyless solution consisting of software and 26 smart handles for their existing doors, securing critical areas without public access within the Spa complex. To cater for their requirement regarding air moisture and saltwater environments, MiW offered the weatherproof version of ZEUS® keyless smart handles.

The implementation process was quick and trouble-free resulting in great satisfaction on the part of the management of Termy Uniejów as well as their employees. “It turned out that the ZEUS® keyless solution is much better than the old system. The solution was well received by all employees, as it is easy to use and working fine without any failure since the very beginning”, states Ryszard Grzelak, Sales Manager at MiW.

Unfortunately, due to the Corona pandemic, Termy Uniejów is closed for the time being and, therefore, no system extensions are planned in the near future. However, the management of Termy Uniejów remains optimistic that 2021 will be a normal spa season again, thus

opening the door for further investments. And with MiW on their side, they are aware to have a reliable solution provider in their neighbourhood for the overall ISGUS ZEUS® soft- and hardware range.

## SECURITY ZEUS® KEYLESS SMART HANDLES ACCESS CONTROL SYSTEM



# SME AWARD FOR SOCIAL RESPONSIBILITY



Medium-sized companies have been awarded with the SME Award for “Social Responsibility 2020” by Caritas, Diakonie and the Ministry of Economics during a digital award ceremony. The Award is intended to strengthen the social commitment of companies headquartered in Baden-Württemberg.

During the SME Award ceremony 2020, ISGUS GmbH has been awarded the certificate of “Social commitment 2020” for social responsibility in the state of Baden-Württemberg. In the award’s accompanying letter, the jury stated: “With your commitment, you actively participate in shaping society which is increasingly important today, more than ever before.”

For many years ISGUS has been actively supporting the “Vesper church” in Schwenningen as well as the „Pro-Kids“ Foundation, both local initiatives assisting the needy and socially disadvantaged people - this year, ISGUS received this award for the 9th time in a row. Even this year despite the coronavirus pandemic, a huge number of companies located in Baden-Württemberg applied for the SME Award which is granted for outstanding “Corporate Social Responsibility” activities (CSR). Through this special award, the two charity organisations Caritas and Diakonie in Baden-Württemberg as

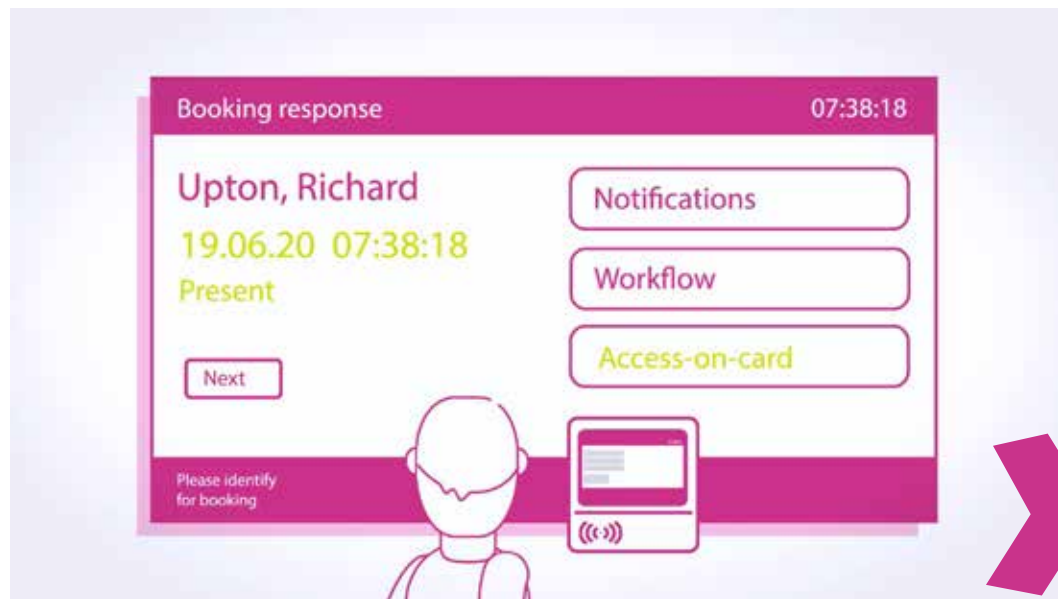
well as the Ministry of Economics honour the voluntary social and charitable engagement of small to medium-sized companies. The unendowed price is awarded under the motto “Performance – Commitment – Recognition” since 2007.

The unbroken high participation shows how naturally companies are prepared to actively assume social responsibility in cooperation with non-profit charitable partners. Particularly worth mentioning is the fact that the corporate commitment to social issues has been sustained even during economically difficult times - as experienced over the past few months, with numerous Covid-19 restrictions in place.

**COMMITMENT  
RESPONSIBILITY  
SOCIALLY ENGAGED  
MEDIUM-SIZED BUSINESS AWARD**

# A SUCCESSFUL WORKING DAY STARTS WITH ZEUS® WORKFORCE MANAGEMENT

  
TO THE VIDEO:



Our first video about digital time management was a great success. In the latest video clip, we extend the focus to corporate security and staff scheduling aspects.

We are delighted to receive such positive feedback on our video clips intended to show you how your work can be organised in a highly efficient way using ZEUS® Workforce Management.

Beside tackling the access control issues, a major focus of our latest video is on staff scheduling showing how easy shift planning can be. ZEUS® Staff Scheduling takes all important parameters into account, such as staff qualifications, absence planning, time account balances and employee preferences. The presence staffing display and the shift offering feature will assist you when things fail to run according to plan.

Based on digital processes, ZEUS® Workforce Management enables an efficient and economic time management. ZEUS® Staff Scheduling allows you to considerably reduce scheduling efforts while improving the planning quality. The shift offering option is the perfect answer to competently solve understaffing issues, for instance due to employee no-shows for sickness, etc. Eligible employees with the appropriate qualification are automatically listed and, once selected, they can be

easily informed on the pending shift offer either via the integrated messenger available on the ISGUS terminal, the ZEUS® inbox or via email and push notification on their mobile device. In turn, employees can interactively provide their feedback, i. e. acceptance or rejection of the suggested shift, via the same media.

Furthermore, ZEUS® Workforce Management comes along with a “Shift swap” feature that empowers employees to easily and efficiently swap shifts among themselves. Using the same digital communication channels as other ZEUS® modules, the interactive shift swapping option can be integrated in a quick and easy way.

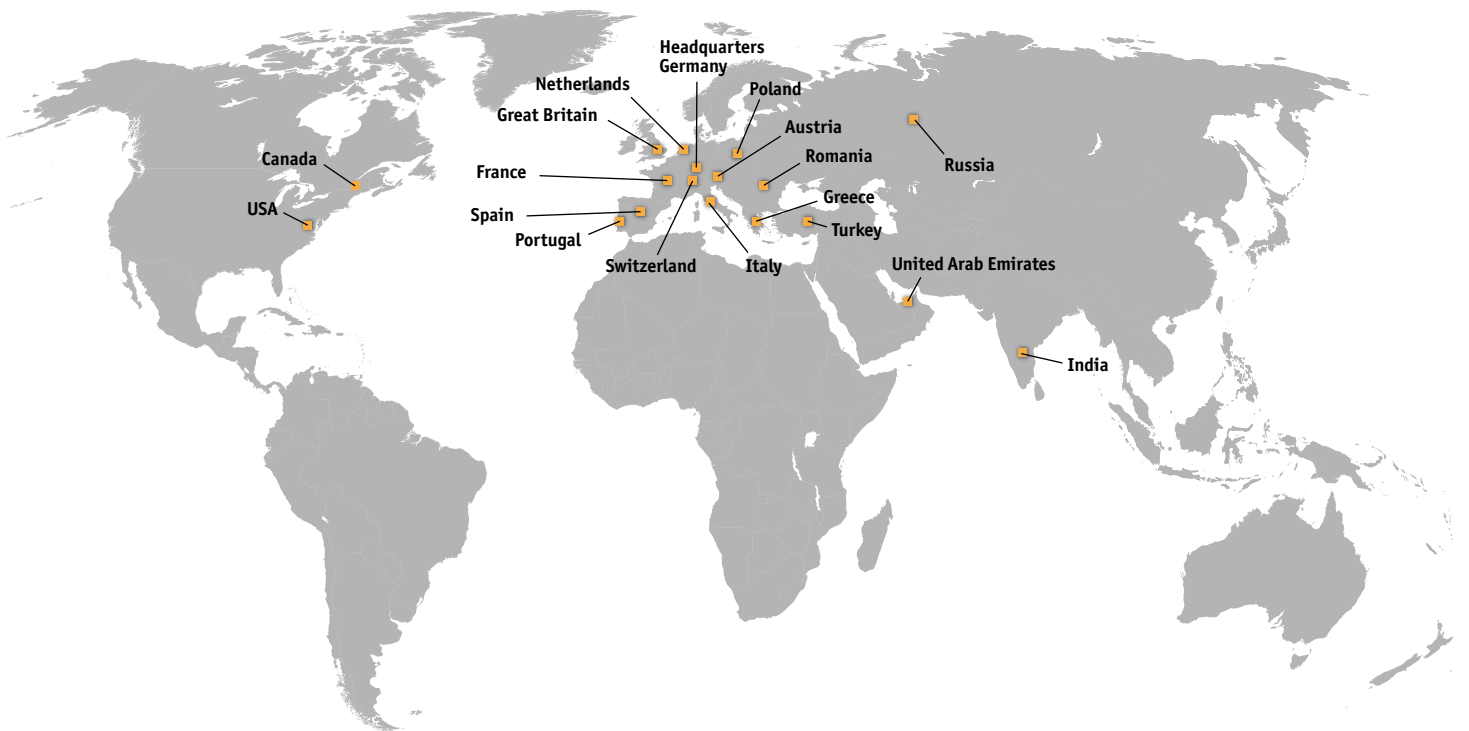
**VIDEO  
HOMEPAGE  
STAFF SCHEDULING  
WORKING WITH ZEUS®**

## THE ISGUS GROUP

### AS INTERNATIONAL AS ITS CUSTOMERS

ISGUS with its close net of distribution partners, its entirely customer orientated and excellent service and training concepts, is your strong and reliable partner now and in the future.

Benefit from our longstanding experience resulting from over 15,000 installations worldwide.



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