

Time&Space at Big Bang



Shift work, weekend work, student jobs, and the need for high work efficiency are all determinants of a successful retail and service company such as Big Bang. All these require precise time management, as well as advanced access control. Therefore, Big Bang decided to implement Špica Time&Space with Gecko Salesforce HRM integration, and gained a uniform platform for human resource management.

BIG BANG

Time management optimisation

The need for time management optimisation encouraged the company management to implement a new time management system. Numerous functionalities of Time&Space enable digital registration and time management, as well as automatic payroll data generation; Time&Space supports different schedules and provides the insight into the balance of hours, sick-leaves, overtime work, and vacation.

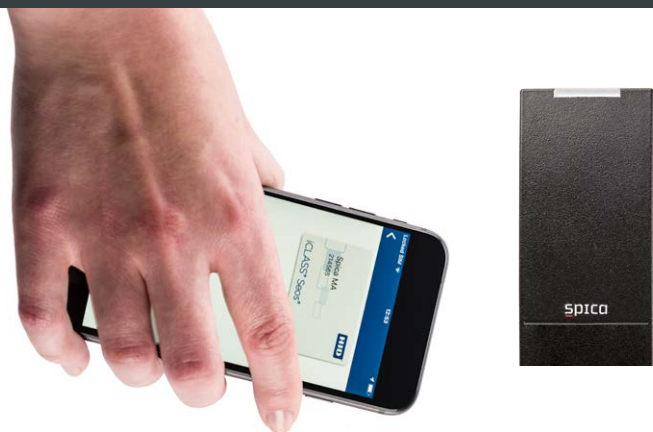
Big Bang, d.o.o.

- Number of employees: 400 (80 in the headquarters building, 320 in stores)
- Stores: 18 stores across Slovenia and a web shop at www.bigbang.si
- Principal activity: retail and services: consumer electronics, white goods, small appliances
- On the market since 1991
- The major market share in Slovenia

The door to the headquarters opened by a smartphone

The first step was to set up Zone Touch time registration terminals in the headquarters. Later on they also implemented access control in the stores and distributed more than 500 ID cards among employees.

“The Špica ID card is very handy and useful. You can open the garage door in the Atlantis parking garage as well as the entry of the headquarters,” said Timor Kokol, an associate in the Organisation and IT Department.



However, the ID card is not the only key that opens doors. They also implemented the “Twist&Go” system that uses your phone as a key - you only twist the phone in your hand and the door opens. This solution runs on the HID Mobile Access® app and is implemented as a beta version, but they have already identified several advantages, such as increased comfort and security provided by a unique password.

What did they want to improve?

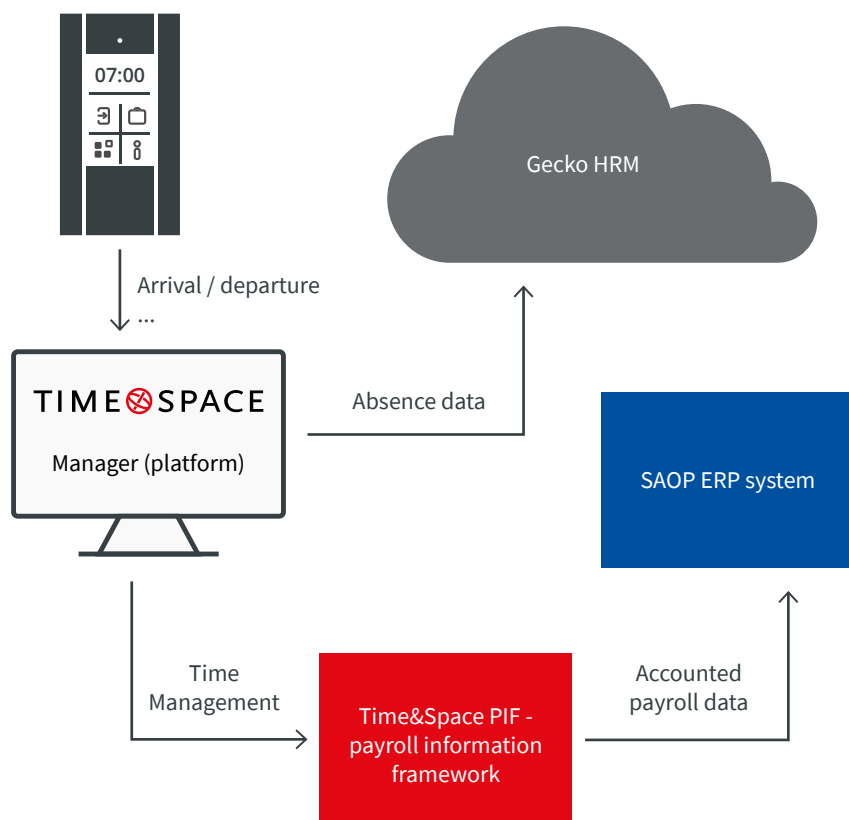
- Secure premises from unauthorised access.
- Use one smart card for different purposes.
- Make a reliable connection between the time and attendance system and the HRM platform.
- Speed up the process and accuracy of payroll accounting.
- Implement a simple working time registration for all workplaces.
- Offer the overview of balance of hours and absences.

What did they get?

- One ID card to access the parking garage and the headquarters.
- A system that uses a card or a mobile phone to grant access.
- PIF system that speeds up and improves the payroll process and reduces the number of mistakes.
- Automatic registering of sick leave durations and types, which speeds up the process of reimbursements at the Health Insurance Institute of Slovenia.
- An advanced platform that combines the HRM and time management systems.

Advanced integration contributes to a faster payroll process and less mistakes

Big Bang uses the Gecko HRM Salesforce cloud solution to manage and professionally develop their employees. Each employee has their own account that offers insight into payroll, absences, and training. The advanced integration of Time&Space and Gecko HRM enables data pooling in the Time&Space database where data on absences and registered hours are stored. These data have to be processed for the automatic payroll accounting in the PIF module. The PIF interface settings include a code table that determines different schedules, special circumstances, overtime work, and potential legal requirements. At the last stage, the processed data are transferred to the SAOP ERP system where the final payroll accounting is made.



“We use PIF to track the duration and type of absences. Since the absence register is made automatically, we switched from the manual absence management to the digital one, and thus sped up the process of reimbursements at the Health Insurance Institute of Slovenia. We don’t double-check the results from PIF, we trust it completely,” said Tanja Hruza from the payroll accounting department.

The audit log makes our conscience clear and builds confidence about inspection outcomes

Time&Space Audit Log tracks all administrative tasks in Time&Space. Since every task is logged in the system, data transparency is unquestionable and can be checked anytime. “When the monthly payroll accounting is over and the data are processed, we lock the system and thus make it ready for supervision,” concluded Tanja Hruza, payroll accounting department.

A glance into the future

Big Bang management is aware of the high importance of employee efficiency. They can measure sales realisation per employee, store, or even m². In the future, data on sales realisation will be united with registered hours. This will help measure productivity defined as a quotient of time spent and the final result.