

# CASE STUDY



## Business Sector - Automotive

### Key facts of the installation

#### Number of Employees

150+

#### Key Issue

By investing in Zeus 3rd Generation Time Management Software which links directly to their payroll software, Morgan Motor Company is now able to accurately track over 150 workers who work under a flexitime scheme. Employees have become more self-reliant when clocking time, booking holidays or querying the system, saving considerable administration time.

#### Products Supplied

- Zeus 3rd Generation Time Management Software.

#### Functions



#### Benefits

- Smooth implementation
- Easily viewed information, for both management and staff
- Generate valuable reports including general attendance overtime, flexitime, absence, holidays, etc. to ensure optimum productivity levels
- Operational 24 hours a day, 365 days a year
- Reduce overall operating costs
- Improve efficiency and control labour costs
- Promote employee self-service

“ Flexitime is certainly much easier to manage and as everyone can access their information from the swipe terminals, they always know exactly how many hours they have left to work or how many they have in the bank. ”

**SARAH BALDWIN,**

HR MANAGER AT MORGAN MOTOR COMPANY



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## Solution Overview

Morgan Motor Company has successfully merged its existing time and attendance systems into one easy-to-manage system which is capable of meeting the demands of a flexible workforce.

Vanquish IPS successfully installed Zeus 3rd Generation Time Management Software linked to two electronic data capture terminals within the specified time frame, in order to cause minimal disruption.

## Morgan Motor Company

The Morgan Motor Company is one of Britain's most famous and successful motor car manufacturers. The company was founded in 1909 by H.F.S. Morgan and was run by him until 1959. Peter Morgan, son of H.F.S., ran the company until his death in 2003.

The factory is located in Malvern Link (an area of Malvern, Worcestershire) and has 155 employees. All the cars are assembled by hand. The waiting list for a car can be up to a year. Production is nine cars a week and each car takes three months to build.

## Customer Challenge

Time and attendance management is very important to the Morgan Motor Company. While they only operate one shift each day, the start and finish times do vary when overtime is worked and the staff operate under a slightly different flexitime scheme. Morgan also have to keep track of employees' various comings and goings for medical appointments, off-site meetings etc. and also monitor everyone's holiday allowance.

The business needed a more robust system which would see an end to time-consuming paper-based recording systems and enable a direct link to the payroll software.

## The Business Solution

The previous system at Morgan wasn't robust enough to cope with the number of different working patterns, the various different absences etc. and as a result, it was impossible to include everyone on the payroll. Paper records had to be kept for everyone which sometimes meant that information was recorded twice or even lost.

The main benefits of the new system are that it allows Morgan to follow their policies to the letter. With everyone following the same rules there is no ambiguity and everyone knows where they stand. The staff can access up to the minute information on their 'flexi bank balance' as well as keeping a track of their holidays. It has also saved time as individuals' clock card reports can be emailed straight to them.

Automatic report generation means that nothing is ever missed and that daily records are accurate at all times. Analysis of monthly absence figures is also quicker and more accurate.

## Recommendation

“Currently 160 people use the system, with a mixture of working patterns from part time to full time and overtime to flexitime. The new system has surpassed our expectations. Flexitime is certainly much easier to manage and as everyone can access their information from the swipe terminals, they always know exactly how many hours they have left to work, or how many they have in the bank.”

SARAH BALDWIN,  
HR MANAGER AT MORGAN MOTOR COMPANY

For further information on any of the software mentioned in this case study, Call **0121 773 7222** or visit **[www.vanquish-ips.com](http://www.vanquish-ips.com)**