HYDRA

Premium and Incentive Wages

A dependable basis for performance-related payroll!

MES Products

The MES Experts!
Motivated staff through performance-related payroll

Incentive wage systems generally focus on two aspects: Staff motivation and collective wage agreements. Calculation of performance-related wages is not a trivial matter and the calculation is increasingly complex compared to fixed wages. More and more, it gets almost impossible to master by using classical methods (e.g. paper wage slips, manual input).

An integrated Manufacturing Execution System (MES) like HYDRA offers a reliable basis for the calculation using HR master data and personnel times, order, quality and machine data – automatically and without interfaces. The HYDRA module Premium and Incentive Wages (LLE) can be configured in a flexible and comprehensive way. Therefore, the module can cope with different wage models – without costly programming. The outcome is available to staff and supervisors and is simultaneously forwarded to the payroll system.
Everything under control

HYDRA LLE can cope with any type of wage model. For this purpose, configurable and flexible calculation and evaluation functions are available. The so-called formula-based incentive wage offers numerous options to the user. Essential functions of the HYDRA LLE module are:

- Automatic generation of electronic wage slips – fully paperless
- Flexible data maintenance including supplements and deductions
- Versatile and individual setup of calculation algorithms
- Meaningful evaluations in graphical and tabular format
- Compressing of results for groups and individuals
- Transfer of pre-processed data to the payroll system
Reliable data basis & integration

Extracting correct data is especially important for data relating to staff and payment. The ability to integrate data into an MES system makes using existing data versatile. Here are some of your options:

- Automatic transfer of recorded shop floor and machine data
- Comparison with time and attendance and personnel time management
- Integration of quality-related data (e.g. scrap rates) from CAQ applications (e.g. in-production inspection)
- Plausibility checks of manually collected data
- Comprehensive functions to check and correct postings
- Configurable interface for common payroll systems
Keeping an eye on performance

Employees with an incentive wage model need to know how productive they are and how the system generates the data. Field-tested evaluations in HYDRA LLE support this demand and also enable the convenient control of all collected data:

- Flexible, sortable lists containing all wage-related events (assignment list)
- Clear display of all automatically generated wage slips
- Notes referring to anomalies and required corrections
- Presentation of daily and monthly results based on target groups
- Comprehensive presentation of group results
- Graphical presentation of group performance development
- Personal evaluations
Individual organization though configuration

HYDRA LLE offers large amounts of master data to enable a flexible and comprehensive configuration of wage calculation. This is where the basic framework and type of functions are specified. At the same time processes are getting automated and simplified. Relevant examples are:

- Shared use of master data to avoid redundancies
- Comprehensive maintenance functions
- Consideration of specific processing characteristics
- Definition of comprehensive rules for wage types
- Flexible configuration of supplement and reduction reasons
- Numerous templates for calculation rules
- Simple set of rules to create calculation algorithms
- Flexible configuration of premium groups
- Static or dynamic group assignment for individual employees
- Flexible assignment of machines and workplaces to premium groups
- Group assignment of employees indirectly involved (e.g. forklift drivers, warehouse staff or supervisors)
Every MES solution is as individual as the company using it. An MES must be of a modular design and largely configurable in order to turn field-tested standard functions into tailor-made solutions.

Extensive requirements covering all business sectors and levels must be considered: From user-friendly collection and information functions for operators to reliable statistics for the management.

The examples for HYDRA LLE applications illustrated in this brochure are a combination of standard MES products by MPDV. These products, characterizing a state-of-the-art MES, can be selected needs-based and integrated without interfaces:

- **Shop Floor Integration Services**: Interfaces to machines and production lines plus data collection and information functions for operators
- **MES Applications**: Powerful programs to process data and functions for data maintenance, detailed planning, monitoring and controlling
- **Smart MES Applications**: For usage on mobile devices and in web browsers
- **MES-Cockpit Applications**: Dashboards for general KPIs
- **Enterprise Integration Services**: Basic functions and interfaces to seamlessly integrate the MES into an existing IT landscape

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