

# Mubea

engineering for mobility

## A Company Committed to Mobility Cannot Afford to Stand Still

Today, the Muhr and Bender Group (Mubea) enjoys a leading global position in the manufacture of technical springs and related products. More than 3,500 employees develop, produce, and distribute the company's products in most of the world's developed countries.

### "Engineering for mobility - all around the world"

Mubea's clear objective is to secure international leadership in the field of technological high-performance springs and to continue improving the competence in the field of lightweight construction and fuel savings.

This can only be successful if the company can optimize and utilize the idea potential of its employees.

For Mubea to maintain its technologically high-quality products today as well as recognize and satisfy the demands of its customers tomorrow, the company requires well-educated and highly motivated employees, who continue to bring in new ideas and new concepts to solve problems.

Idea management at the Muhr and Bender Group both encourages and demands that ideas be handled unbureaucratically and provides all of its employees the opportunity to apply creative ideas and intelligent solutions directly and immediately to the company success.

"With the productive go-live of "Idea Management for SAP" on January 1, 2005, the most important step in the standardization of our processes took place with the reduction of our administrative management efforts and the IT support for current and future developments in idea management of the Muhr and Bender Group." With these words, Volker Arndt, project manager for SAP HR applications responsible for the "Idea Management for SAP" implementation project, provided the current status of the implementation.

### Starting Point

The start of the implementation project was marked by an exponential amount of ideas to be processed and a link missing to the HR master data, organizational structure, and the accounting software implemented previously in January 1, 2004.

Pain points were the redundant administration and processing of employee-related data with a legacy solution created in Microsoft Access and the cost- and time-intensive degree of administrative tasks. Cross-location access to ideas was not supported by the IT system.

### Implementation Project

"Implementation of a cross-location solution, standardization, optimization, and streamlining of processes, elimination of redundant data administration, centralized access to all ideas and a clear reduction in administrative and system-related costs" were the requirements that the three-person project team under the direction of Volker Arndt had for the implementation.

In just four weeks of project operation, the creation of business blueprints and the full-scale customizing of a centralized solution for the largest location (approximately 1,000 employees) of Muhr and Bender Group took place in Attendorn, Germany.

target was not required to provide any onsite consultants for this project. Only when modifications to a standard report was required, a telephone conference was held with the consulting experts at target.

### Idea Management Today

The idea management process at Mubea is faster and leaner than ever - running error-free as well as correction- and audit-proof. Integration with the leading SAP Human Resources software with direct access to the current HR master data, organizational management, and accounting, eliminates redundancies and results in a considerable reduction in administrative effort - and thereby reduces costs. The people involved in the process have been relieved from unnecessary administrative tasks. They are now using their newly found time to process the increasing volume of ideas submitted this year as well as invest in the realization and implementation of the ideas.



### Looking Ahead

On July 1, 2005, the centralized solution will be rolled out at the Daaden/Westerwald location; on January 1, 2006, the rollout for the third location in Germany is planned by the Muhr and Bender Group. Volker Arndt sees additional potential for efficiencies in the decentralized use of the software in the Mubea intranet. By directly submitting ideas using the Idea Browser, status can be tracked and integrated workflows can reduce the administrative expenditure even more. Based on current project planning, this intranet solution will be realized at the earliest in 2006.