

Organisation: Waterford Crystal



Overview: Waterford Crystal is one of Ireland's most successful home grown businesses both within Ireland and through out Europe and America. Established in 1783 by George and William Penrose, Waterford Crystal has grown to become one of the world's foremost producers of fine crystal. Located in the city of Waterford the group has extended to include brands Wedgwood Ceramics, Rosenthal Ceramics, Waterford Writing Instruments, Seahorse clothing and an extensive Craft and Jewellery collection.

Number of Employees: 16,000 approx

Core Modules in Place: CorePersonnel, CoreTime, Corepay, Core Business Intelligence, Core Employee Self Service

Implementation Date of CorePersonnel: 2005

Challenge: Waterford Crystal are a large company who operate a substantial manufacturing operation. With such an expansive workforce the requirements for HR management varied greatly within the organisation, with health and safety and accident recording proving to be areas requiring extensive manual record keeping and checking, by the HR department and managers.

Solution: Core implemented a state of the art personnel management solution which not only recorded detailed employee information but automated Waterford Crystal's training, recruitment and health and safety processes.

Benefits:

- Improved integrity of personnel data across all areas of the organisation
- Substantially reduced administrative burden placed on line managers and the HR department as employee details can be recorded quickly and easily, and previously manual processes have been automated.
- Automatic alerts to line managers of impending and scheduled employee training, ensuring that no employee's training is allowed to lapse due to a manager or employee forgetting that update training is due.
- Detailed recording of accidents including details such as witnesses, weather conditions, working time lost due to incident etc. This allows management to ensure that all details are present and correct in the event of a health and safety audit. Managers can also identify areas of increased accidents and quantify the real cost of incidents to the organisation.