

## CASE STUDY DR.MAX PHARMACIES

## COMPANY PRESENTATION



Dr.Max pharmacies were established in 2006 by the merger of various public pharmacies in the Slovak Republic. Legally, the pharmacies are independent limited-liability companies, managed by the parent company, MIRAKL, a.s (Corp.).

At present, the network consists of 200 pharmacies with 1,300 employees.

## REQUIREMENTS FOR SUPPLIER SELECTION

Prior to implementing the attendance system, our company was given the following requirements:

1. The attendance system is to be interconnected from both sides to the wage solution for SOFTIP, a.s (Corp.).
2. Shift planning is to be simplified for individual pharmacies
3. Work by employees working for other pharmacies is to be accurately recorded
4. The system is to include remuneration approval, including the import of source material from the data warehouse
5. The recording and the approval of large numbers of travel orders is to form part of the attendance
6. The deadline for sending source material for processing wages is to be shortened to the second day of the month
7. The system is to enable the expansion of HR records – applications for participation in training and employee evaluations

## IMPLEMENTATION

The implementation of the attendance system in MIRAKL a.s (Corp.). is based on a software solution. The key is the web portal, which enables it to plan shifts, record attendance, plan vacations and other absences, record and reimburse business trips and approve remuneration.

System implementation was divided into several stages. We commenced the first phase by planning the shifts and the attendance record-keeping; the second phase included interconnection to the data warehouse and the implementation of the system for approving remuneration. The third phase included record-keeping of business trips and the calculation of travel expenses. This was followed by record-keeping for training, and applications to participate in internal company training.

After completing all stages, the attendance system was implemented, which removed the need for source material on employee attendance to be sent in Excel. The distribution of remuneration and bonuses, according to defined criteria, is clearer and more effective. The transfer of the responsibility for entering business trips to the employee, resulted in significant simplification of this record-keeping.

Following this successful implementation, personnel modules began to be implemented. In the first phase, the module for training records was implemented. Employees can apply for internal training directly on the web portal, where they can find information on credits and results from e-learning. The implementation of wage planning and competence modules are the next steps being prepared.

## IMPLEMENTED SYSTEMS

### ATTENDANCE SYSTEM

Licences for 1,500 employees, modules – service, web portal, capacity planning, travel expenses

### PERSONNEL SYSTEM

Licences for 1,500 employees, modules – employee assessment, web portal, record-keeping of documents, employee training, connection to e-learning

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