



**MORE KNOWLEDGE**

**MORE PERFORMANCE**

**MORE SPACE**

**P&I LOGA**   **P&I PLUS**   **P&I TIME**   **P&I SMART**

# ADDED VALUE FOR HUMAN RESOURCES MANAGEMENT

Your partner for integrated HR solutions



## MORE TIME

MORE TIME FOR YOUR COMPANY'S MOST IMPORTANT CAPITAL - YOUR EMPLOYEES. OUR INNOVATIVE HR SOLUTIONS FACILITATE HUMAN RESOURCES MANAGEMENT PROCESSES IN BUSINESS AND PUBLIC ADMINISTRATION, GIVING YOU MORE TIME TO CONCENTRATE ON THE ESSENTIALS.



## MORE SPACE

MORE SPACE FOR FLEXIBLE APPLICATIONS - YOUR HR SOLUTION. OUR USER FRIENDLY HR SOFTWARE REDUCES ADMINISTRATION AND OPTIMISES PROCESSES. THE RESULT IS CLEAR: MAXIMISED VALUE-ADDED HUMAN CAPITAL

## MORE KNOWLEDGE

KNOWLEDGE ABOUT YOUR GREATEST POTENTIAL ASSET - YOUR STAFF. OUR RELIABLE HR SOLUTIONS GIVE YOU THE FULL OVERVIEW YOU NEED FOR YOUR DECISIONS: OPTIMAL DEPLOYMENT OF ALL YOUR EMPLOYEES.



## MORE PERFORMANCE

MORE PERFORMANCE FROM YOUR STAFF - AT A LOWER COST. OUR INTEGRATED HR SOLUTIONS UNLEASH YOUR EMPLOYEES' VALUE AND MAKE THE HUMAN RESOURCES DEPARTMENT MORE EFFECTIVE AND COST EFFICIENT.



# MORE THAN JUST TECHNOLOGY



**Dear readers,**

Striking out along new paths is absolutely indispensable in the face of increasingly tough competition. With a strong partner like P&I, your possibilities for fulfilling the demanding requirements of the market

will grow. Today more than ever before, we regard ourselves as our customers' partner, helping them gain more knowledge, more time, more space and more benefits. P&I no longer thinks in terms of individual functions: it orients itself according to the HR processes of its users. It is only in this way that it is possible for us to offer each individual customer a made-to-measure solution that fulfils his or her special requirements. The individual modules and functionalities

for this purpose are assembled in our four brands: P&I LOGA, P&I PLUS, P&I TIME and P&I SMART.

This brochure provides an overview of the wide range of our software solutions and services, which we explain in greater detail in our individual leaflets. We would be pleased to be at your disposal at any time if you require further information. We would be delighted to advise you and help you make your HR processes simpler and more efficient in the future.

Kind regards

A stylized, handwritten signature in black ink, appearing to read 'V. Triadis'.

Vasilios Triadis  
Chief Executive Officer  
P&I Personal & Informatik AG, Wiesbaden

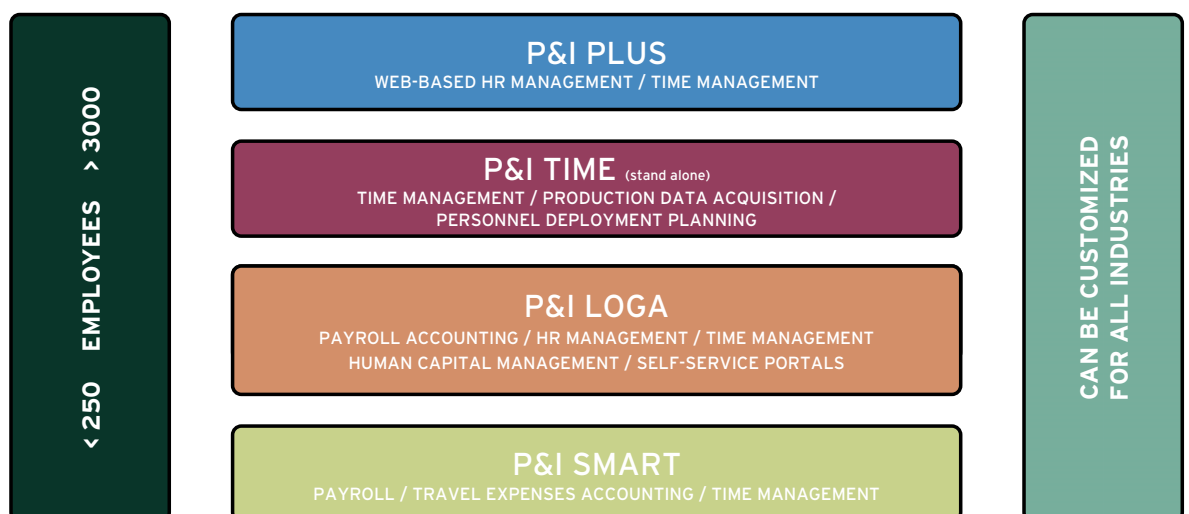
# P&I UNLEASHES EMPLOYEE VALUE

## HR MANAGEMENT

The greatest potential that companies have consists of their employees. The systematic goal of P&I AG with its many years of expertise in this area is to promote human capital and increase its value. The HR management software solutions developed by P&I reduce administrative time and effort, optimise process costs and thus increase the added value of personnel work throughout all business sectors. The solutions of P&I cover the entire spectrum of human

resources management by means of modules – from payroll accounting and personnel management to time management and the employee portal. Regardless of whether they are used in the form of an all-inclusive package or as software modules for individual processes that can be supplemented – the integrated solutions are set up so that they are made-to-measure for you and tailored to your human capital strategy.

## PAYROLL ACCOUNTING



The solutions of P&I fulfil the highest technical standards. P&I's leadership in the area of technical innovation not only encompasses software solutions: it is also evident in the time management terminals that P&I offers. That is why NT 146 - the newly designed time management terminal that is a marriage of form and function - was awarded the iF product design award. So P&I supplies modern software and hardware from one single source.

Irrespective of whether a company has 50 employees or 50,000: P&I serves as a high-performance partner, providing accompanying support - from analysis and consulting to realisation and training through the company's own P&I Academy. No matter what you decide in favour of - P&I will give you an important competitive advantage with HR solutions that can be used in all business sectors throughout Europe. Welcome to P&I!

**EMPLOYEE PORTAL**

**TIME  
MANAGEMENT**

- Innovative technology
- Integrated uniform solutions for the entire HR process
- Integration of all sector-specific requirements
- User-friendly
- A partner that offers top-notch performance
- Brief introduction period
- More than 40 years of experience
- Low cost of ownership
- Modular structure
- Efficient service
- Made-to-measure solutions
- Training and much more at the P&I Academy

**THE BENEFITS FOR  
YOU AT A GLANCE**

# SOFTWARE AND SERVICE - A POWERFUL SYMBIOSIS

## P&I ACADEMY

In order to ensure that businesses can deploy and use P&I's solutions successfully, P&I not only offers high-quality software products, but also an extensive range of services: These range from comprehensive software implementation, maintenance and employee training at the P&I Academy, as well as a hotline and on-site support. Thus, P&I makes sure that you derive optimal benefit from our many years of experience in the area of human resources management.

## TRAINING

## USER CONFERENCES

### Customer-specific consulting

P&I sets extremely high standards for the quality of its support services and seminars: P&I's personnel are systematically trained and always advise you on the basis of the latest know-how on the entire P&I product range. P&I's tried and tested project management methods are an additional guarantee of success.

## EMPLOYEE QUALIFICATION

## SURVEYS

## Practically oriented training at the P&I Academy

Only the very best training can make the interconnections between theory and practice tangibly comprehensible. Workshops ensure successfully designed solutions. The P&I Academy is a service package from P&I that combines services aimed at facilitating and optimising HR work and the use of P&I software. This package includes the entire training programme and the user conferences organised by P&I. These meetings - either in the form of user conferences or smaller user groups - focus on selected topics relating to software enhancement and human resources management. In addition, we also offer employee qualification schemes, as well as research projects on topical issues in human resource management.

At P&I you will experience a business relationship based on partnership that goes far beyond merely implementing your solution. You can take our word for it.

# TECHNOLOGY AND INTERNATIONAL SCOPE

P&I LOGA is the solution for human resources management solution with genuine client-server technology. That means that P&I LOGA, one of the most successful human resources management systems, can be used on all standard hardware platforms. The prerequisite for P&I LOGA on the client is MS Windows (XP, Vista, Windows 7). MS Windows (2003, 2008), Unix, Linux or OS/400 is required on the server. The following databases are supported: Oracle, MS SQL server and IBM DB2. In addition, the P&I LOGA system foundation offers a large variety of easily modifiable workflow management functions. Its graphic user interface conforms to the standards for MS Windows and its presentation form is modelled after that of Windows 2003. As a result, P&I LOGA fits into all standard software environments content-wise and can be combined with established business management applications – and of course independently of any one manufacturer.

## Web-based solutions

P&I HCM and P&I PLUS are pure web-based solutions. This technology supports the establishment

of intranet portals, e.g. to record data on business trips or absence times, seminar registrations, e-recruiting, etc.

## Pan-European viability

As they are European solutions, the user interfaces of the software are not only multi-lingual; the solutions with payroll accounting processes also take the tax and social insurance legislation for various countries into account – as a standard feature. Users in the respective countries have decentralised access to all data as a function of their user authorisation. The advantage this offers you: effective pan-European reporting with a wide variety of standard report options – for example comparison of personnel costs at various locations – is available to the management at the touch of a button. The centralised system administration also reduces personnel and maintenance costs, while risks – such as system failures – can be reduced to a minimum cost-effectively because the requisite security technology only has to be procured once.

TECHNOLOGY

EUROPE



# A BENCHMARK FOR EFFICIENT HR MANAGEMENT

In this age of personnel work governed by benchmarks, personnel controlling and human capital management, there is a real need for reliable, rapidly accessible information and figures. Comprehensive human resources management software secures competitive advantages: P&I LOGA, the HR management software with payroll accounting and integrated time management.

## All processes on one data model

This standard software is based on a uniform redundancy-free relational data model. P&I LOGA is also a trailblazing system with regard to technical aspects. Because of the state-of-the-art technology, payroll accounting runs can be carried out surprisingly quickly, even in large computer centres with many thousands of payroll statements. We have consistently taken an object-oriented approach to software development: to ensure that the system can be used in all business sectors and many European countries with their specific tax, social insurance and collective bargaining legislation.

The ergonomic user interface makes the system easy to work with for the user and also supports the system administrator's work. Changes and upgrades, which usually entail high implementation and maintenance costs, are managed simply using parameters.

## Extendable modular structure

No matter which P&I LOGA modules you work with, you will achieve your goals efficiently and will be able to cut costs. Your P&I LOGA installation can easily be supplemented with additional modules. For example, the Time Management module can be added at any time to complement the Payroll module. The required HR master data are already in the database and are used by the Time Management module without any need for interfaces. However, P&I's leadership in the area of technical innovation not only encompasses software solutions: it is also demonstrated in the time management terminals that P&I offers. Thus, NT 146 - the newly designed time management terminal that is a marriage of form and function - was awarded the iF product design award. So

COMPUTER  
CENTRES WITH  
MANY THOUSANDS  
OF PAYROLL CASES

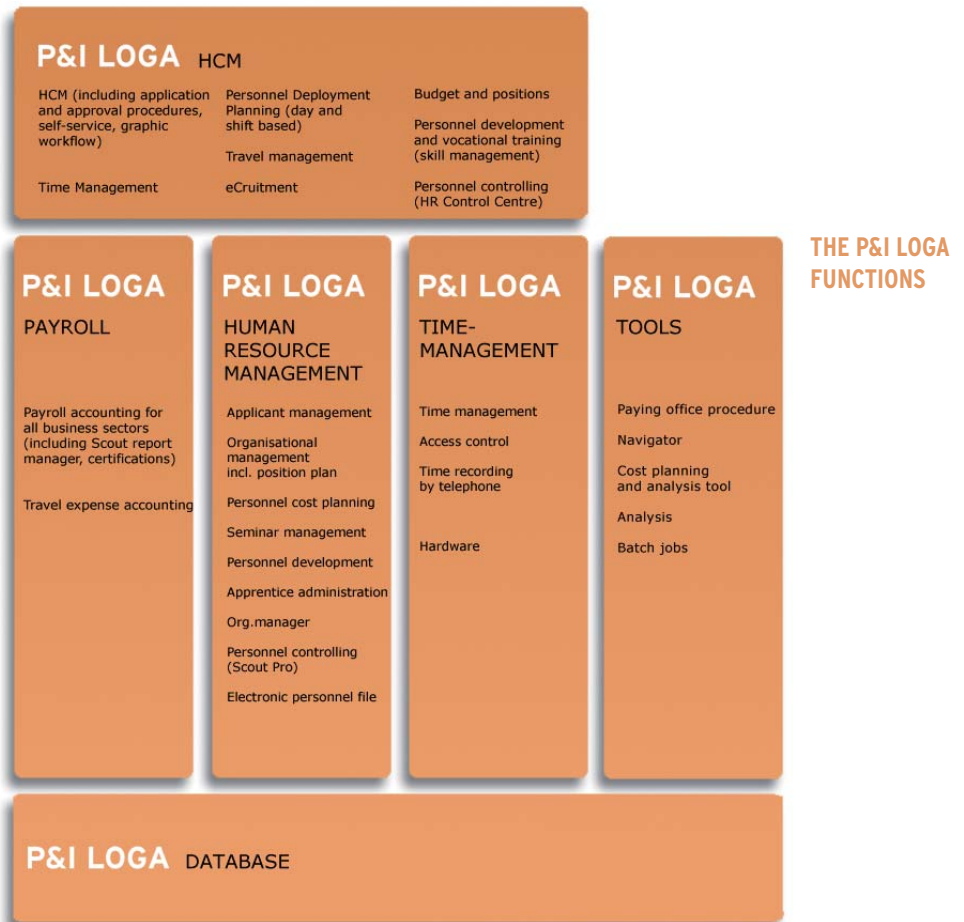


product  
design  
award

2007 ■

P&I supplies modern software and hardware from one single source. As a supplement to P&I LOGA, P&I also offers the P&I HCM software. This completely web-based solution also makes use of the data model of P&I LOGA and supports important HR management processes by means of employee / management self-services.

With P&I LOGA you will have the ideal set of tools you need to recruit the best employees for your company as well as to support, deploy and develop them in an optimal manner.



# WEB-BASED PORTALS FOR MORE EFFICIENT USE OF TIME

## CROSS-COMPANY PROCESSES

P&I HCM (Human Capital Management) is the portal software within P&I LOGA. The web-based employee portal supports the optimisation of human resources management processes within the framework of management and employee self-service functions.

## ONLINE-WORKFLOWS

As an ideal supplement to P&I LOGA, P&I HCM encompasses the following focus areas:

## WORKFLOW-DESIGNER

- Application / approval procedures
- Personnel deployment planning
- Personnel development
- Personnel controlling
- Applicant management

## DECENTRALISED PERSONNEL COST PLANNING

### Individual configuration of online workflows

The software is based on the P&I LOGA data model, which means that all data from that comprehensive HR solution are also available in P&I HCM. Employees and their superiors are provided real-time

access to all relevant information, applications and services that are relevant to their role within the company. Thus, human resources management processes are supported across the entire company even beyond the HR department.

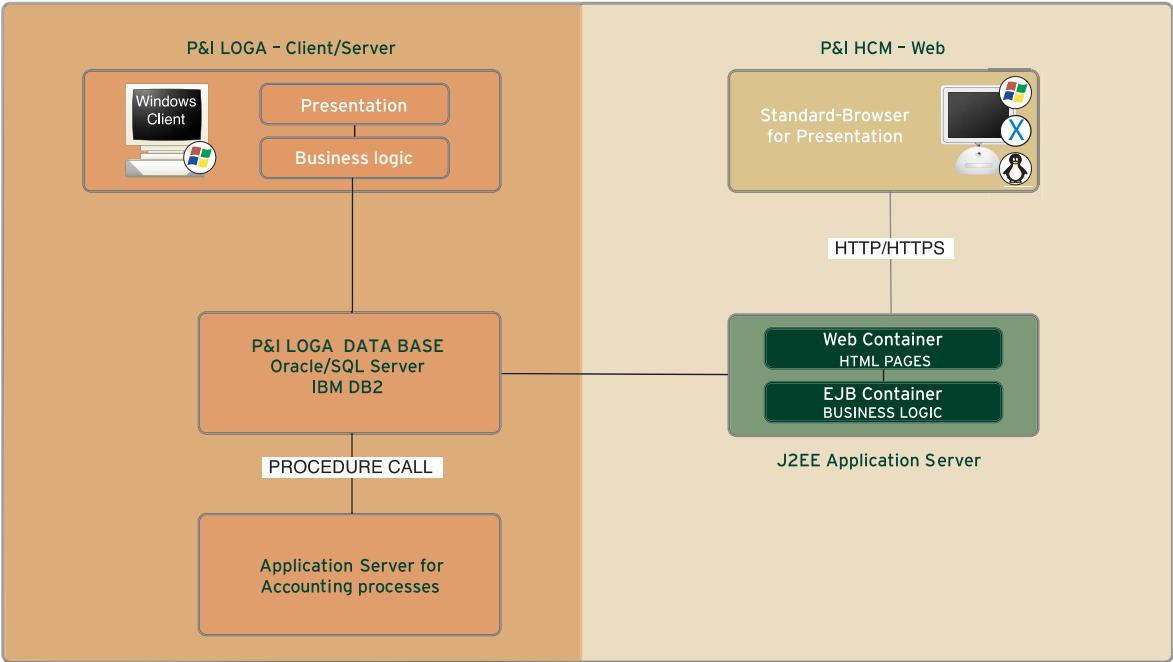
### Self-service for employees and management

With P&I HCM, a huge variety of online workflows can be defined and adapted to fulfil the needs of the individual company at any time: from e-recruiting to personnel development, and including employee self-service (for example, approval of requests for leave or business trips). Not to mention manager self-services, enabling managers to perform essential tasks in conjunction with their personnel responsibility without having to call in the HR department. That includes personnel deployment planning and decentralised personnel cost planning, for example.

**An investment with a promising future**

P&I HCM can be deployed internationally and – just like all P&I products – all of its applications fulfil the most exacting technical standards. The sophis-

ticated, user-friendly and reliable technology fulfils all security requirements. An investment with a future, in light of P&I’s top-calibre performance as well as the technology employed.





# HIGH STANDARD OF WEB-BASED MANAGEMENT

HR managers of the future will have to rethink their approach, shifting from simple personnel administration to organising human resources. Whether in the business world or in public administration – processes have to be simplified, effectiveness and economic efficiency have to be enhanced. Particularly in large companies and public administration agencies, networking through appropriate processing-optimising systems is indispensable: P&I PLUS is the high-performance solution that meets the most exacting requirements.

## **Lightening the administrative burden on the HR department**

P&I PLUS is one of the most convenient and innovative web-based human resources management solutions in the market. Information can be distributed to staff more quickly and in a more targeted fashion via a uniform platform. All staff members can perform administrative tasks themselves, thus lightening the burden on the HR department (employee self-service).

## **Flexibility increases efficiency of personnel work**

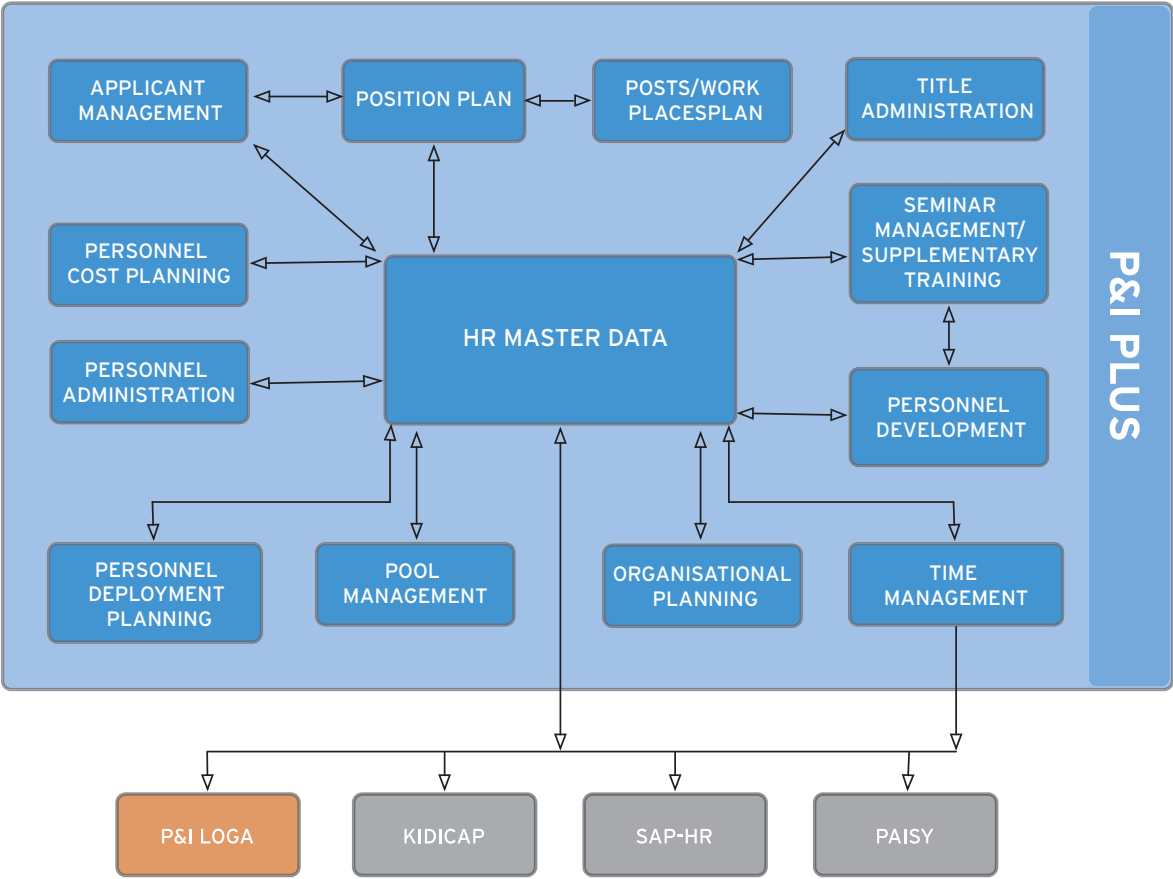
This web-based system is extremely adaptable. The system administrator can adapt the data model, html pages and process design to the specific needs of clients without any need to modify the programmes. The adaptation does not just refer to restrictions; the system can be expanded to almost any desired extent. Thanks to the high degree of flexibility, P&I PLUS is particularly suitable for larger organisational structures in business and public administration.

## **Interfaces to payroll**

P&I PLUS is a powerful human resources management system without a payroll module. That is why P&I offers online interfaces to P&I LOGA and the KIDICAP payroll accounting process, which allow online integration on the basis of web-services. Periodic exchange of data with SAP HR and PAISY is also supported.

**HIGHLY EFFICIENT  
AND FLEXIBLE**

**ONLINE INTERFACE  
FOR P&I LOGA AND  
KIDICAP**



THE MAIN FUNCTIONALITIES OF P&I PLUS

P&I PLUS



# STAND-ALONE TIME MANAGEMENT FOR EXACTING DEMANDS

Efficient management of working times and highly flexible planning of working hours are among the greatest challenges of human resources management today. What HR managers expect from a modern time management system is above all a wide range of functions that is flexible and can thus be perfectly tailored to individual needs. Besides time recording and access control, the thematic area of workforce management is of special significance in this context as a strategic tool for creation of added value. P&I fulfils that requirement with P&I TIME, a sophisticated state-of-the-art all-inclusive solution for time management. The core of the P&I TIME solution is the high-performance, flexible workforce management feature: it enables companies, administration bodies or hospitals to adjust staff deployment dynamically and at short notice - and do so in a need, qualification, cost, time and employee oriented manner.

**ALL-INCLUSIVE  
SOLUTION FOR  
TIME  
MANAGEMENT**

The web-based workforce management feature is based on the progressive .NET technology Microsoft Silverlight, a new presentation technology for the

**MICROSOFT  
SILVERLIGHT**

internet that displays results with lightning speed and refines them, e.g. by means of 3D effects, animation or drag-and-drop features.

The P&I TIME time management solution is rounded off by hardware components that are offered for access or time-recording, for example the prize-winning time management terminal from P&I's own production. P&I TIME is multi-lingual and has also been localised with country versions for Germany, England, Switzerland and the Netherlands. The solution is especially user-friendly thanks to the intuitively simple operation of the user interface. As an open system, P&I TIME can be seamlessly integrated into the existing software landscape and can communicate with other programmes effortlessly.

The solution's maturity, high degree of elasticity, the modern technology and the extensive scope of functions make P&I TIME a future-proof time management solution, enabling rapid response to the latest conditions and optimal management of the valuable resource that is time.



THE  
MODULES OF  
P&I TIME



# SMART PAYROLL, ONE PRICE - EVERYTHING INCLUDED

Implementation costs and ongoing maintenance costs play an increasingly more important role for selection of software solutions for payroll accounting. P&I SMART offers a high-performance and inexpensive single-user solution which is easy to use and which can be operational in just a few days.

## **Payroll accounting**

P&I SMART offers you an all-inclusive solution for employee administration and payroll, including an electronic reporting procedure for tax offices and health insurance bodies (Elster, ELENA and Dakota). The vacation entitlement for part-time employees is calculated automatically, as is the termination of wage continuation payments in the case of illness. All statutory regulations that apply to bonuses of all types (such as work on Sundays, public holidays and at night) or attachments are included in the package.

**ALL-INCLUSIVE  
SOLUTION**

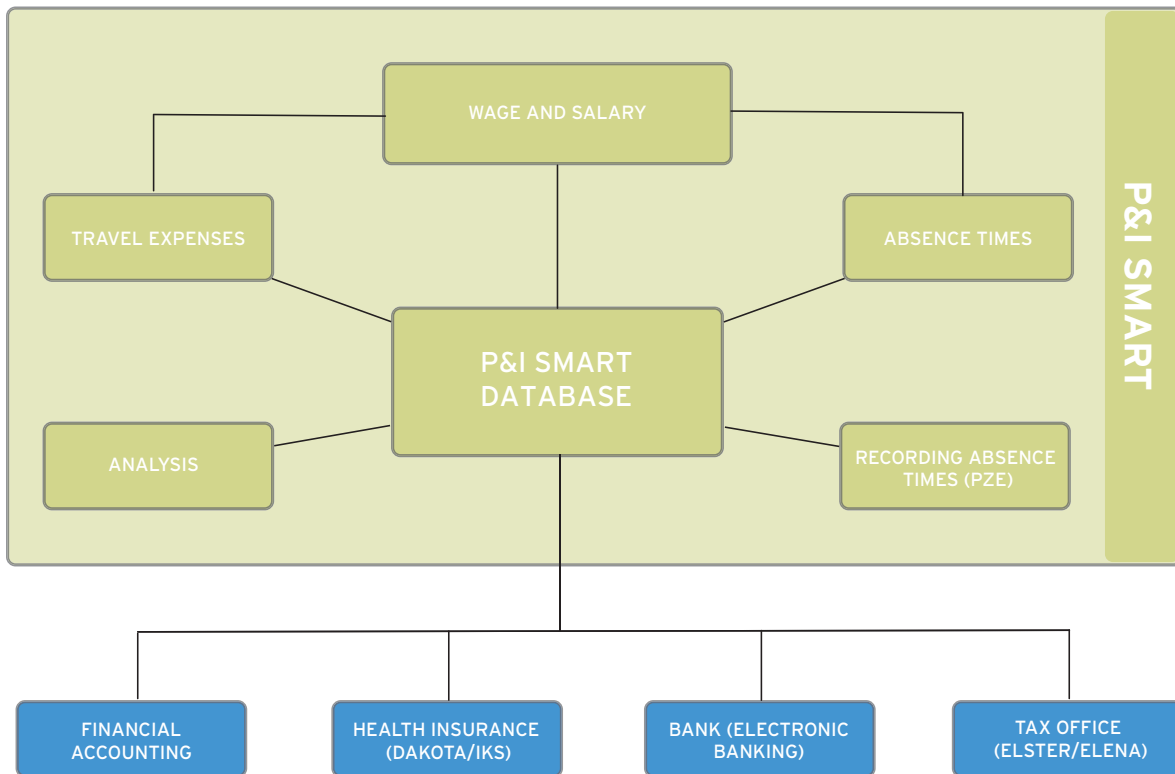
**TIME ACCOUNT**

## **Travel expense accounting**

Integrated travel expenses allow you to access existing employee data and take individual company regulations into account. The system automatically identifies deviations from tax law and takes them into consideration in the payroll statement. P&I SMART also supplies the lump sum table for travel to foreign countries issued by the Ministry of Finance. Disbursement is handled conveniently together with payroll in one payment transaction.

## **Time management**

A working time account has also been integrated into the standard version: The hours worked are recorded by means of a flexible mass time recording feature; the employees receive remuneration for their normal contractual working time and their credit balance is displayed every month on the payroll statement. If necessary, P&I SMART can be expanded to include a staff work time logging feature for electronic recording of attendance times. It is possible to switch cost centres / cost objects at any time.



**BASIC MODULES AND INTERFACES**

**P&I SMART**

# YOUR PARTNER FOR INTEGRATED HR SOLUTIONS

Almost 400 people - contributing their knowledge, their high level of dedication and passion – make P&I the premium supplier of integrated software solutions for human resources management. Regardless of whether it is payroll, web-based personnel management or time management: the HR software of P&I AG is cutting edge - with regard to technological as well as functional attributes. In the meantime, the P&I LOGA payroll accounting software is now utilised in 14 European countries. With the P&I TIME product, P&I now has a platform-independent and flexibly adaptable standard software application for time management and is thus positioning an attractive stand-alone product in the premium segment. Services such as implementation, consulting, training and HR outsourcing additionally round off the range of services that P&I offers.

P&I serves its customers through 6 branch offices in Germany and another seven offices in other European countries, guaranteeing those customers reliability and investment protection by means of its large investments in product research and development. Leading international HR service providers as well as computer centres rely on P&I as a product supplier, and over 3,000 direct customers successfully process their HR business using P&I solutions. They all place their trust in the high level of expertise that P&I AG has in the meantime amassed in the course of its more than 40 years of presence in the market. P&I offers human resource management from one single source, providing solutions that ensure its customers are well-prepared for the future. P&I is stock exchange listed in the Prime Standard segment of the Frankfurt Stock Exchange.

We would be pleased to arrange an appointment for a presentation in order to give you a comprehensive impression of the software. Just contact us!

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