



Survey results: Keller Lufttechnik - a desirable employer

Keller was given a mostly positive evaluation in a recent employee survey. The company has an excellent work climate, offers a variety of activities and flexible working hours. "In sectors in which we did not score that well - which were 'processes and structures,' as well as 'information and communication', 'training and development opportunities' and 'health management' - we took measures to improve", reports personnel manager Regine Kauderer.

A current survey indicates: employees feel comfortable in the company, appreciate the positive and family-oriented work climate and the friendly cooperation within in the teams. "Management's accessibility to all employees, was rated very well", according to Kauderer. "Our employees rate their work as versatile and diversified and identify with our products." As a result, almost everyone wants to work for Keller long-term.

A positive factor: flexible work hours

The flex-times were rated positively by the majority of employees. "In our administration department, we have flexible work hours between 6:30 am and 7 pm. The teams determine their own hours of operation during which they are available, and adjust their work times accordingly by coordinating amongst themselves", explains personnel manager Kauderer. In the manufacturing department, colleagues work alternately in 2- or 3-shift-operations. Their supervisors establish shift schedules in agreement with the employees. "The flexibility is high enough that there is no problem in changing shifts, starting later or leaving earlier, if necessary", informs Kauderer. "Colleagues ideally provide notification in advance so that the team can accommodate them." Such flexible worktimes accommodate professional, family or personal issues. >



The employee survey carried out by ISPA resulted in the final score of "good" in employee satisfaction.

Creating efficient organizational structures with KLean

The employee survey, however, highlighted areas in which Keller could improve, in their opinion. 'Processes and structures', 'information and communication' as well as 'further development and education' were seen as issues which could be improved from the employees' viewpoint. "Some time ago, we established the project "KLean" which analyzes all processes within the company. We are establishing more efficient structures and simplifying channels of communication", explains Regine Kauderer.

Establishing more education based on a skills matrix

To support additional training and to offer professional development opportunities, Keller introduced the competence matrix of performance standards. "We determine responsibilities relevant for a certain position and compare it with the employee's skills. This pinpoints a possible need for further training which can then be implemented", explains the personnel manager. Keller Lufttechnik further offers various qualification levels which employees may wish to achieve on their own time.

Expansion of occupational health promotions

Regarding health offerings, Keller scored fair in the employee survey. "This was surprising because we have been offering courses for health promotion for years," says Regine Kauderer. "Maybe they weren't communicated adequately or attracted only a certain employee segment. We expanded our efforts and are working on additional changes to offer a more diverse range of activities." (see post on pages 24 and 25). <

Contact: Regine Kauderer

Phone: +49 7021 574-370

E-Mail:

regine.kauderer@keller-luftechnik.de



Personnel Manager Regine Kauderer and Assembly Manager Uli Singer compare skills which are relevant for a job with those of the employees in order to target the need for any additional training.