

UBE Industries

A Company under
a Large Comprehensive Trading Firm

宇部电子

日本特大型综合性商社下属企业

2005年，宇部电子（无锡）有限公司决定采用金蝶K/3 Hr系统，快速实现人力资源工作从事务性向专业性转变。

无锡宇部电子由宇部电子株式会社于2001年投资1250万美元设立，主要生产手机、各种移动通信、卫星转播接收机所需的微波电介质滤波器。其母公司宇部兴产株式会社（UBE集团）创办于1897年，是日本六大综合性商社之一。

近年来，宇部电子根据订单情况和产品结构变化组织招聘，员工人数多时达600余人，日常为300余人。宇部电子虽然制定了一系列科学的管理制度，但工厂员工流动量相对较大，经常出现频繁的入职、离职、重新入职的状况，每年的人事变动频繁。“自宇部电子在无锡建厂以来，通信产业尤其是手机产业已经经历了一系列重大变革，为了满足柔性生产的要求，人事部门必须提高工作效率。”宇部电子（无锡）有限公司总务课课长张蔚说。根据公司的要求，人力资源部门必须能够结合企业战略的要求对人事信息进行及时、有效的管控、检索和分析，提高决策依据的准确性，降低决策成本和风险。



企业挑战

员工流动量大，人事变动频繁；
人事部门工作量繁重，信息难以共享，无法支持企业决策。

应用收益

优化了企业流程，提升了工作效率，员工满意度日益提高；
人力资源信息充分共享，有利于管理决策，支持了组织变革；
Hr部门从事务性工作转向专业性工作。

由于之前采用Excel处理人力信息，宇部电子的人事事务处理和薪资计算需要耗费大量的时间和精力，各类资料保存、查询困难，信息共享较差，难以适应企业业务发展的需求，无法进一步提升企业人力资源工作的竞争力。

2005年初，宇部电子开始实施金蝶K/3 Hr系统，包括异动、调派、辞职、辞退等所有事务处理工作全部上线，方便信息的适时采集、汇总、合并和分析，充分共享人力资源信息，及时了解公司人员构成等情况。

金蝶HR系统提供了职员批异动、职员快捷查询（包括精确查询和模糊查询）、多处列表增加职员工号等便捷的功能，满足了企业对大量数据量的使用需求，各种职员信息可以方便地在职员管理报表中准确统计出来。利用系统提供的人力资源统计分析数据，为人力资源规划、人力资源策略制定提供了决策依据。

在薪资管理中，宇部电子只要在HR系统薪资模块中设定不同的工资、补贴、奖金计算公式，系统就可以自动而精确的计算出所有员工的薪资。通过系统的工作流驱动与智能化处理，使HR部门的工作效率大为提升，HR部门从事务性工作转向专业性工作，人力资源管理有力支持了整个组织的变革，同时优化了企业流程，提升了工作效率，员工满意度日益提高。

张蔚认为：“金蝶产品帮助HR部门从大量繁琐的事务性工作中解脱出来，在选人、用人、育人、留人等方面适应了企业不断变化的需求。”



总务课课长 张蔚
Manager, General Affairs Department



In 2005, UBE Electronics (Wuxi) Co., Ltd. determined to apply the Kingdee's K/3 HRM system, to quickly transform HRM from a transactional work to a professional one.



UBE Electronics Wuxi was founded by UBE Industries, Ltd. in 2001 with an investment of US\$ 12.5 million. It produces microwave dielectric filters for various cell phones, mobile communications, and satellite transmission receivers. Its parent company, UBE Group, was established in 1897, which is one of the six largest comprehensive trading firms in Japan.

In recent years, UBE Electronics organized recruitment activities according to the orders and product structure changes. It has up to 600 employees in the busiest season, and up to 300 on average. Although it has developed a set of scientific management regulations, it has a high turnover for its employees, with frequent entry, dismissal, and re-entry. "The communication industry, cellphone in particular, has undergone some major changes ever since UBE Electronics established its factory in Wuxi. To meet the need of flexible production, the HR department must improve its efficiency", said Zhang Wei, manager of the general affairs department of UBE Electronics Wuxi. According to the corporate requirements, the HR department must have the ability to manage, control,



search, and analyze the HR information to suit the corporate strategies, improve the accuracy of the data for decision-making, and reduce the decision-making costs and risks.

Challenges to the Company

- > Great employee mobility and frequent personnel rotations
- > Heavy workload of the HR department, difficulty in sharing information and failure of supporting decision-making.

Benefits of the User

- > Optimizing the workflow, improving work efficiency, and gradually raising the satisfaction of the employees.
- > Fully sharing the HR information, facilitating management decision-making, and supporting organization reformation.
- > The HR department shifts from focus on general affairs to focus on professional work.
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In the past, Excel was applied to deal with HR information, so the HR transactions and salary calculation took a lot of time and energy. Moreover, it was difficult to save and query various data, and the information was not fully shared. Therefore, this failed to meet the requirements for the business growth and further improve the competitive power of the HR work.

At the beginning of 2005, UBE Electronics started to implement the Kingdee's K/3 HRM system, with all transactions such as rotation, transfer, resignation, and dismissal performed on line. This makes it easier to collect, summarize, combine, and analyze the information in real time, and share the HR information.

The Kingdee's HRM system provides convenient functions such as employee mass rotation, quick employee query (including exact and fuzzy queries), and addition of employee ID listed at multiple places, to meet the needs for processing large volume of data. The statistics of various employees can be easily listed in the employee management reports. The system provides the HR statistics which is necessary for the decision-making process of HR planning and HR strategy development.



In salary management, UBE Electronics can simply set different salary, allowance and bonus calculation formulas in the HRM's Salary Management module to automatically and accurately calculate the compensations for all employees. The workflow-driven and intelligent processing of the system allows the HR department to work much more efficiently. The HR department has changed its role from performing transactional to professional work. Therefore, the HRM provides powerful support for the transformation of the entire organization, while optimizing the workflow and improving working efficiency as well as employee satisfaction.

Zhang Wei believes, "Kingdee products free the HR department from large volumes troublesome transactional work, while they meet the changing needs of the organization in selecting, using, training, and keeping talents".

Statement

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