

GLOBAL SHOP SOLUTIONS CASE STUDY

Humanetics

Humanetics is a precision sheet metal fabricator with roots in the specialty medical products industry. For more than 50 years, the company designs, manufactures and distributes a wide variety of parts and assemblies for industries ranging from aerospace, telecom, semiconductor, medical, transportation, defense, ATM, alternative power systems and more.



One of Humanetics' shop floors.



Two of thousands of custom parts Humanetics makes for its customers.

Headquartered in Dallas, Texas, the company operates four separate production plants – three in Texas and one in mainland China – and distributes their custom-made products around the globe. Equipped with the latest in CNC and laser technologies, Humanetics offers a complete line of design, metal fabrication and assembly services, including prototyping. The company is ISO 9001 2008 certified.

Goodbye Third-Party Software

A Global Shop Solutions user for more than two decades, Humanetics has made good use of the constant addition of many new features, modules and capabilities to the software. Several of these upgrades have allowed the company to simplify processes by getting rid of third-party software applications.

For example, most Global Shop Solutions users are familiar with the [Shop Floor Data Collection](#) stations that allows employees to clock in and out of work by scanning their badges. With the recent introduction of biometrics, employees can now scan fingerprints instead of badges – a timesaving feature that Humanetics wasted no time in adopting.

Each morning, employees clock into work by placing a finger on a small fingerprint reader. To clock in on specific jobs or work orders, they repeat the process. However, because Global Shop Solutions ERP software has already captured their daily attendance, it automatically assigns their time to the correct job. At the end of the day, another swipe of the fingerprint logs them out for the day.

“Our old time and attendance software used a biometric handreader to clock employees in and out,” says James Hux, Chief Information Officer for Humanetics. “It worked well, but the data did not reside in Global Shop Solutions, and had to be manually imported into the system.”

“Global Shop Solutions biometrics enabled us to discard that old software and move all our time and attendance data into the ERP system,” says Hux. “Now, the data is more accurate, and we don’t have to manage two different pieces of software. With about 450 employees, the time savings add up quickly.”

Humanetics also used the [Global Application Builder \(GAB\)](#) – Global Shop Solutions’ powerful customization tool – to jettison another third-party software. One of the third-party applications tracked certain HR data that Global Shop Solutions ERP software out of the box did not. But again, the data resided outside the system. Writing a custom GAB script to track the data in Global Shop Solutions ERP software eliminated the need for the other software.

“Every time HR hired, termed, or made any changes to an employee’s status, they had to modify three different databases,” explains Hux. “Now they only have to work with one database, which saves time and eliminates multiple data entry errors.”

Graphical Scheduling with APS

With several thousand work orders moving through the shop floor at any given time, efficient scheduling is a must for Humanetics. The company’s schedulers rely heavily on the [Advanced Planning & Scheduling \(APS\)](#) module and its intuitive graphical scheduling features.

Prior to Global Shop Solutions ERP software, Humanetics managed the scheduling process by pulling data into a spreadsheet and trying to graph the shop load as a whole, as well as for specific workcenters – a difficult and time-consuming process. And not being real-time, the data was only as good as the last update.

With APS, schedulers can instantly access a color-coded graphical schedule of all jobs, individually and as a whole. They can quickly determine load capacities by workstation and individual machines. And they can see the results of “what if” scenarios by moving jobs around. APS also assists with the difficult challenge of managing constantly changing due dates.

“With APS, we can quickly determine whether we have the available capacity to pull a job in,” says Hux. “And because all our plants are on the same Global Shop Solutions server, we can check the scheduling at our other locations to see if they have capacity as well. If so, we can determine whether it makes sense to move the work to another plant. We often start a job in one facility and finish it in another, and scheduling is the tool we use to facilitate that.”

ERP Software in the Cloud

After years of having separate Global Shop Solutions ERP software servers at each plant, Humanetics recently migrated all four systems to a [private cloud on one main server](#) at the Dallas headquarters – a move that has simplified many admin processes.

Humanetics had already consolidated the [accounting](#) and [HR functions](#) at the Dallas headquarters. But they still had to work with data from four different servers. Migrating all company data to one server has made those jobs easier and more efficient.

For example, accounting personnel can now use branch accounting, which allows accounts receivable to work off one company code instead of three. They can cut one check to a vendor instead of three. And closing the books at month’s end goes faster than ever. The next step for Humanetics involves consolidating payroll, so they can run only one payroll instead of three.

“The time savings of having just one server are significant,” says Hux. “It requires less IT administration. HR and accounting can do their jobs more efficiently. The Global Shop Solutions systems in each plant now ‘talk’ to each other more effectively. And we didn’t have to make any changes to Global Shop Solutions; we just had to build the infrastructure that allowed each system to work off one server.”

Ongoing Innovation

Humanetics also had Global Shop solutions ERP integrated with its sister company Ganart Technologies’ patented technology so they could offer Humanetics’ employees an extensive suite of financial services in their three Texas facilities.



Humanetics worker welding product.

After integrating with Ganart's Workplace Solution, Humanetics now provides its employees easy access to financial services in the work place – at no cost to Humanetics.

With this patented service, called Money Earned, employees no longer need to leave work to take care of:

- Paying bills
- Purchasing international phone minutes
- Adding funds to prepaid phones
- Transferring money to loved ones
- Running to the ATM
- Getting access to cash ahead of normally scheduled wage disbursement

Money Earned allows employees to gain access to up to 50% of net funds they have earned but haven't been paid for. There is no cost incurred, and little effort required by the employer. Global Shop Solutions ERP software can automatically send the required time and attendance information directly to Ganart's secure tier III data center. Employees can then use the kiosk to withdraw a percentage of what they have earned in cash. Ganart sends the data back to Humanetics, and Global Shop Solutions ERP software automatically reduces their paychecks by the appropriate amount.



Ganart Technologies' innovative Money Everywhere kiosk.

"Many of our employees use the kiosk for international money transfers to family in Mexico and other countries," says Hux. "Others pay bills, top up prepaid cell phones, buy pinless international calling minutes, or get cash advances without the exorbitant fees charged at high-dollar check cashing places. Employees love having the kiosk on site because they can do all these things at lunch or break time."

Humanetics also uses a custom GAB script to estimate labor costs in exquisite detail. Whereas most companies estimate using only setup and run times, the GAB script includes a number of different formulas for each machine that enable a more precise estimation of labor time. It also allowed each plant to eliminate the spreadsheets they used for estimating and perform the task inside Global Shop Solutions ERP software.



A Trumpf precision laser-cutting machine in action.

Built to Last

Humanetics has a well-earned reputation for making quality parts that last. So it makes sense they would partner with Global Shop Solutions – an ERP company that takes a long-term approach to their customer relationships.

"When we first acquired the software, Humanetics was a lot smaller, but so was Global Shop Solutions," notes Hux. "Since then we have grown from one 40,000 square-foot building to four plants with a total of more than 300,000 square feet. Global Shop Solutions has grown along with us by constantly updating the software, adding new features and modules."

Despite its sophisticated capabilities, Hux considers the ERP software easy to manage and intuitive to use. When recommending the software to other manufacturers, he ranks the company behind the software as it's primary advantage.

"There's no such thing as a perfect ERP software," he says, "but with Global Shop Solutions, you can customize it to your liking. More than that, it's the people, the ownership and the constant innovation that set Global Shop Solutions apart. They keep moving forward with the software, and they're dedicated to helping their customers succeed. We haven't had to change our ERP software in more than 20 years, and we don't foresee doing it any time in the future."