

## Sistema TRESS Platform Implementation



### Introduction

**Bose** is a company founded in 1964 by Dr. Amar G. Bose. From their start, Bose's research philosophy has allowed them to turn what seemed to be science fiction into tomorrow's reality.

This same research is what drives them to be better, because they think that by offering better things, they will improve people's quality of life.

But for a company like Bose, research is not everything. They strive for excellence in all areas; from the way they manage their company to the services they offer to their customers. This commitment of constant innovation has allowed them to develop sound solutions that go beyond all expectations, regardless of the environment where the sound is transmitted.

Bose operates in the United States, Canada, Europe, Australia, Asia, and South America. In Mexico they have two facilities. One in the state of Sonora and another in Baja California.

For more information, please visit [www.bose.com](http://www.bose.com)

### Area of Opportunity

In the beginning, Bose had an internal process for payroll calculation; as time went by, this system proved to be inefficient because of the maintenance required in order to comply with Mexico's ever changing labor law, besides being insufficient because of its limitations in handling and extracting information to be integrated to the data generated and required by other departments.

Bose then decided to look for a solution that would make them comply with all the requirements of Mexican law, since implementing their American system would not be practical since Mexico's processes are more complicated.

The solution they were searching for, would have to achieve several objectives:

1. Facilitate operation processes and reduce administrative costs.
2. Comply with tax obligations in a correct and timely manner.
3. Improve information control and safety.
4. Support the decision making process.
5. Increase productivity.
6. Integrate information from several sources.



Sistema TRESS was selected and implemented around 1996, installing the basic modules during the first stage: Employees, Attendance, IMSS/INFONAVIT, Payroll, and TRESSPoll.

In time, other modules were added: Training Courses, Supervisors, Cafeteria, Labor, Email Reports, and Graphics.

# SUCCESS STORIES





This table shows the benefits of each module implementation.

## 1st Stage

Solution	Benefits
	<ul style="list-style-type: none"> <li>- Speed up the process of administration of employee information</li> <li>- Produce a Kardex of all operations to the employee information</li> <li>- Register vacation time and leaves</li> <li>- Manage loans and savings</li> <li>- Accumulated payroll history</li> <li>- Recalculate integrated salaries</li> <li>- Generate salary reports for Social Security (IMSS)</li> </ul>
	<ul style="list-style-type: none"> <li>- Speed up processes by paying wages electronically</li> <li>- Manage several payroll periods</li> <li>- Automatically generate accounting information</li> <li>- Manage savings and food stamps</li> <li>- Calculate annual processes, such as PTU, yearly bonuses, and ISPT</li> </ul>
	<ul style="list-style-type: none"> <li>- Attendance, tardiness, and overtime control</li> <li>- Automatically generate pre-payroll</li> <li>- Hours worked during the payroll period</li> <li>- Manage lunch hours and breaks</li> <li>- Presentation of attendance calendar</li> </ul>
	<ul style="list-style-type: none"> <li>- Calculations of employee-employer contributions according to the latest authorized form</li> <li>- Direct interface with SUA</li> <li>- Control and classification of leaves and calculation of risk premiums</li> <li>- Audit reports</li> </ul>
	<ul style="list-style-type: none"> <li>- Schedule tasks for collecting registry of arrival and departure times</li> <li>- Back up files</li> <li>- Collecting registry of arrival and departure times from remote servers for centralized payroll calculations</li> </ul>

# SUCCESS STORIES

## 2nd Stage

Solution	Benefits
	<ul style="list-style-type: none"> <li>- Control and assignment of consumptions according to Bose's policies</li> <li>- Detailed registry of consumptions, including date, time, type, etc.</li> <li>- Integrate to Payroll module to calculate discounts according to consumption</li> <li>- Integrate to the assistance terminals in order to compare worked hours vs. food assignment</li> </ul>
	<ul style="list-style-type: none"> <li>- Validate overtime authorizations granted by supervisors</li> <li>- Control the employees or groups of employees assigned</li> <li>- Securing the supervisor's terminal by being automatically booted off Sistema TRESS after a certain period of inactivity</li> <li>- Detailed record of operations made at the Supervisors module</li> </ul>
	<ul style="list-style-type: none"> <li>- Detailed information for concepts</li> <li>- Control the distribution of labor</li> <li>- Control dead times</li> <li>- Use inspection cells</li> <li>- Save time on the classification and gathering of data</li> </ul>
	<ul style="list-style-type: none"> <li>- Easy administration and control for QS9000 certifications</li> <li>- Follow up on employee training</li> <li>- Changes and information for employees or groups of employees</li> </ul>

### Project's Technical Data

Sistema TRESS has been implemented in the San Luis Río Colorado and Tijuana facilities. These facilities have an average of 2500 employees. BOSE has been a client of Grupo Tress Internacional since 1996.

The teams that have worked on the different projects are:

#### On behalf of BOSE

Carlos Zetina, Systems Manager, Tijuana.  
Rafael Ortiz, Systems Analyst, San Luis.

#### On behalf of Grupo Tress Internacional

Sofia Montaña, Projects, Mexicali  
Marcia Ramirez, Consulting  
Dolores Alatorre, Projects, Tijuana

# SUCCESS STORIES

## Value Proposal

The value proposal Grupo TRESS Internacional has generated for Bose through their different products and services, has been translated into significant savings as well as reaching their short, medium and long term goals established during each of the project's phases.

BOSE considers of great value to have the experts and certified consultants on Sistema TRESS in charge of their projects.

## Client Testimonial

“The thing we like most about Grupo TRESS Internacional is the service, which translates into the different projects that are created at BOSE, which are channeled to the different departments at Grupo Tress Internacional for analysis and implementing. These projects can be for support of Sistema TRESS' management, consulting for new projects, updates and special development or new modules”.

*Carlos Zetina. Systems Management. BOSE Tijuana.*