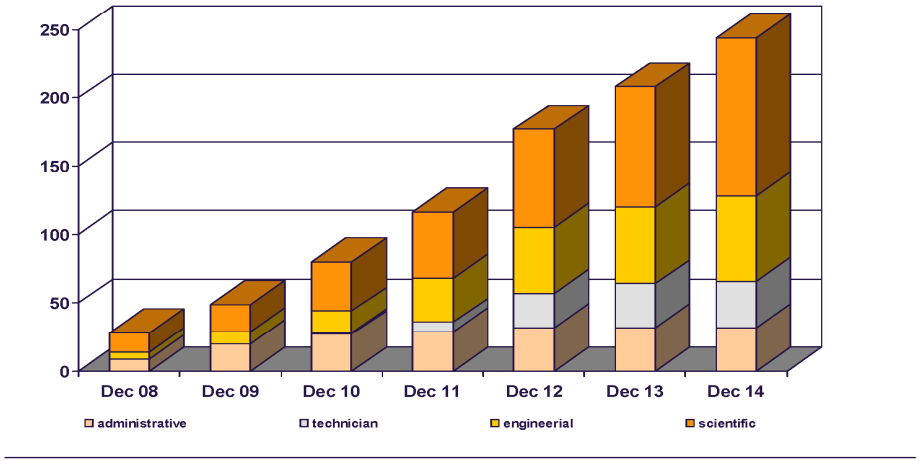
European X-ray Free-Electron Laser Facility GmbH

- 12 international partner countries
- located in Hamburg / Schenefeld (DE)
- founding of the company in 2009
- commissioning in 2014
- investment > 1 bn €
- target personnel 300

Staff figures 1 October 2010

Staff growth extrapolation

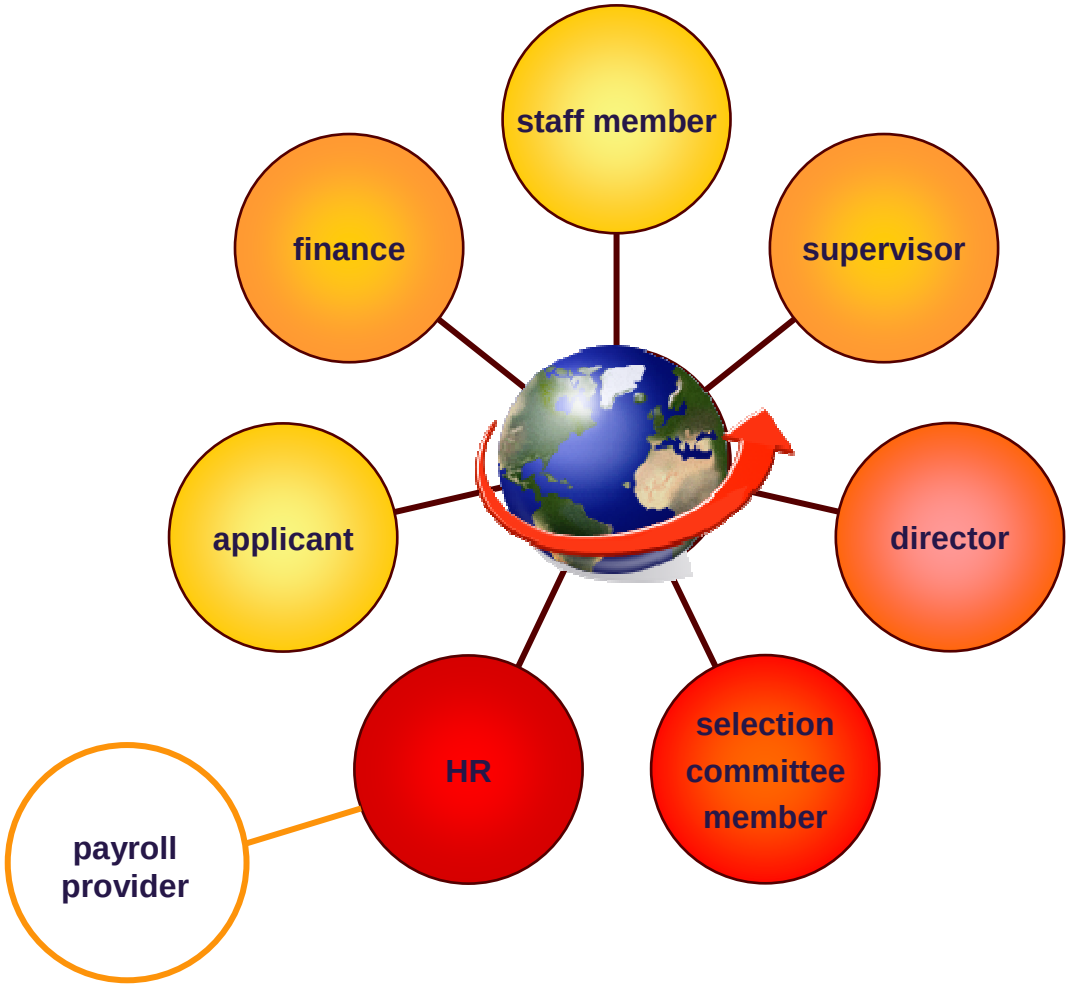


Internet based HR workflows

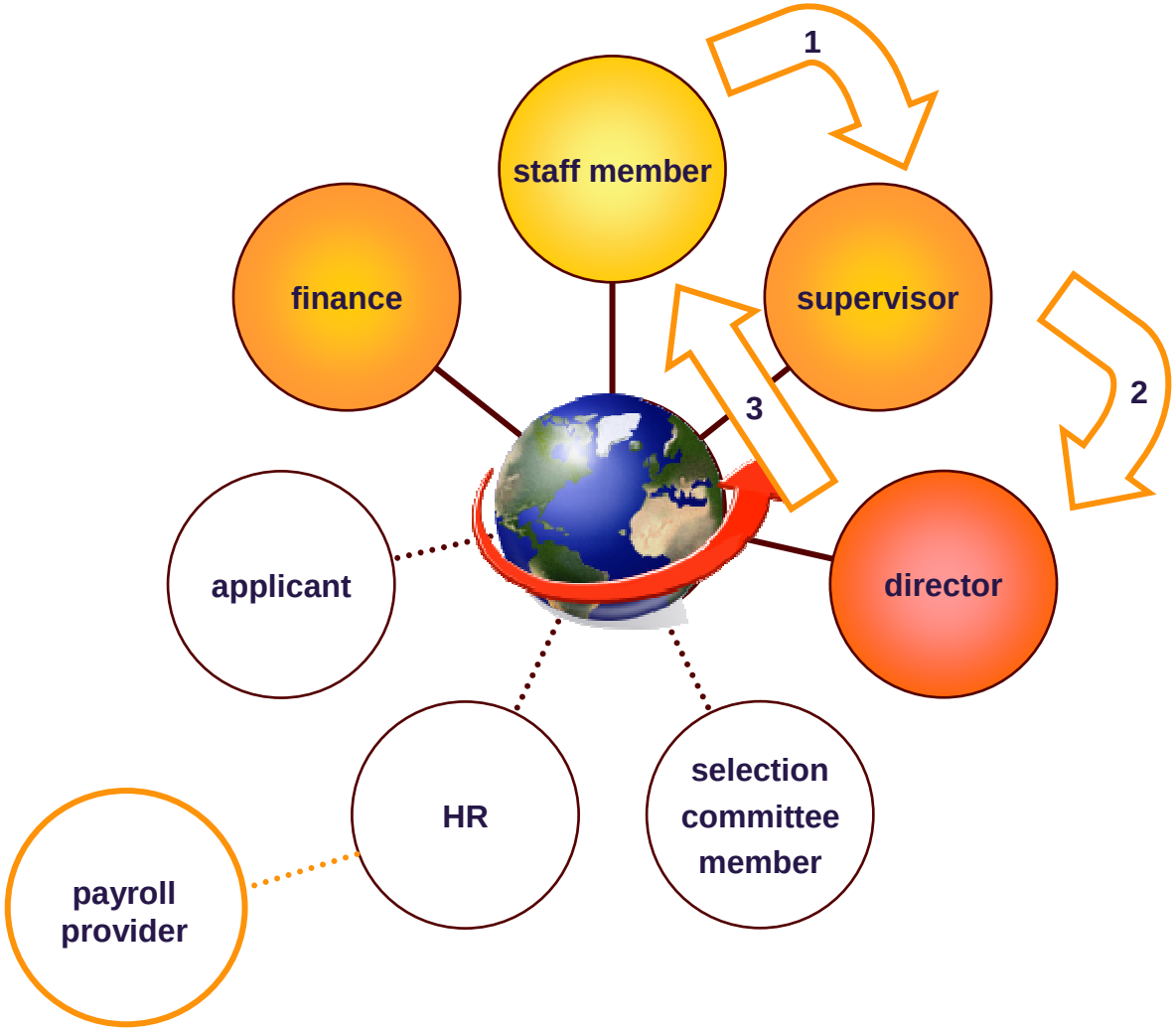
Our demands:

- Internet (browser) based solution including ASP (application service providing); no installation and IT-administration at XFEL.EU
- Administration of personnel master data
- Electronic personnel files / paperless HR office
- Organisation management / mapping of workflows
- Employee and manager „self service“ (ESS/MSS)
- E-recruiting tool
- Documentation of absence data
- Travel management
- Personnel development tools (mbo, appraisals ..)
- English or bilingual (German/English) user interface
- Payroll and finance/control systems interface

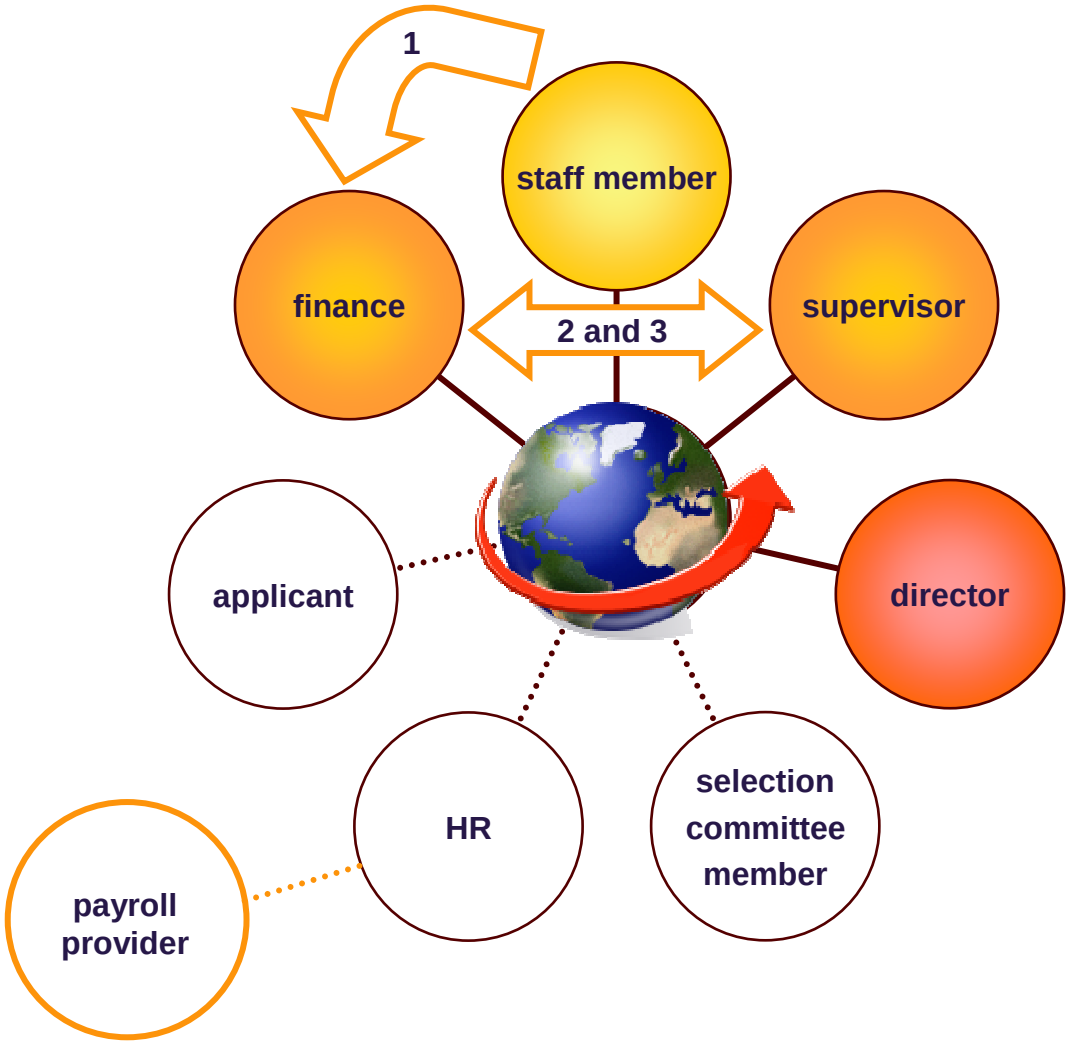
Internet based HR workflows



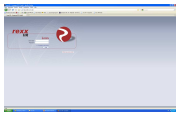
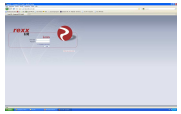
workflow travel application



workflow travel reimbursement



Short online demo

- HR management tool 
- employee self-service tool
- recruitment workflow
- absence management workflow
- travel application and reimbursement workflow
- electronic files 

Evaluation

- with the introduction of our workflows and the outsourcing of the payroll we reached our goal to run the HR business continously with two people (and having some time left for qualitative activities)
- the one-off costs for the installation amounted to € 9.500, the annual efforts for the provider to € 9.750
- the staff members got quickly familiar with the workflows and provided a lot of suggestions for continous improvement
- some of the managers grumbled in the beginning, because the handling of the system is partially not very intuitive
- meanwhile HR is admired as one of the most cost-efficient activities of the organisation

European XFEL

Thank you!

How to manage staff growth?

Objective: We want to attract the best available scientists (and other staff members) worldwide

Strengths

- Location
- Project
- Growing entity
- Fast and flexible internal organization

Weaknesses

- Limited salary possibilities (German public service)
- Many shareholders

Fields of action

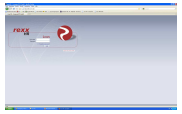
- Communication, PR
- Working conditions
  - international allowances
  - relocation support
  - individual assistance
  - fast personnel decisions
- Meet the people

Meet the people

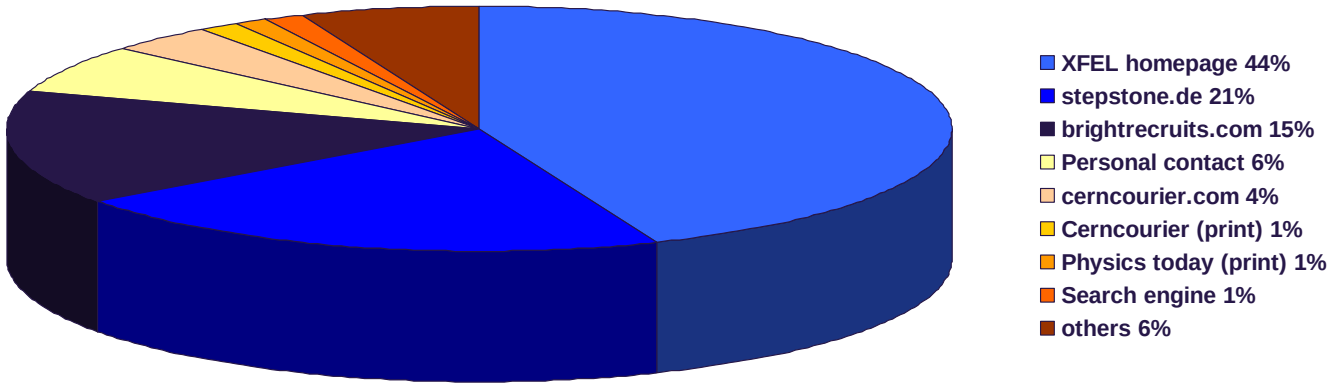
To meet our candidates we try to use all the media of our beautiful new communication world, and of course also some old-fashioned like ads and personal contacts.

Ranked according to importance	Number of applications	Relevance (Quality) of applicants	Costs
Online job ads	high	medium	medium
Own homepage	high	medium	low
Recommendations and direct approach	medium	high	low
Internet communities	poor	high	low
Print media	poor	medium	high
Web 2.0*	poor	poor	low

And we are working on the evaluation of the efforts.

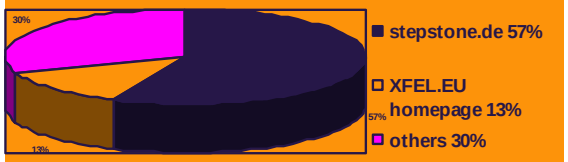


Media analysis recruitment: ‚How did You find us?‘



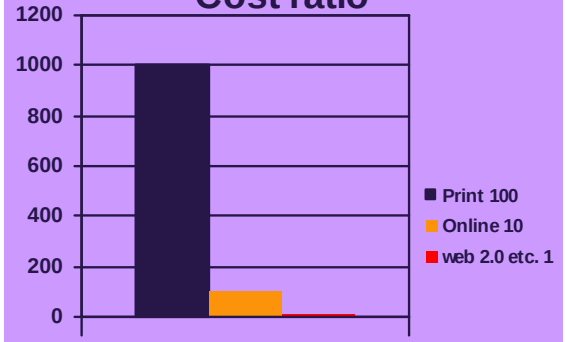
Meet the people

Applications Controller



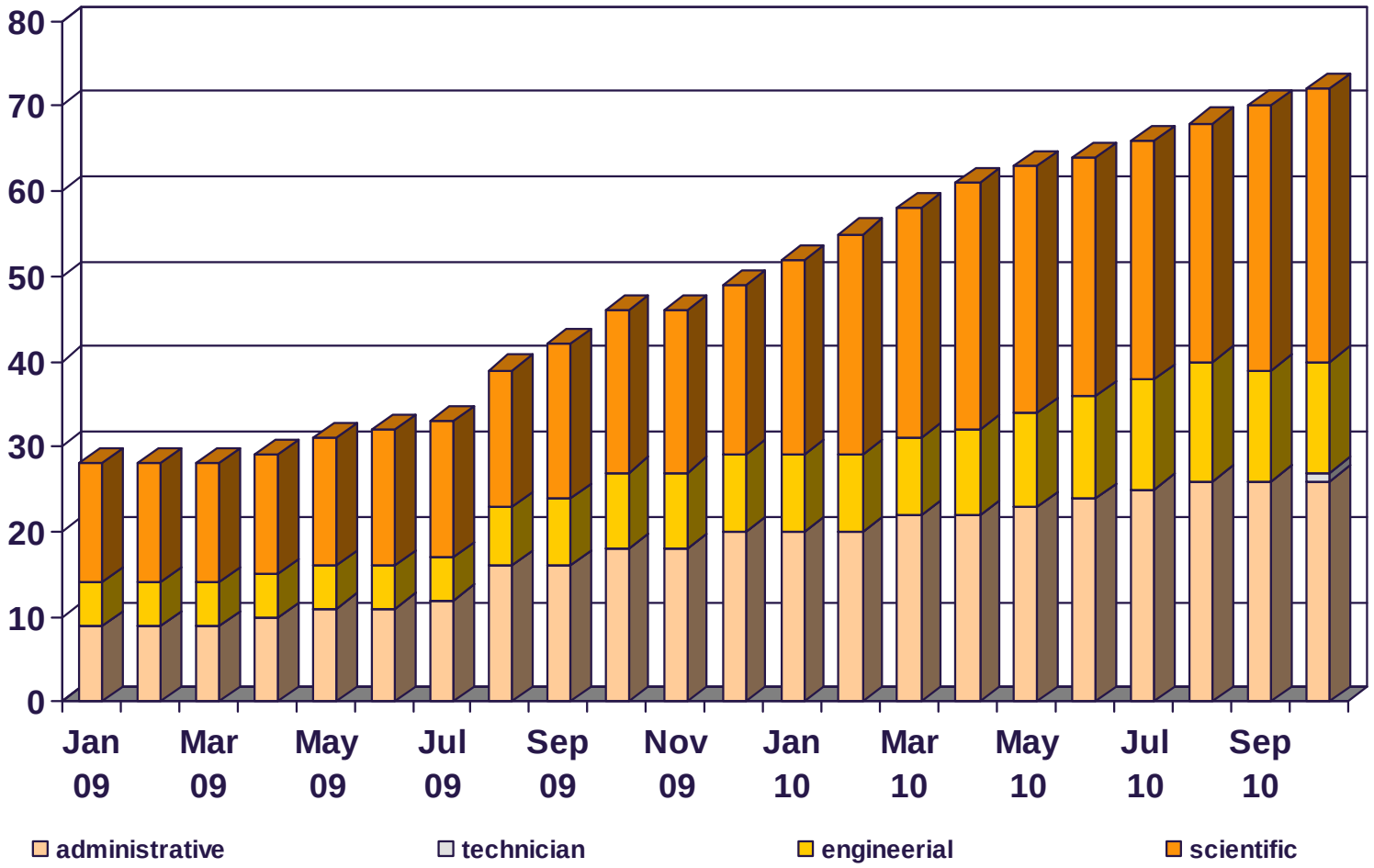
Applications Scientist

Cost ratio

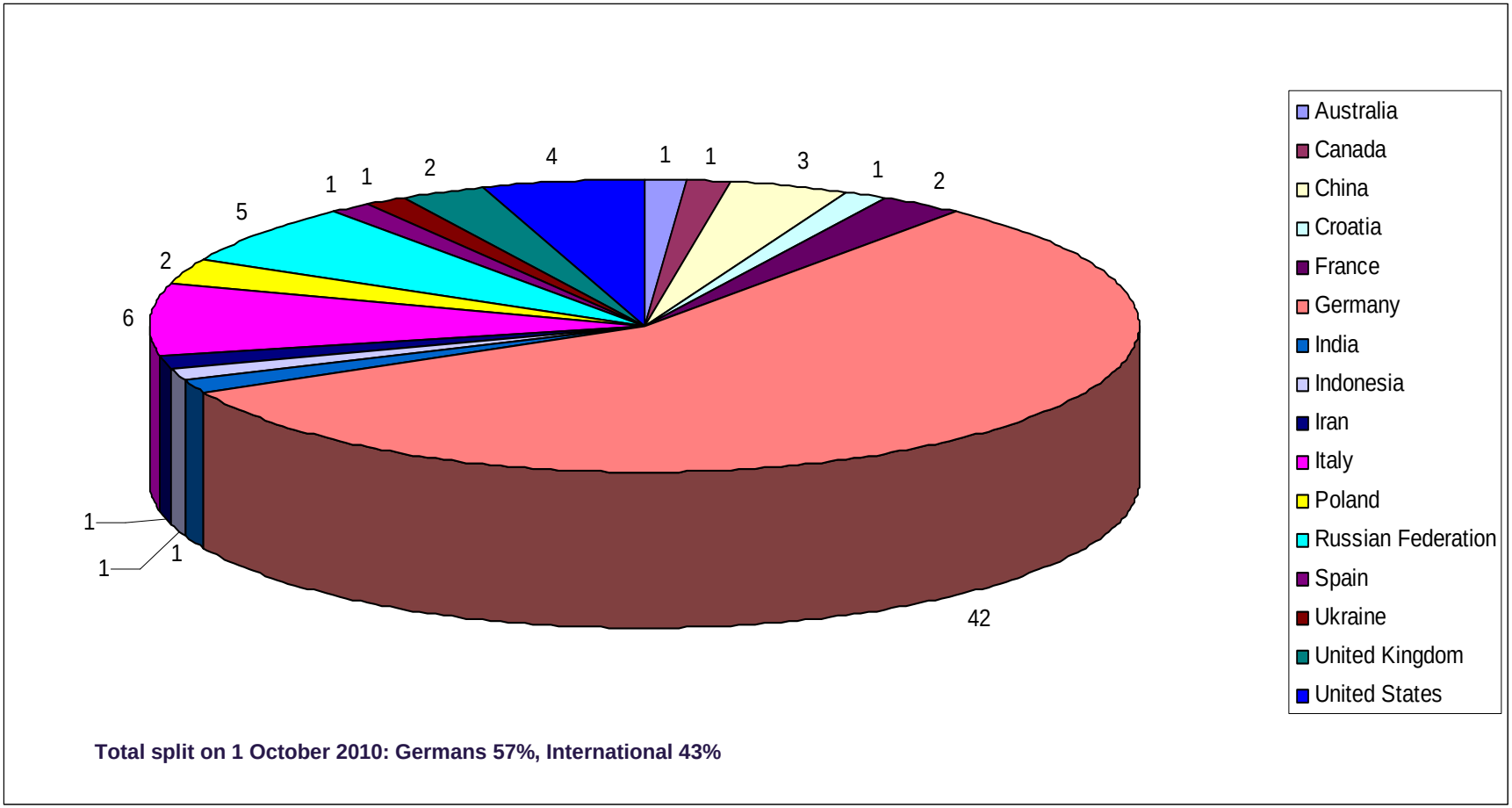


Analysis
Costs per recruitment
Costs per ad
Costs per applicant
Costs per fitting applicant
Costs per fitting applicant and ad

Staff Growth

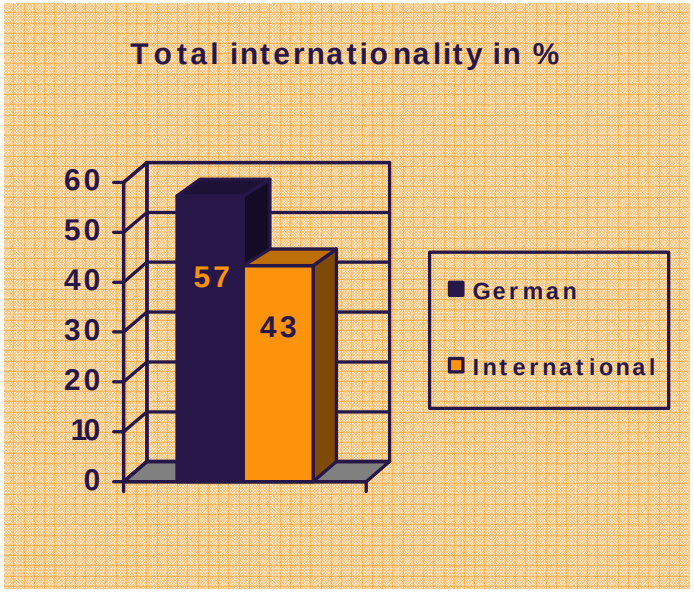


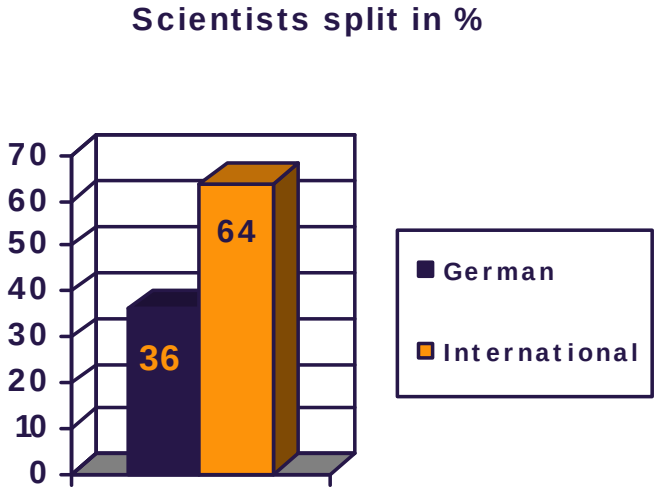
Internationality

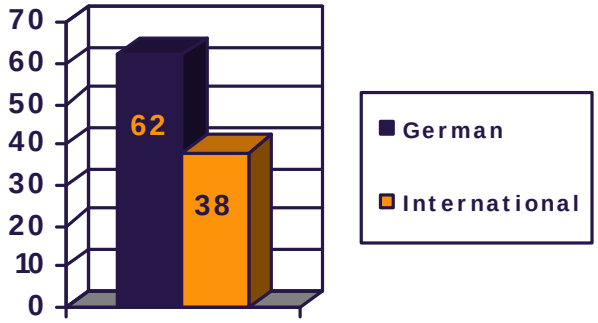


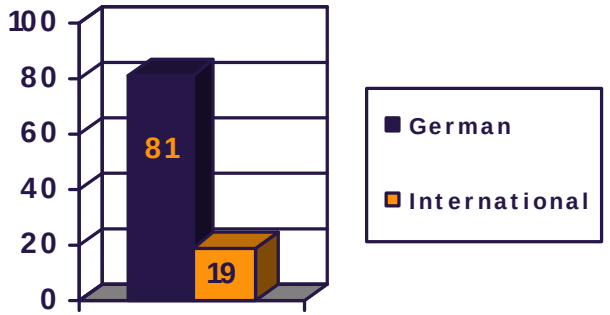
Total split on 1 October 2010: Germans 57%, International 43%

Internationality







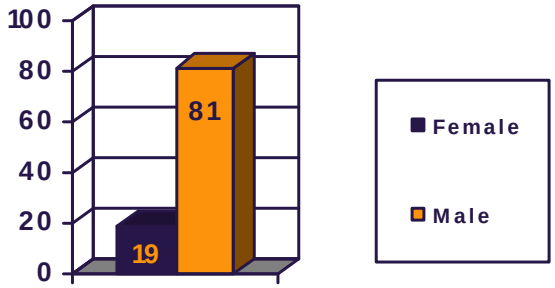


XFEL.EU HR, status 1 October 2010

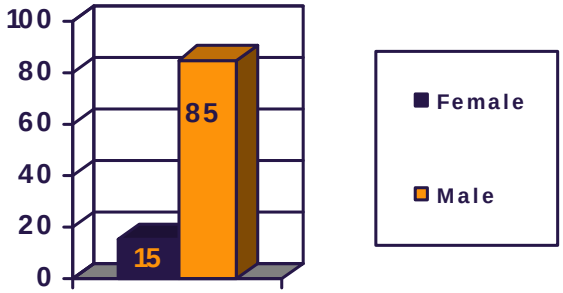
Gender aspects

Gender split total in %

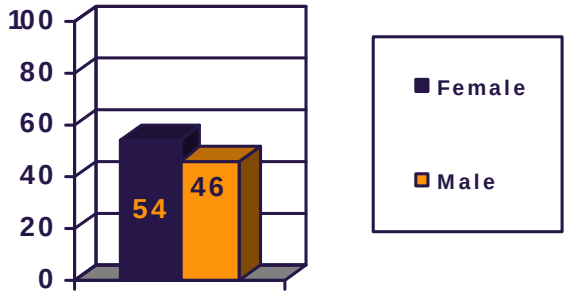
Gender split scientists in %



Gender split engineers in %



Gender split admin. staff in %

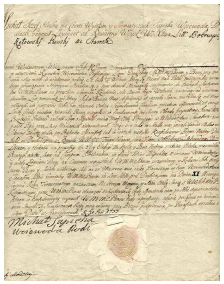


XFEL.EU HR, status: 1 October 2010

The very basic personnel development process

Step 1: Moderated workshop of the Management Board

prepares



Step 2: Leadership principles „What we expect“

which serve as base for

Step 3: Leadership training

Step 4: Feedback and objectives agreement process