Transforming Workforce Management Across Borders with Softworks

BenBau is a construction and engineering company delivering high-quality solutions across Germany, Sweden, and Denmark. With over 450 employees and operations spanning multiple countries, BenBau focuses on precision, innovation, and people-focused growth.

Softworks

Challenge: Efficiently Managing a Distributed Workforce

Benbau's expansion increased the complexity of managing its workforce across dispersed construction sites and offices in multiple countries. Manual processes for tracking time, managing absences, and handling employee records became inefficient and error-prone, straining both HR and on-site teams.

Nora Christians Project Manager at BenBau explained:

" *With our growing and dispersed workforce, manual employee management processes such as overtime, timesheet and absence management were becoming time-consuming and inefficient. We wanted a solution that would work across all our country locations and help us to align our processes.*

Why BenBau Chose Softworks

Softworks distinguished itself from other solution providers because of its flexibility, cross-industry expertise, and collaborative approach. From the start, the Softworks team demonstrated a commitment to tailoring the system to BenBau's needs, offering adaptability and ongoing support.

" *We spoke to multiple solution providers but Softworks stood out due to their flexibility and willingness to tailor the solution to our specific organisational structure and needs. Their significant experience of working with companies with multiple locations and across a range of industries was another selling point.*

System Requirements

To streamline operations, BenBau sought a comprehensive Workforce Management Solution with capabilities including

- Centralised employee data
- Time & attendance tracking with clock-in
- Payroll and HR system integrations
- Mobile-friendly absence management
- On-/offboarding functionality
- Project-based time/cost tracking
- Advanced analytics and exportable reports
- Multi-country legal compliance and data protection

Experience using Softworks

Key benefits since implementation:

- Improved accuracy in timesheet management via digital clock-in/out
- Reduced admin burden and fewer manual errors
- Clear oversight of employee working time across sites and projects
- Enhanced reporting through customisable dashboards
- Seamless employee leave requests via desktop and mobile apps

" *One key improvement for us with managing working hours through the clock-in system. We now have a much better overview of each employees' hours and this is leading to a much more efficient timesheet system.*

Moving from Excel sheets to a digital solution, improving accuracy and cutting down admin work, has been a huge step forward for BenBau.

System Usage Across the Organisation

Since the implementation of Softworks, different user groups at BenBau have adopted the system to streamline their daily operations, reduce manual work, and gain clearer visibility over workforce activities.

- Employees (End Users): Employees use Softworks to clock in and out via physical terminals, desktop PCs, or the mobile app, allowing for accurate and efficient tracking of their working hours. This transition from manual tracking has significantly reduced errors and administrative overhead. The rollout of the absence management module further empowers employees to independently request leave, upload supporting documents, and monitor their remaining leave balances in real-time-all from their desktops or smartphones.

- Site Managers: Managers use features like summary timesheets and clock cards to oversee work hours and team schedules. These tools offer a consolidated view of workforce attendance, making it easier to manage shifts and track overtime. Managers can also directly address clocking anomalies within the system, which reduces the burden on the HR team and speeds up issue resolution.

- HR Team: The HR department relies heavily on the employee information management feature for centralised access to personnel records, handling onboarding/offboarding, and monitoring compliance deadlines (such as training or contract reviews). They also make extensive use of dashboards and reporting tools to generate real-time insights into attendance trends, workforce costs, and other key metrics-supporting more informed decision-making at the strategic level.

Favorite Features

" *My particular favourite is the dashboards feature. This wasn't on our initial list of requirements but has been a great add-on. It allows the senior management and HR team to view hours, absences, personnel information and more all on one screen. We can easily select the data we need to create different reports and graphs. This is very useful for decision making and tracking costs and personnel across multiple locations and projects. There are also some nice features such as reminders for upcoming employee birthdays!*

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