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Angebot

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SEW-EURODRIVE GmbH & Co KG
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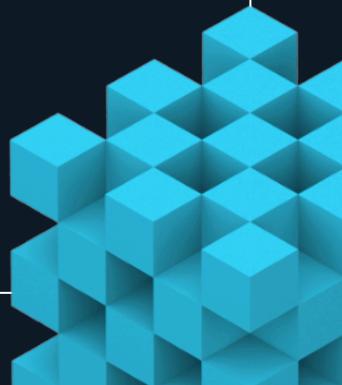
Agile Time & Material Contract

Zwischen den Vertragsparteien und

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Ernst-Blickle-Str. 42
76646 Bruchsal, DE

Motius GmbH
Walter-Gropius-Straße 17
80807 München, DE

im Nachfolgenden Auftraggeber genannt im Nachfolgenden Auftragnehmer genannt.

Agile Time & Material Contract

Projektplan

SEW myHR UYOD App

> Aufgrund der technischen Terminologie ist der Projektplan in Englisch verfasst.

Status Quo

SEW currently faces significant challenges in providing HR services to blue collar workers:

- No dedicated devices for blue collar workers, making temporary workers poorly connected

- Time representatives (Zeitbeauftragte) handle all time services at roughly 1:100 ratio

- Legacy SAP HCM system (~1997) with many in-house `ABAP` developers

- Information distributed via bulletin boards (Litfaßsäulen)

- Existing browser-based PoC has limitations:

  - No data encapsulation

  - Cannot pass through permissions properly

  - No distinction between internal and external user rights

Current system landscape includes Oracle HCM for newer functions while time management remains on legacy SAP P02.

Goal

For production management, it must be proven that time and absence services can be used via app on unmanaged devices for blue collar workers in order to save time and administrative costs (for example, vacation requests).

For the works council, it must be demonstrated that the integration of blue collar employees is making concrete progress. For example, in the form of internal job postings and application processes.

From a technical perspective, it must be proven that myHR (Oracle HCM and SAP HR) can be permission-limited for unmanaged devices. Usability and employee acceptance must also be demonstrable. In addition, SEW security standards must be taken into account.

Primary Focus

The solution focuses on **blue collar workers** (Werker) in **Germany** as the primary user group, with the capability to extend access to all SEW employees. The app should provide an intuitive, lightweight interface that doesn't overwhelm users while maintaining high security standards and SEW's corporate design identity.

Business Case

The works council and management require proof that time management services can be controlled via app on unmanaged devices to save time and administrative costs.

- ☑ Save HR capacity for manual / workaround processes
- ☑ Distribute information to future employees not in myHR, again to cut down on manual processes
- ☑ Reduced need for time representatives (currently ~1 time manager per 100 employees)

Key Requirements

Usability & User Experience

- **Easy and intuitive operation** for all skill levels
  - Focused, streamlined functionality
  - Clear navigation across all features
  - Seamless transitions between different tools and systems
  - Unified look & feel consistent with SEW corporate design
- **Multi-language support** (German and English minimum)
- **Print and export capabilities** for necessary documents

Technical Requirements

Prove technical feasibility for:

- ☑ Authentication & authorization on unmanaged devices
- ☑ Mobile device management (MDM)
- ☑ Usability & user acceptance
- ☑ High security standards compliance
- ☑ Simple setup and onboarding process
- ☑ Integrated support process

Functional Scope

Technical Proof-of-Concept

Service Area	Features
Recruiting	Limited access to application processes and training enrollment
Authentication	Technical PoC of the authentication flow on unmanaged devices, using SEW's cloud infrastructure (Entra ID)
Deployment	Deploying the application services on SEW's infrastructure, with a public domain and SSL

Minimum Viable Product (MVP)

Service Area	Features
Recruiting	Access to application processes and training enrollment
Time Management	Time entries (vacation, sick leave), time clock access

MVP Phase 2

Service Area	Features
Intranet	Access to company intranet
ATOSS	Shift planning
Yokoy	Travel expense reimbursement

Full Rollout

Service Area	Features
Calendar	Access to calendar
Helpdesk	myHelp ticket system
Teams	MS Teams/Chat access

Security & Compliance

- User acceptance with familiar look & feel
- Unified UI across systems (Oracle HCM compliant, ATOSS may need new UI)
- IT security & device management compliance
- SEW corporate design standards
- Data protection and privacy controls

Required Support from SEW

| Requirement	Priority	Needed By
Azure Entra ID enterprise application & SSO configuration for authentication on unmanaged devices	High	Sprint 1
VM, or access to Kubernetes, or an Azure cloud environment for deployment of the UYOD services	High	Sprint 2-3
Public domain with SSL for testing with workers	Medium	Sprint 2-3
Support for security & privacy guidelines from SEW	Medium	Sprint 1-3
SEW Design guidelines	Medium	Sprint 1-3

Solution Space

Device Strategy

Device Type	Status	Scope
Managed User Devices	PoC running	✕ Out of scope
Managed Terminal Devices	PoC running	✕ Out of scope
Unmanaged User Devices (BYOD)	No PoC	✓ **In scope**

Technical Architecture

Current Integration Flow
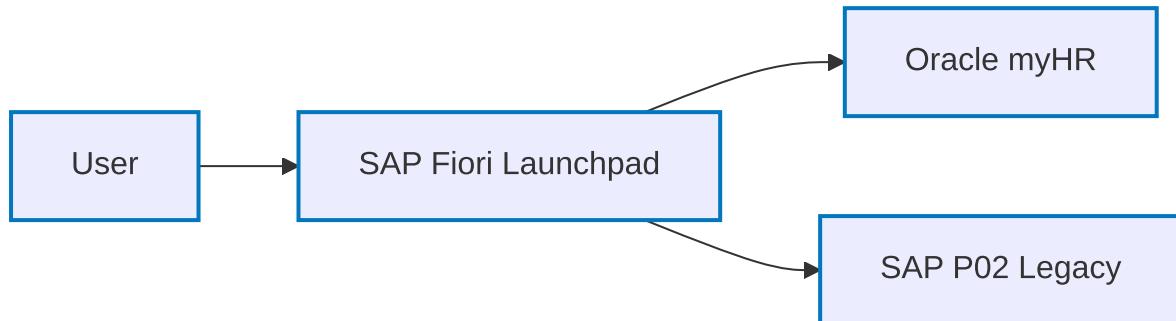
Challenges:

- Complex integration requiring deep links
- SAP UI5 Launchpad in browser
- SAP time tracking currently with SSO in new browser window
- Smart card authentication (MIFARE chips) being updated
- Employees don't know their AD passwords

User Journey & Personas

Target Personas

1. **Pre-boarding Users** (future employees)
2. **Blue Collar Workers** without managed devices
3. **Workers** with stationary devices
4. **Management** users

Core User Journeys

Use Cases Overview

Use Case Type	Name	Description	Involved IT Tools
Recruiting	Pre-Boarding of Pending Workers	Employees who have signed a work contract with a future start date need access to application and onboarding processes	Oracle HCM
Recruiting	On-Boarding of Pending Workers	New employees need access to onboarding and learning processes on their start date	Oracle HCM
Recruiting	Internal Applications	All SEW employees must be able to participate in the internal application process	Oracle HCM
Recruiting	Internal Job Market	Employees without PC access must have access to the internal job market (replaces printed job postings)	Oracle HCM
Learning	Course Enrollment and Cancellation	Employees without PC access should be able to enroll in training courses and cancel registrations if needed	Oracle HCM
Learning	Participation in Training	Employees without PC access (blue collar workers and pending workers) should be able to participate in online training	Oracle HCM
Learning	Access to Learning Catalog	All SEW employees should be able to search for available learning courses at SEW	Oracle HCM
Time Management	Employee Self Services	Employees without PC access need access to absences, time	

		team calendar, and mobile time tracking	SAP P02
Intranet	Personnel Information Research	Employees without PC access should be able to research important information from HR department and SEW news (benefits, T-Zug, ATV)	Intranet
Intranet	Personnel Publications Research	Employees without PC access should be able to research company agreements, personnel information, and organizational instructions	Intranet
Helpdesk	Access to myHelp Ticket System	All SEW employees should be able to open new tickets and view status information on existing tickets	myHelp

Current vs Future Touchpoints

Current:

1. Time booking terminal / "time clock" with notifications
2. Time officer for minor time corrections
3. Clerk for payroll questions
4. Supervisor for additional requests

Future:

1. In-app help desk replacing clerks and time officers
2. Supervisor remains for "special processes"
3. Time booking terminal with signals for open tasks/messages

Development Approach

Design Sprint Process:

- User research and requirements gathering

- Prototype development and testing

- Iterative improvement based on feedback

User Acceptance Testing:

- Test management tool setup

- Automation tools configuration

- Metrics and monitoring tools

- Test data generation

- 3-tier staging environments for on-premise systems

- 2-tier HCM (Q-System very production-like)

Proposed Solution

⊞ App Features

- Separation of business and private data

- Push notifications for news and time booking conflicts

- Screenshot/PDF download restrictions for data protection

- Differentiation between internal and external users

🔑 Authentication Options

- Passkey or One Time Token implementation

- Progressive Web App (PWA) vs pure browser solution

- Xamarin consideration for C# integration

Deployment Strategy

- Enterprise app publication via Play Store & App Store

- Closed user group distribution

- Self-explanatory initial setup

- Secure device restrictions and app sandboxing

Technologies
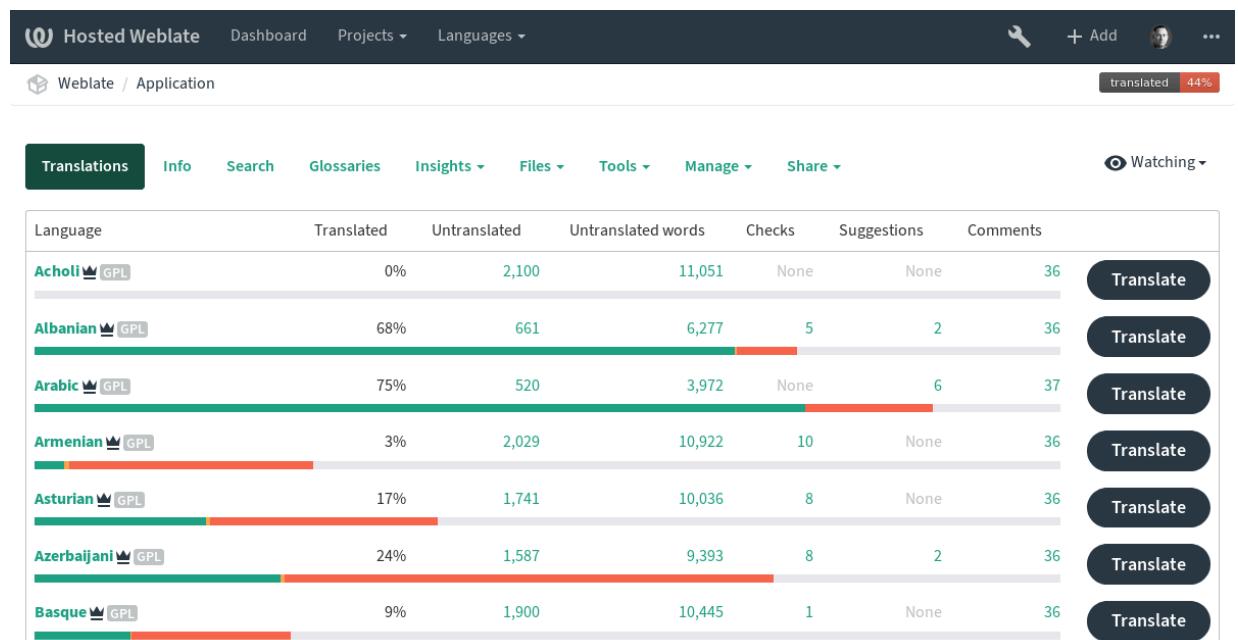
Weblate is an open-source translation tool

Sentry allows monitoring & error tracing across backend & frontend

Implementation Timeline

Timeline and work packages assume that access to SEW's infrastructure is complete in the first sprint and that support from SEW's IT is ongoing and quick.

Specifically authentication & authorization, as well as access to Oracle and SAP systems may turn out to be more difficult. Because of these risks, we propose a technical PoC to verify our assumptions and update this project plan.
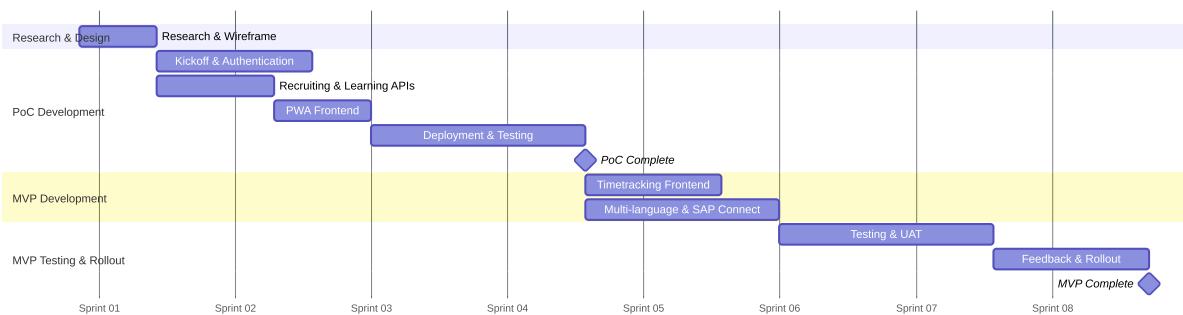
Work packages

Work packages and budget include the technical PoC and the MVP phases.

Work Package	Duration
Technical research into existing SEW IT infrastructure	2 Days
Wireframe of app with unified interface design and intended login flow	2 Days
Workshop with SEW IT to kick-off implementation	4 Days
Implement PoC authentication flow with SEW's Entra ID, or a one-time link flow	4 Days
Implement application process API	3 Days
Implement training enrollment API	3 Days
Build PWA frontend with application process & training enrollment functionality	5 Days
Add monitoring & error tracing functionality	2 Days
Deploy PoC in SEW infrastructure	3 Days
Test first PoC with blue collar workers	6 Days
Implement multi-language support with weblate	3 Days
Connect to SAP P02 for timetracking with OAuth 2.0 workflow	5 Days
Implement timetracking API suitable for UYOD frontend	2 Days
Implement timetracking UI	5 Days
Build mock SAP interface for testing	2 Days
Test strategy & manual testing	5 Days
User acceptance testing of MVP	6 Days

Implement feedback	4 Days
Rollout of MVP	4 Days
Project Management & Meetings	8 Days
Total Duration	**78 Days**

Outlook

We estimate an **additional 80 days** for MVP Phase 2 and a product rollout, with these assumptions:

- Most additional services are simple to embed into an app with SSO
- 1-2 of the services require a dedicated API service to send & receive data
- Part of the rollout is training material for SEW's support team, so it can handle L1 & L2 support

After the full rollout, we estimate **around 1000€/month for an SLA** that covers a baseline of ongoing L3 support, as well as security updates for a PWA version of the app. Additional support work is billed through daily rates.

There are no additional license costs.

Rollen und Kosten

Rollen, Kosten, und der rechtliche Rahmen sind analog zum Rahmenvertrag wieder in Deutsch verfasst.

Rolle	Level	Tagessatz	Tage	Gesamtkosten
Backend Engineer	Technology Specialist IV	1,120.00 €	42.00 Tage	47,040.00 €
Frontend Engineer	Technology Specialist III	1,008.00 €	26.00 Tage	26,208.00 €
Project Owner	Project Management IV	1,344.00 €	10.00 Tage	13,440.00 €
		Gesamtkosten Entwicklung		**86,688.00 €**
		Reisekosten		4,586.15 €
		Fixkosten		2,500.00 €
		Gesamtkosten Netto		**93,774.15 €**
		Steuer (19%)		17,817.09 €
		Gesamtkosten Brutto		**111,591.24 €**

Rate Card

Es gilt die Rate Card aus dem Rahmenvertrag, Stand 2025:

Bereich	Titel	Level	Stundensatz	Tagessatz
Technology Specialist	Senior Lead Tech Specialist	Technology Specialist VI	180.00 €	1,440.00 €
	Lead Tech Specialist	Technology Specialist V	161.00 €	1,288.00 €
	Senior Tech Specialist	Technology Specialist IV	140.00 €	1,120.00 €
	Tech Specialist	Technology Specialist III	126.00 €	1,008.00 €
	Associate Tech Specialist	Technology Specialist III	112.00 €	896.00 €
	Developer	Technology Specialist I	84.00 €	672.00 €
Project Management	Partner	Project Management VI	230.00 €	1,840.00 €
	Senior Technical Executive	Project Management V	187.00 €	1,496.00 €
	Technical Executive	Project Management IV	168.00 €	1,344.00 €
	Senior Project Owner	Project Management III	149.00 €	1,192.00 €
	Project Owner	Project Management II	133.00 €	1,064.00 €

Die oben skizzierten Projektrollen stellen ein Referenzteam dar. Sollte es bei der Besetzung der Projektrollen zu Abweichungen kommen, gilt folgende Rate Card. Das Projektvolumen bleibt unberührt.

Rechtlicher Rahmen

Es gelten die rechtlichen Bedingungen aus dem gemeinsamen Rahmenvertrag sowie die Tagesraten aus der aktuell vereinbarten Rate Card.

Unterschrift

AB-251223.2-51613.13

Wir bitten darum den unterzeichneten Vertrag oder Ihre Bestellung an bestellung@motius.de zu versenden.

Dieses Angebot gilt bis 2026-01-22

SEW-EURODRIVE GmbH & Co KG	Motius GmbH
Auftraggeber	Auftragnehmer
Zeichnungsberechtigter	Zeichnungsberechtigter
Ort, Datum	Ort, Datum
Unterschrift	Unterschrift