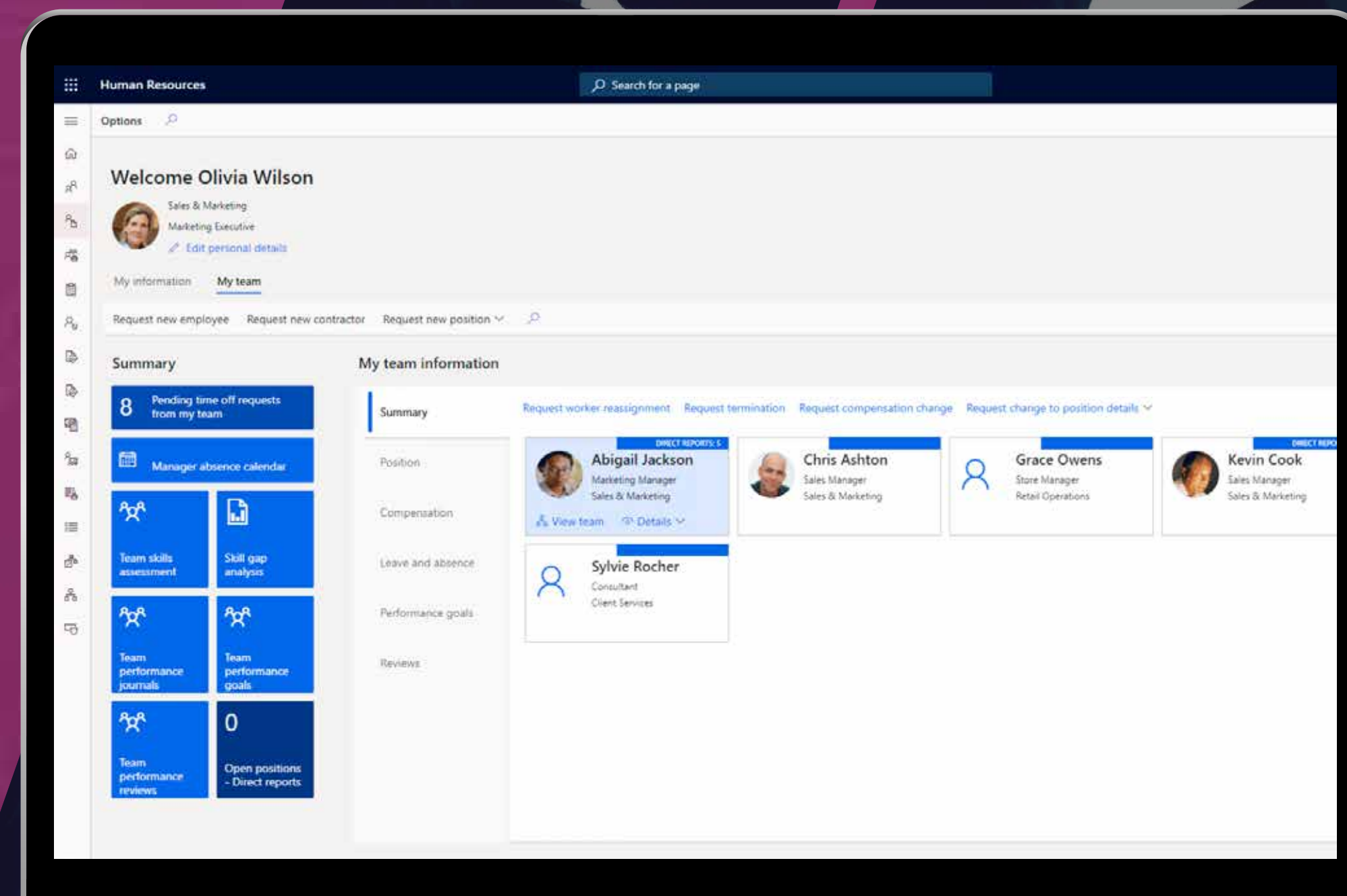


Reimagine your employee experience with **Dynamics 365 Human Resources**

Engage your employees, enrich their careers, and create data-driven programs to enhance your employee experience.



Microsoft Dynamics 365
Human Resources



SeeLOGiC



DogmaGroup

This Guide Covers

- | | | |
|--|-------------------------------|--|
| ✓ Introduction to Microsoft Dynamics 365 Human Resources | ✓ How We Help | ✓ Our Expertise |
| ✓ Why Move to Dynamics 365 Human Resources | ✓ Our Migration Process | ✓ What Our Clients Say |
| ✓ Microsoft Dynamics 365 Human Resources Capabilities | ✓ Our Custom Solutions | ✓ Dynamics 365 Human Resource 2-Week Free Assessment |
| ✓ Benefits | ✓ Extending Dynamics 365 | ✓ Dynamics 365 HR Full 5-Week Implementation Package |
| ✓ License Price | ✓ Why Microsoft Dynamics 365? | ✓ About Dogma Group |
| ✓ Problems with HRMS implementation | | |

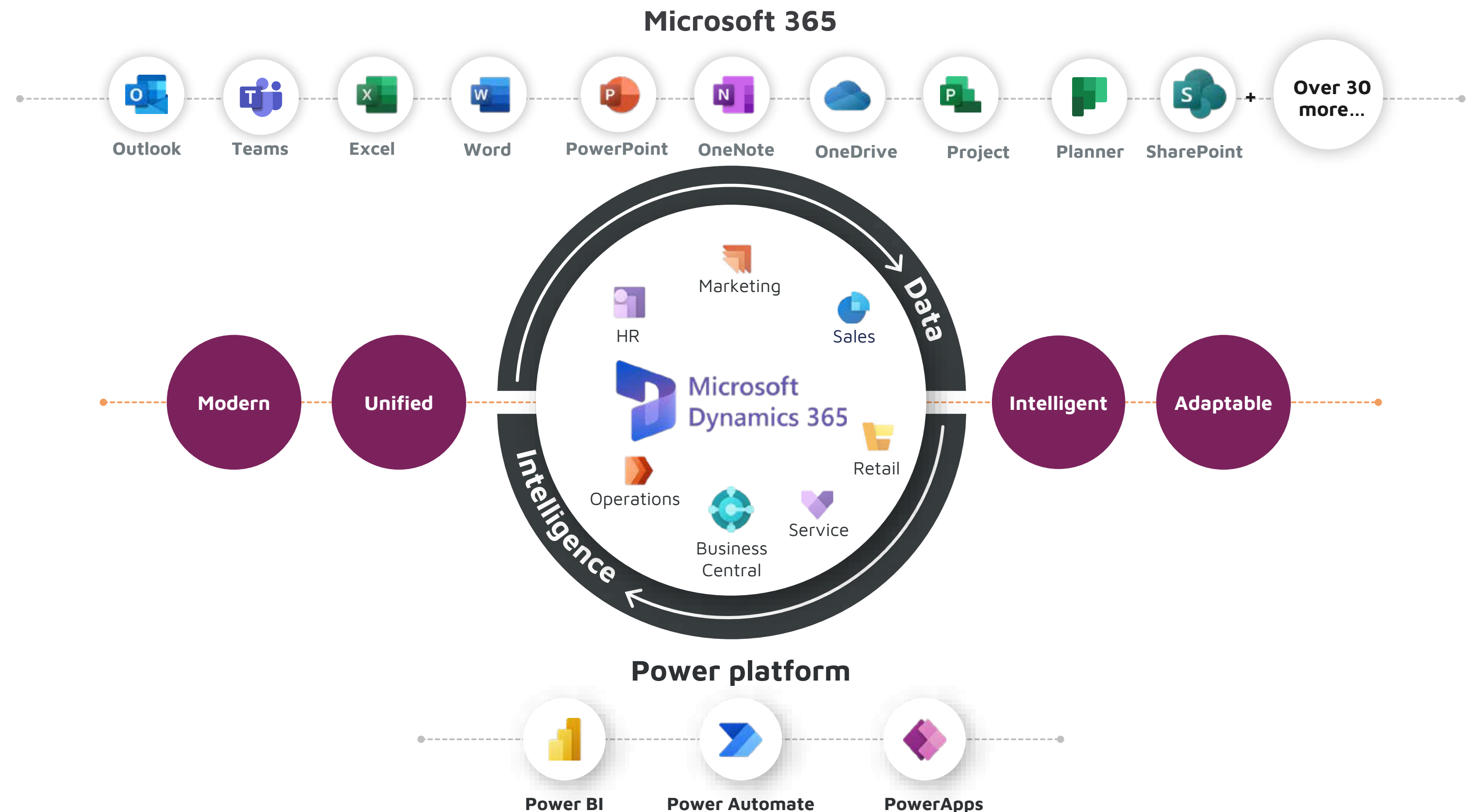
Introduction to Dynamics 365 Human Resources

Dynamics 365 for Human Resources is an end-to-end HR solution that helps you rethink, reshape, and re-evaluate your HR processes. It focuses on compensation, benefits, leaves and absence, compliance, payroll integrations, performance feedback, training and certification, and self-service programs to help create a better workplace where employees and business can thrive.

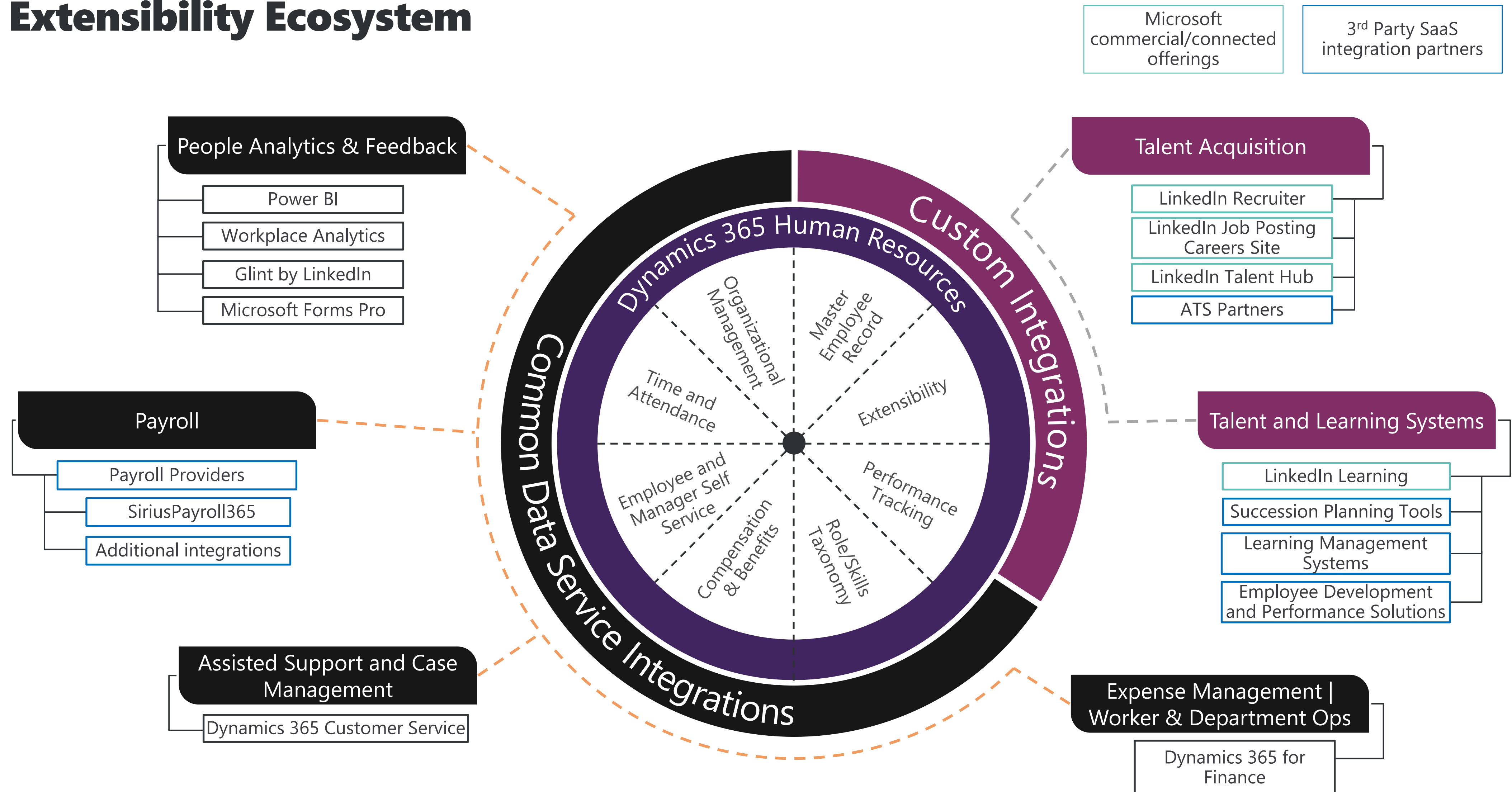
Microsoft has brought together various HR functions in an easy-to-use Dynamics 365 HR solution covering core HR areas such as:

- ✓ Optimising HR workflows
- ✓ Improving organisational agility
- ✓ Enabling workforce insights
- ✓ Transforming employee experiences

What gives this product the edge is its integration with LinkedIn Talent Solutions giving you the power to find and engage with the best-fit candidates. Data-powered dashboards from Microsoft Power BI help you identify, analyse, and visualise your HR data and discover powerful people insights.



Extensibility Ecosystem

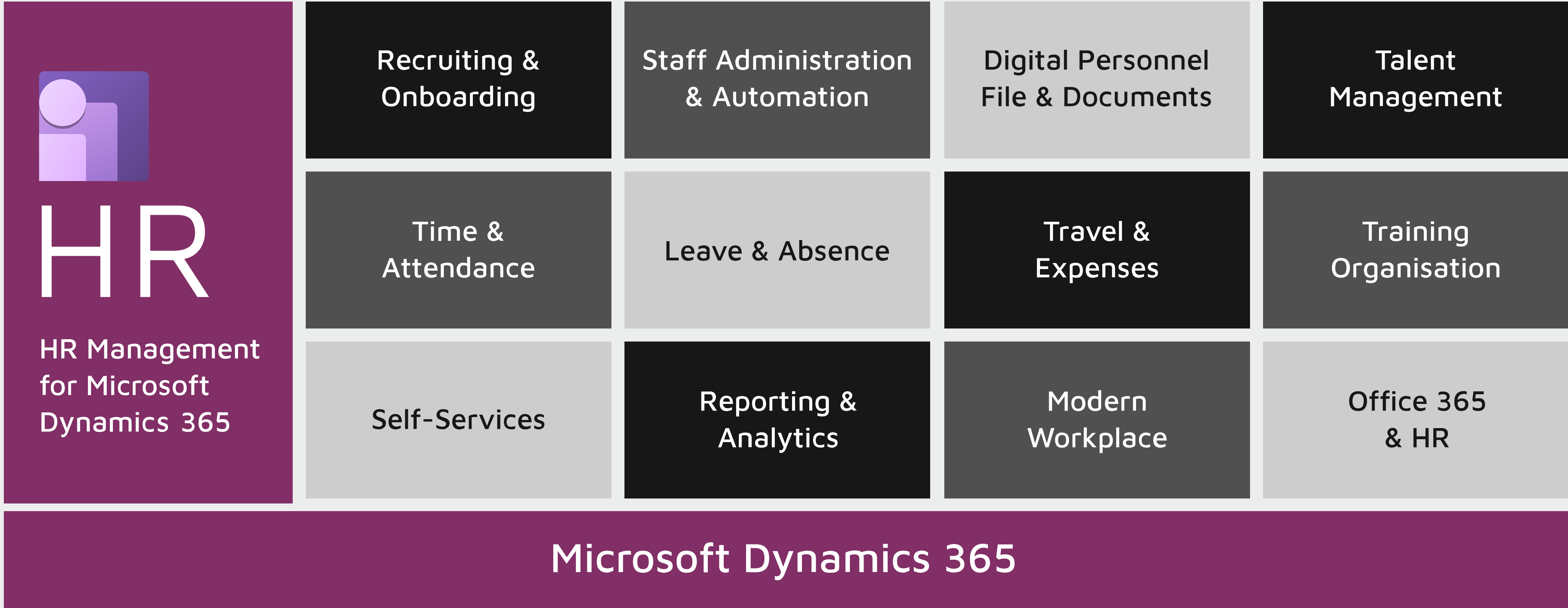


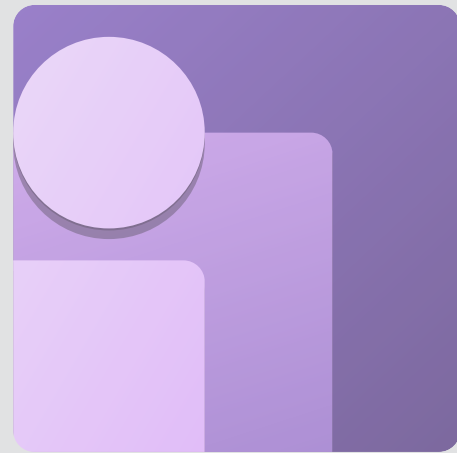
Out of the Box Capabilities Summary

Microsoft Dynamics 365 Human Resources	Organisational Management	Org Hierarchy	Jobs and Positions	Employee Profile	Personnel Management	Task Management	Business Process	Compliance
	Employee Experience	Employee Self Serve	Manager Self Serve	Employee Development	Performance Reviews	Goals and Skills	Training and Certification	
	Compensation and Benefits		Fixed and Variable Plans	Performance	Benefits	Employee Enrollment		
	Leave and Absence		Plans	Requests	Employee Eligibility	Contractor Eligibility	FMLA cases	
	Extensibility	Common Data Service	Analytics & Power BI	PowerApps	Microsoft Flow	Microsoft AI	Microsoft Cloud	

WHY MOVE TO **DYNAMICS 365** **HUMAN RESOURCES?**

Dynamics 365 Human Resources is a proven solution for HR management based on the Microsoft Dynamics 365 Business Platform. **When employees succeed, so does your business.** Dynamics365 HR puts your people at the core and creates a more secure, intelligent and connected organisation.





Benefits of switching to **DYNAMICS 365 HR**

- ✓ Transform employee experience through easy-to-use self-service HR tools and Microsoft Teams
- ✓ Leverage people analytics to uncover intelligent insights and make better decisions
- ✓ Enabling HR to focus more on employees with automated processes, and workflows
- ✓ Leverage AI to get the data you need to build a robust recruitment strategy
- ✓ Full-fledged CRM and ERP Integration making it an all-in-one comprehensive solution
- ✓ Powerful LinkedIn Integration to attract and retain the best talent
- ✓ The entire hire-to-retire cycle of employees is supported, from recruiting to employee administration and employee development
- ✓ Embedded analytics transform complex data into easy-to-understand insights helping managers plan
- ✓ Make the most out of your existing O365 with easy associability to Dynamics 365 HR right from Outlook or productivity tools like Word, Excel, and more



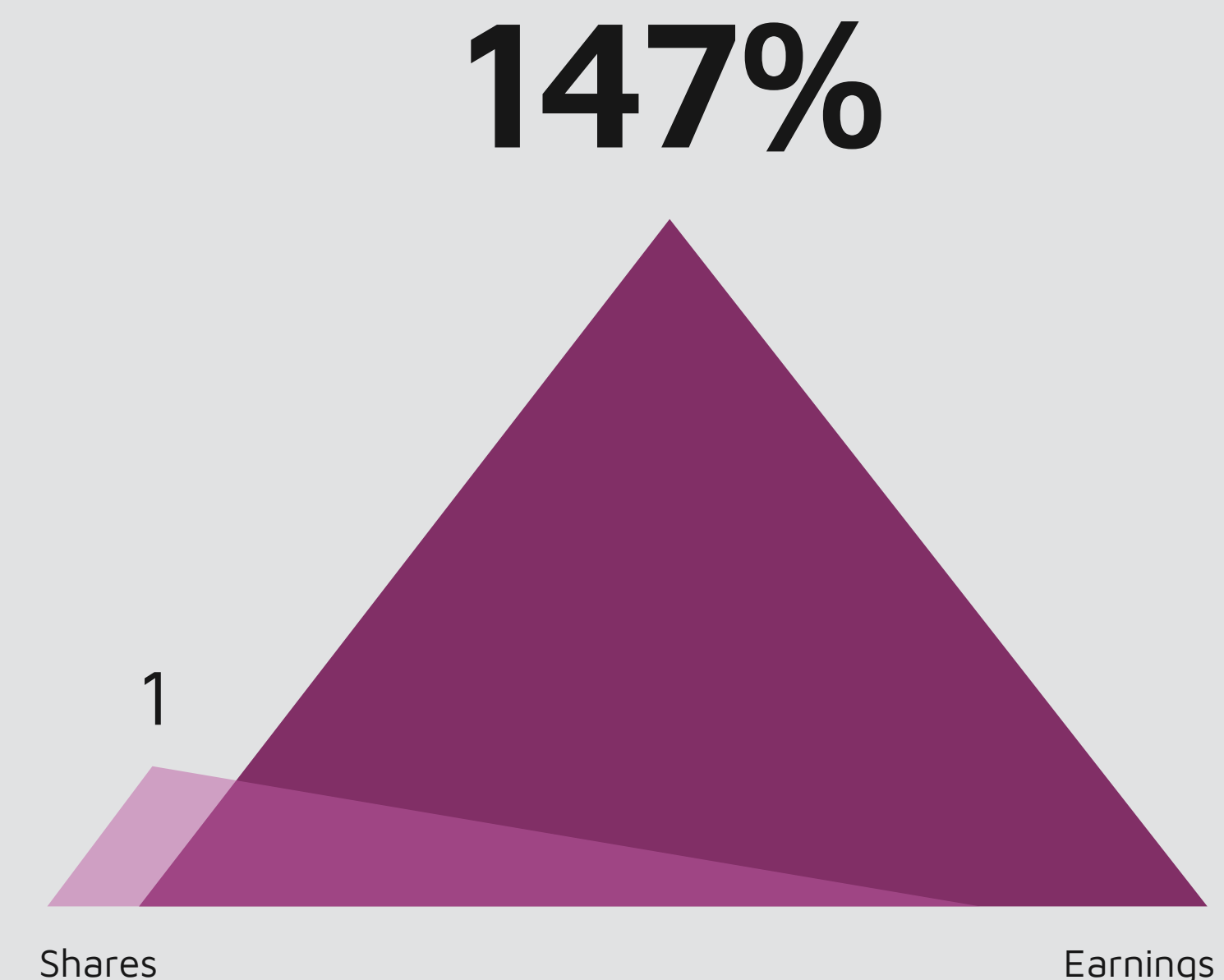
2020 HR TRENDS REPORT

Strategic leaders keeping employees at the center of growth

A survey conducted by Microsoft revealed that 87 percent of employees worldwide are not engaged, but companies with highly engaged workforces outperform their peers by 147 percent in earnings per share.

Dynamics 365 HR is continuously improving its platform to improve the employee experience (EX) by carefully understanding each and every nuance of employees taking a modern approach towards effective talent management.

With this tool HR experts can make your team feel respected, empowered, and genuinely excited about the company's mission.



87 percent of employees worldwide are not engaged, but companies with highly engaged workforces outperform their peers by 147 percent in earnings per share.

MICROSOFT DYNAMICS 365 HUMAN RESOURCES **CAPABILITIES**

Discover how a connected HR solution can drive success for your people and your business.





TRANSFORM EMPLOYEE EXPERIENCES

Empower employees with self-service tools

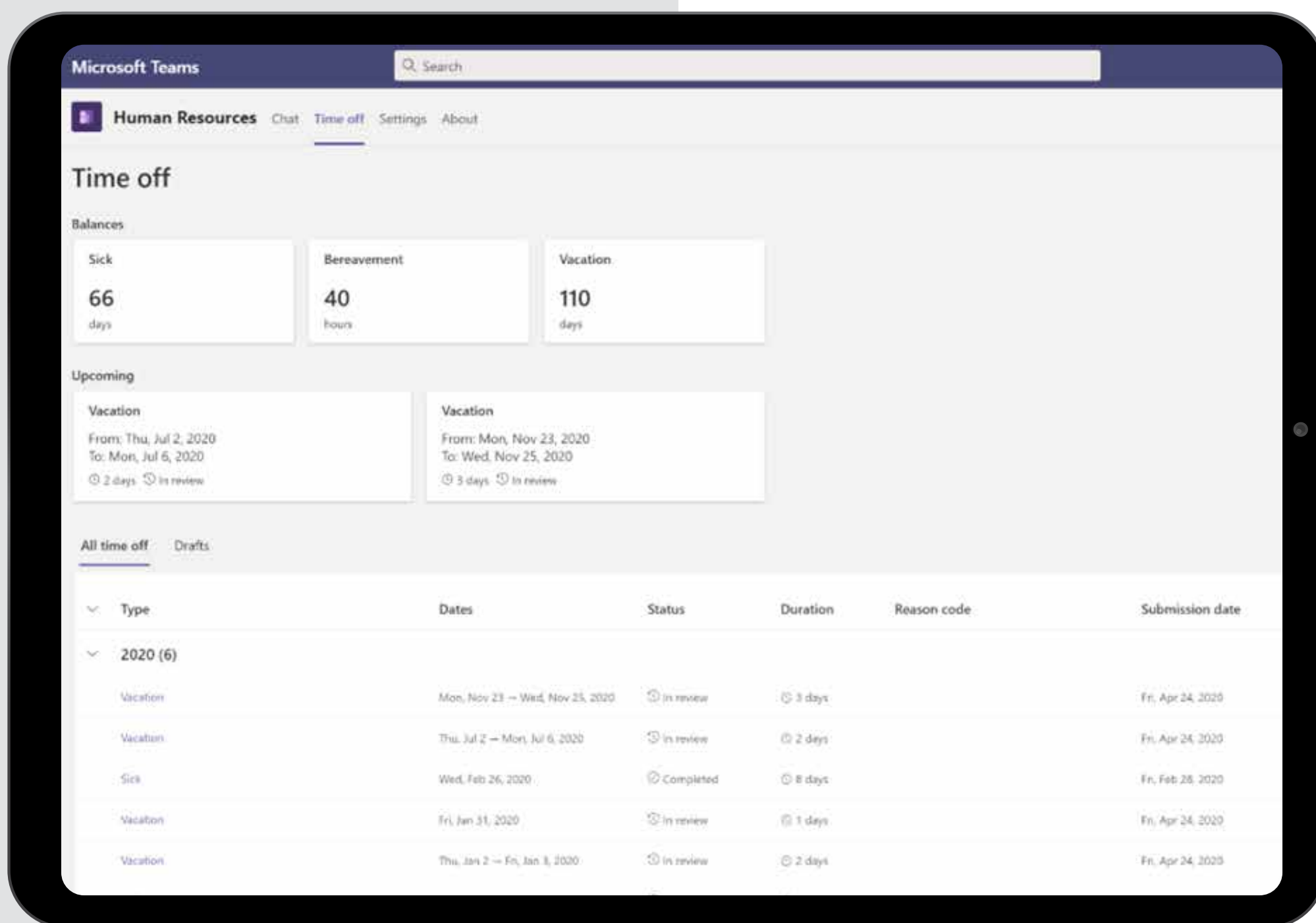
In the self-service workspace, employees can create and update their universal profiles, making them self-reliant to access their own profiles with skills and competencies, view upcoming courses, track their performances, goals, time off requests empowering them to self-enrich their career profiles.

Reduces HR's workload

Managers get notified of the leaves and absence in Microsoft Teams and they can then approve/reject the impending leave requests within Teams, without having to liaise with HR. Employees can now see real-time progress in their leave requests. This cuts the guesswork and tedious emailing to HR!

Saves time to access employee documents

Managers will now be able to access employee documents and report directly in Dynamics 365 HR rather than having to store them in separate repositories saving precious time, resources, and administrative costs.



TRANSFORM EMPLOYEE EXPERIENCES

Centralise employee profiles

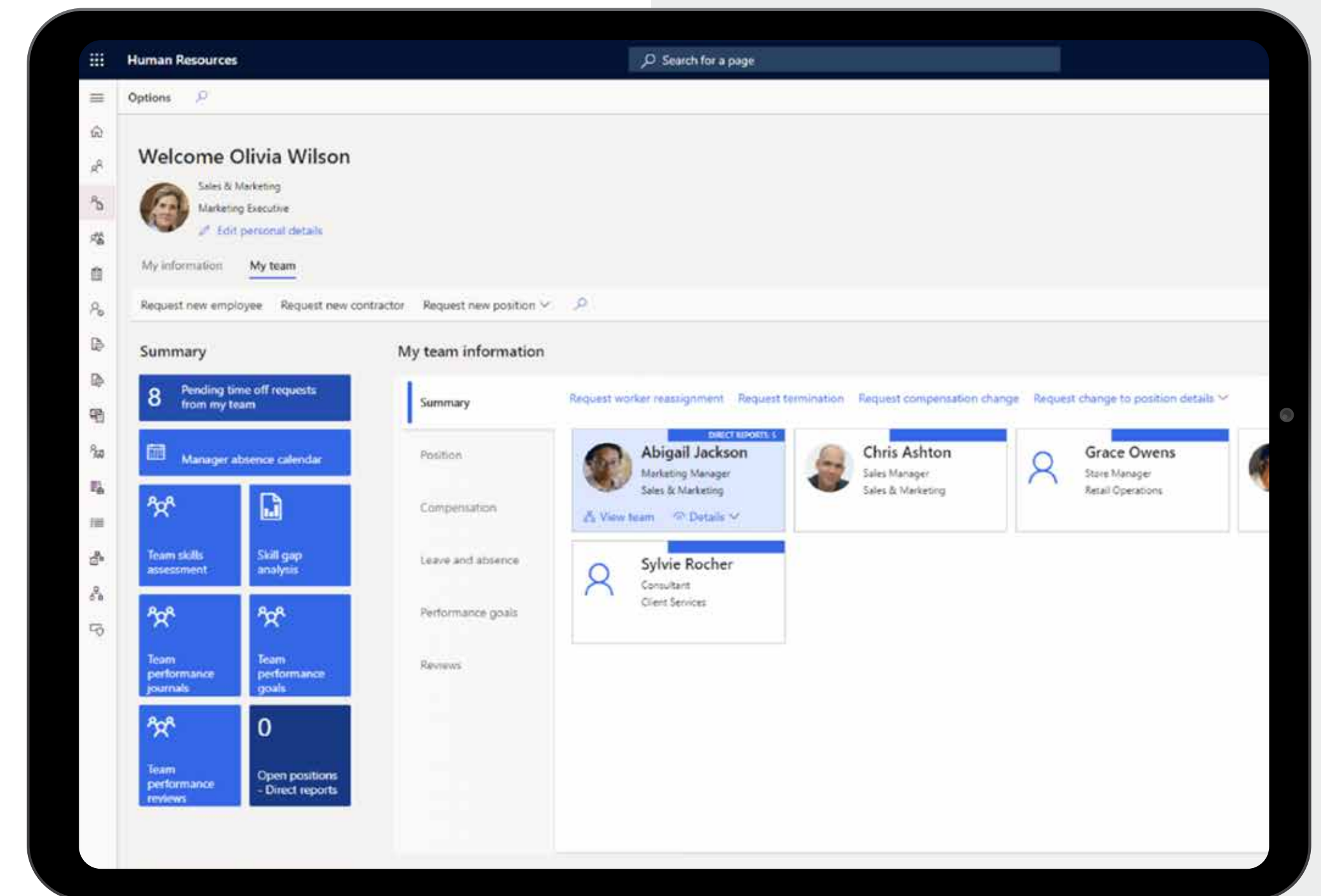
Managers can get the 360-degree view of their respective employees in the summary bar that highlights action items, expiring certifications, performance metrics without direct involvement of HR department. They can self-initiate key workforce changes like the departmental transition of team members, request resources to grow their team and more.

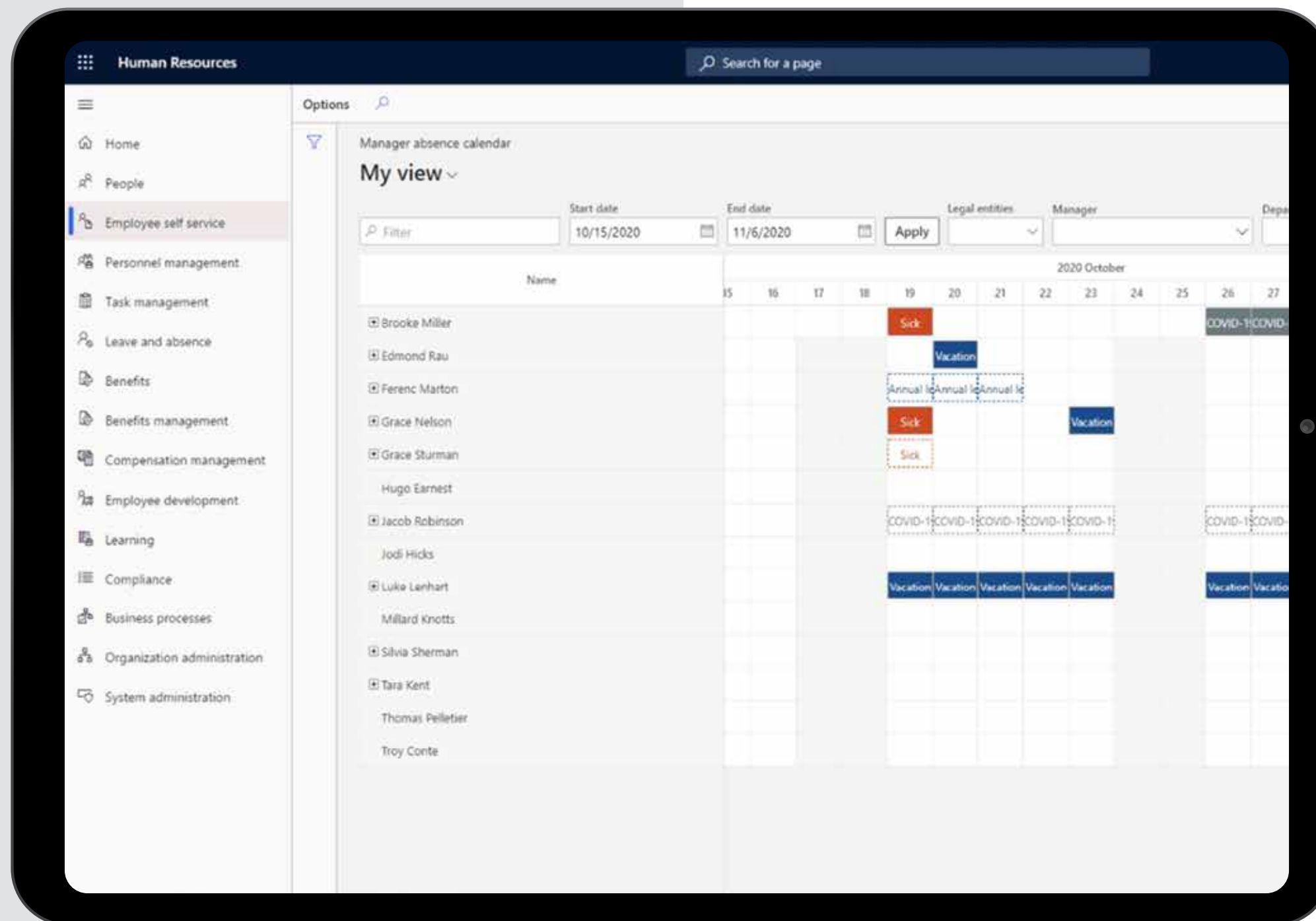
Real-time Access to Employee Data

The platform allows easy team performance and feedback tracking, as well as business process automation for routine tasks, improving manager success.

Accelerate employee development

It helps employees grow with training and certification tracking.





LEAVE AND ABSENCE MANAGEMENT

Cross-company view of employee leaves for managers

The 'cross-company view of employee leaves' feature will enable managers to get a full view of their employees' leaves no matter which company in the group they are employed under.

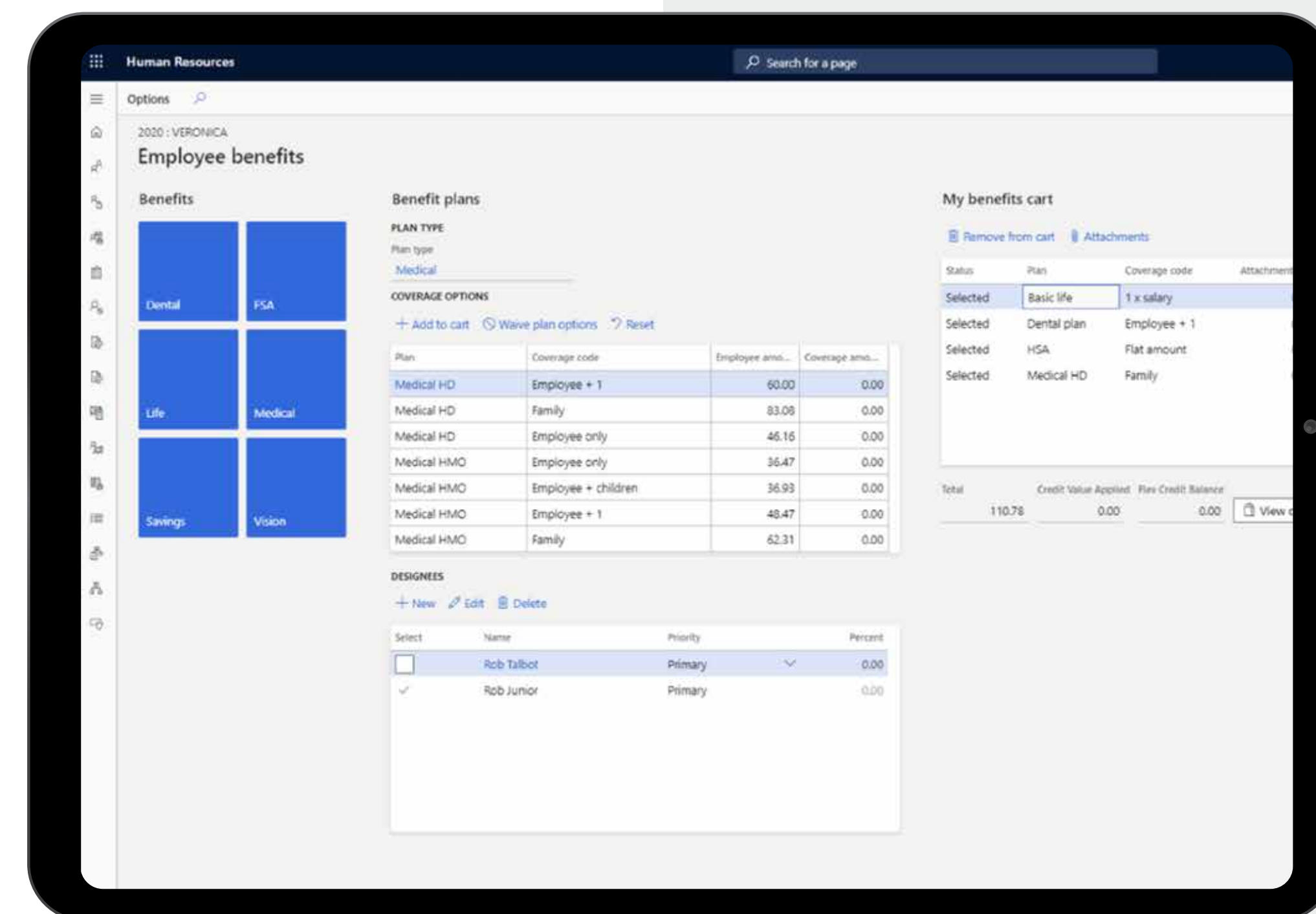
Approved leaves sync with Microsoft Outlook calendar

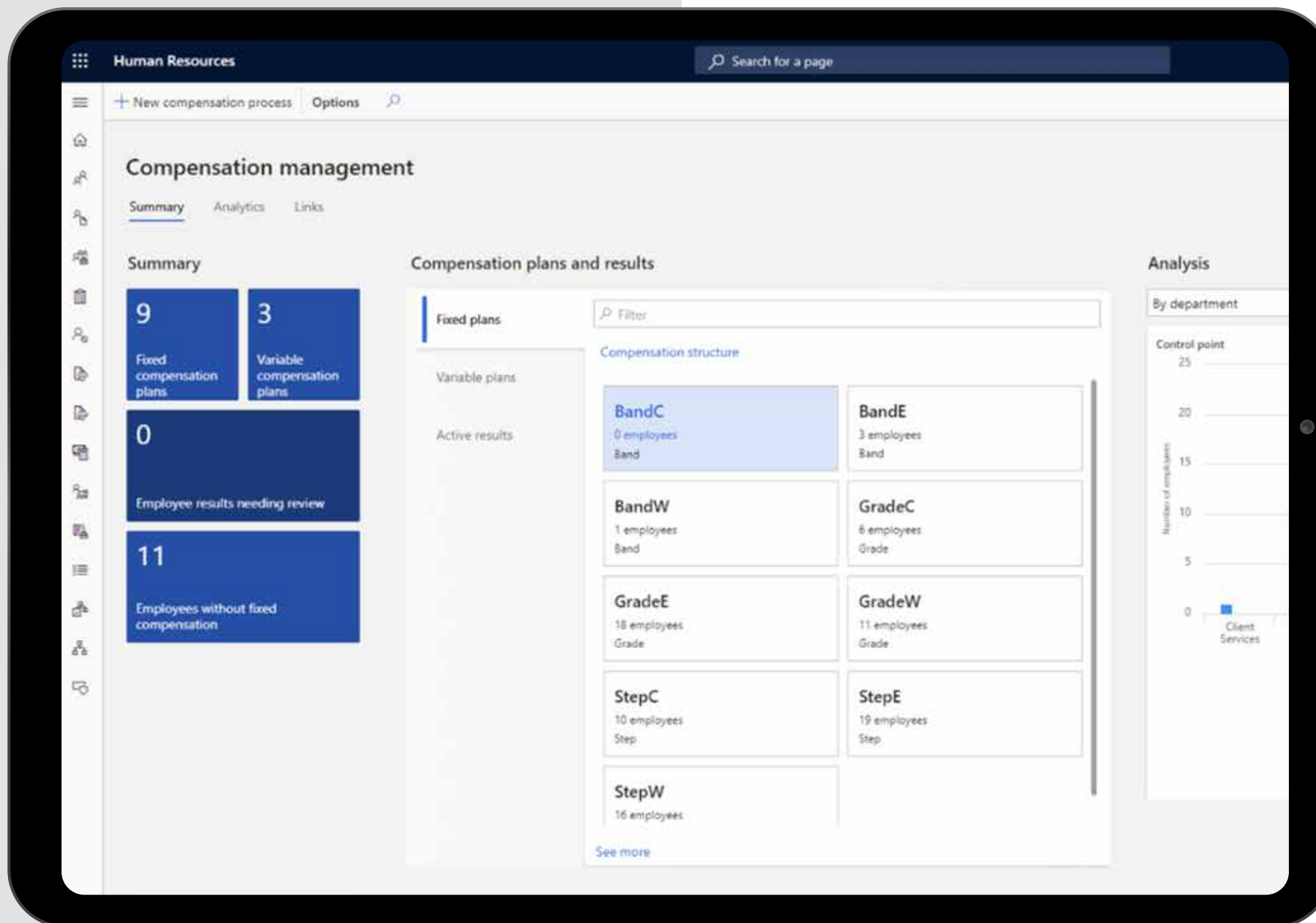
Allows your approved leaves to sync directly with your Outlook calendar, enabling you to keep your schedule organised. You no longer need to keep logging into Dynamics 365 HR to keep track of your approved leaves!



BENEFITS MANAGEMENT

Redefine employee benefits packages with flexible, configurable, self-service enrolment tools that allow for life events, hierarchies, flexible credits, and auto enrollment. . Benefits administrators get a simplified user experience where you get bulk editing capabilities.





COMPENSATION MANAGEMENT

D365 HR streamlines compensation management by setting fixed and variable employee compensations or by creating more tailored plans that best fit your industry's needs like Band, Grade, Step and even Regional plans. Easily view the number of employees assigned to the plan along with the compensation structure.



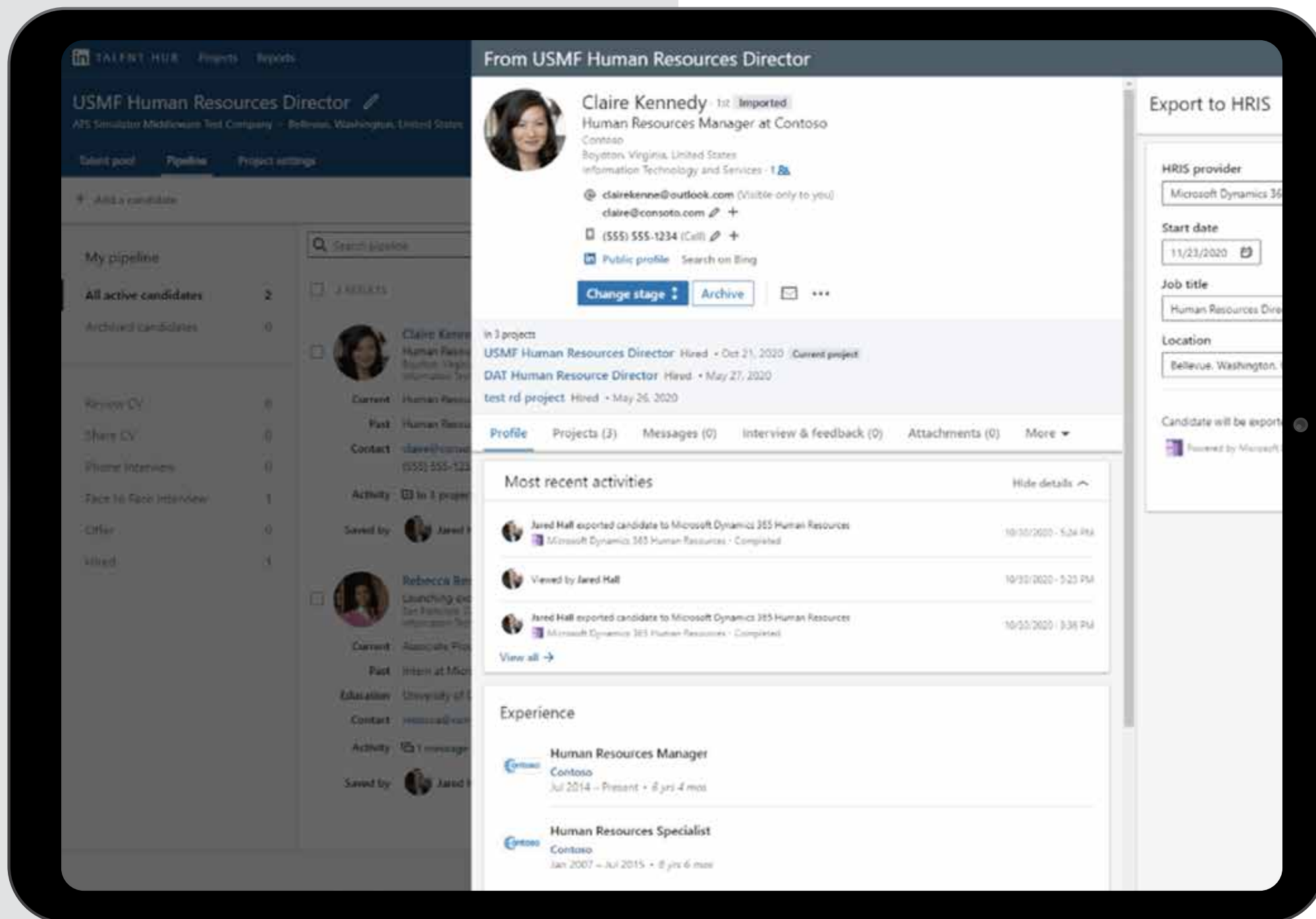
CONNECT TO YOUR EXISTING PAYROLL SYSTEM

Deliver payroll, budgets, and tax filings by integrating with payroll like **SiriusPayroll365** and using **Dynamics 365 Business Central**– a comprehensive business management solution. Manage your people in real-time with Dynamics 365 HR integration, employee data synchronisation through HR to SiriusPayroll365, leave and holidays synchronisation to SiriusPayroll365, synchronised calendars, and more.

The screenshot shows the 'Integration configuration' page within the 'Human Resources' section of Dynamics 365. The page is titled 'Integration configuration' and includes a search bar at the top. Below the title, there is a section for 'Finance and Operations integration settings' and a 'Payroll integration settings' section. The 'Payroll integration settings' section contains fields for 'Secure FTP endpoint' (containing 'contoso.dayforcehcm.com'), 'User name' (containing 'claire'), 'Frequency of integration (hours)' (set to '24'), 'Secure FTP folder path' (containing '/import/Packageimport'), and 'Password' (masked with asterisks). There is a 'Test connection' button. Below these fields, there are two tables: 'AVAILABLE COMPANIES' and 'SELECTED COMPANIES FOR PAYROLL INTEGRATION'. The 'AVAILABLE COMPANIES' table lists companies like 'DAT', 'FRRT', 'FRSI', 'GBSI', 'USRT', and 'USSI'. The 'SELECTED COMPANIES FOR PAYROLL INTEGRATION' table lists 'USMF' and 'Contoso Entertainment Syste...'. At the bottom, there is a toggle switch for 'Enable payroll integration' set to 'YES' and a 'Reset integration' button.

✓	Name	Company
✓	DAT	dat
	FRRT	Contoso Retail FR
	FRSI	Contoso Consulting FR
	GBSI	Contoso Consulting GB
	USRT	Contoso Retail USA
	USSI	Contoso Consulting USA

✓	Name	Company
✓	USMF	Contoso Entertainment Syste...



IMPROVE RECRUITMENT WITH LINKEDIN TALENT SOLUTIONS

LinkedIn Talent Hub integration with Dynamics 365 HR streamlines the hiring process.

Once a candidate accepts a job offer in LinkedIn Talent Hub, the candidate record details will now be sent to Dynamics 365 HR where professionals can choose to review the record and add more details or approve it before creating the final employee record in the system – reducing both time and risk of errors.

INCREASE ORGANISATIONAL AGILITY



Personnel management

This feature allows HR managers to immediately view their most important employee data- such as candidates to hire, new hires starting soon, recent hires, and those leaving the organisation. The 'candidate records' reduce the manual work and ensure accuracy in onboarding workflows.

Compliance Workspace

HR pros can use the compliance workspace in Dynamics 365 HR to manage workplace injuries and illnesses. They can record incident details, fillings, treatments, and track any associated costs as the cases progress.

Easily integrate with partner HR solutions

HR pros can connect with other best-of-breed HR solutions, including payroll, talent management, recruitment, and LinkedIn, to build an HRM ecosystem that best suits their needs.

Simplify HR administration

D365 HR optimises your organisational structure and automates routine tasks. HR managers can launch their personnel management, and quickly perform key tasks like employee verifications, benefits enrollment, termination and more. Employee records update automatically saving HR managers time for more strategic tasks.

Automate process and workflows

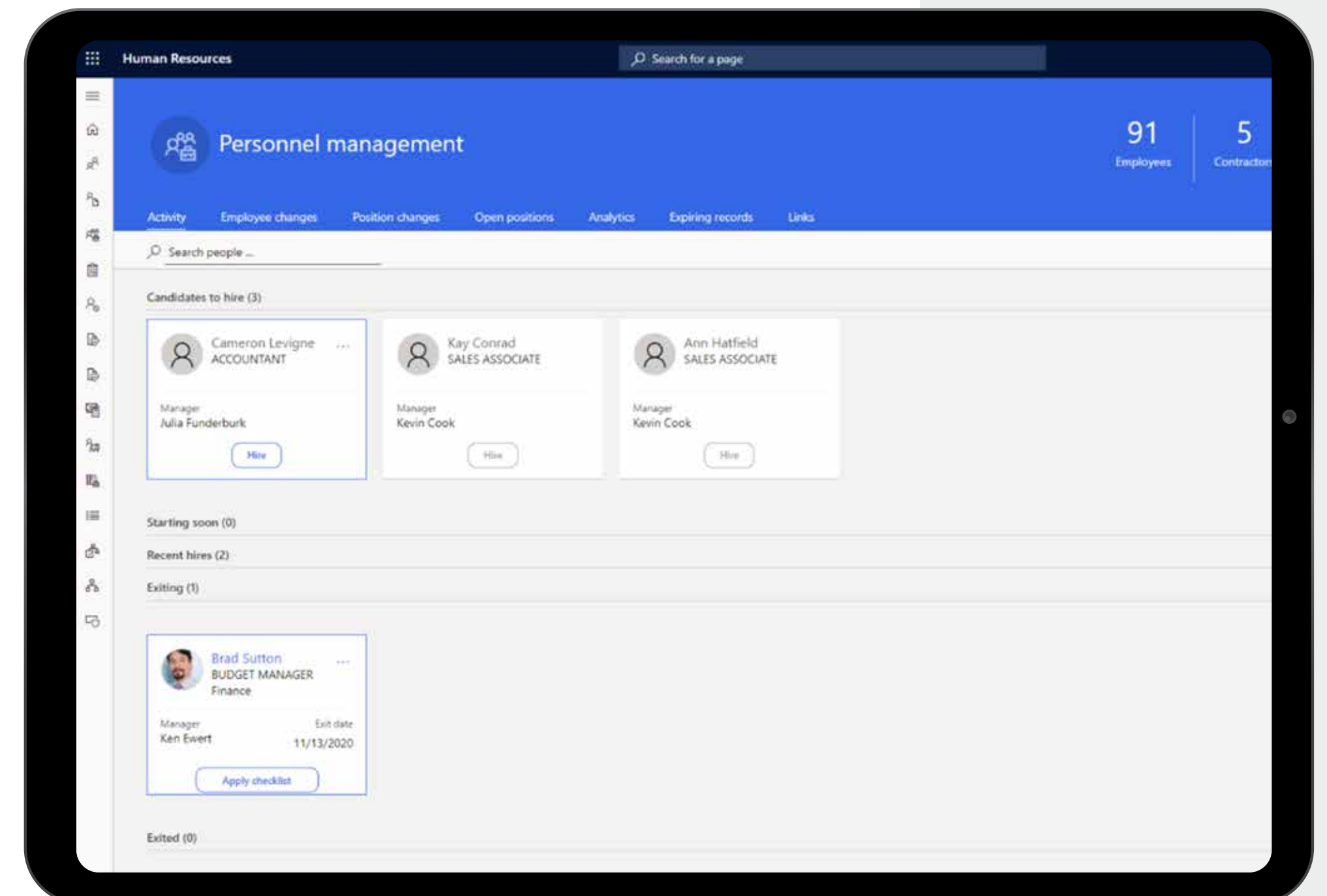
It helps to improve productivity and efficiency with automated processes, workflows, and task management that guides HR professionals to the next best action. To know how to use workflows to manage employee information, click here.

Built-in security, privacy, and compliance

Drive business performance with the security, privacy, and compliance delivered by human capital management built on Microsoft Azure.

Do even more with Power platform

All D365 HR modules are fully integrated into the Microsoft Dynamics 365 Power platform. The synchronization of data between all areas happens automatically and in real-time. For example, applications from your website are automatically transferred to the recruiting module. You do not have to enter master data again.



DISCOVER WORKFORCE INSIGHTS



Create and embed customised reports in Dynamics 365 HR

Embedded analytics transform complex benefit data into easy-to-understand insights helping managers plan, and build custom reports by pulling data across HR, finance and more as per your needs.

Visualise your HR data with Microsoft Power BI

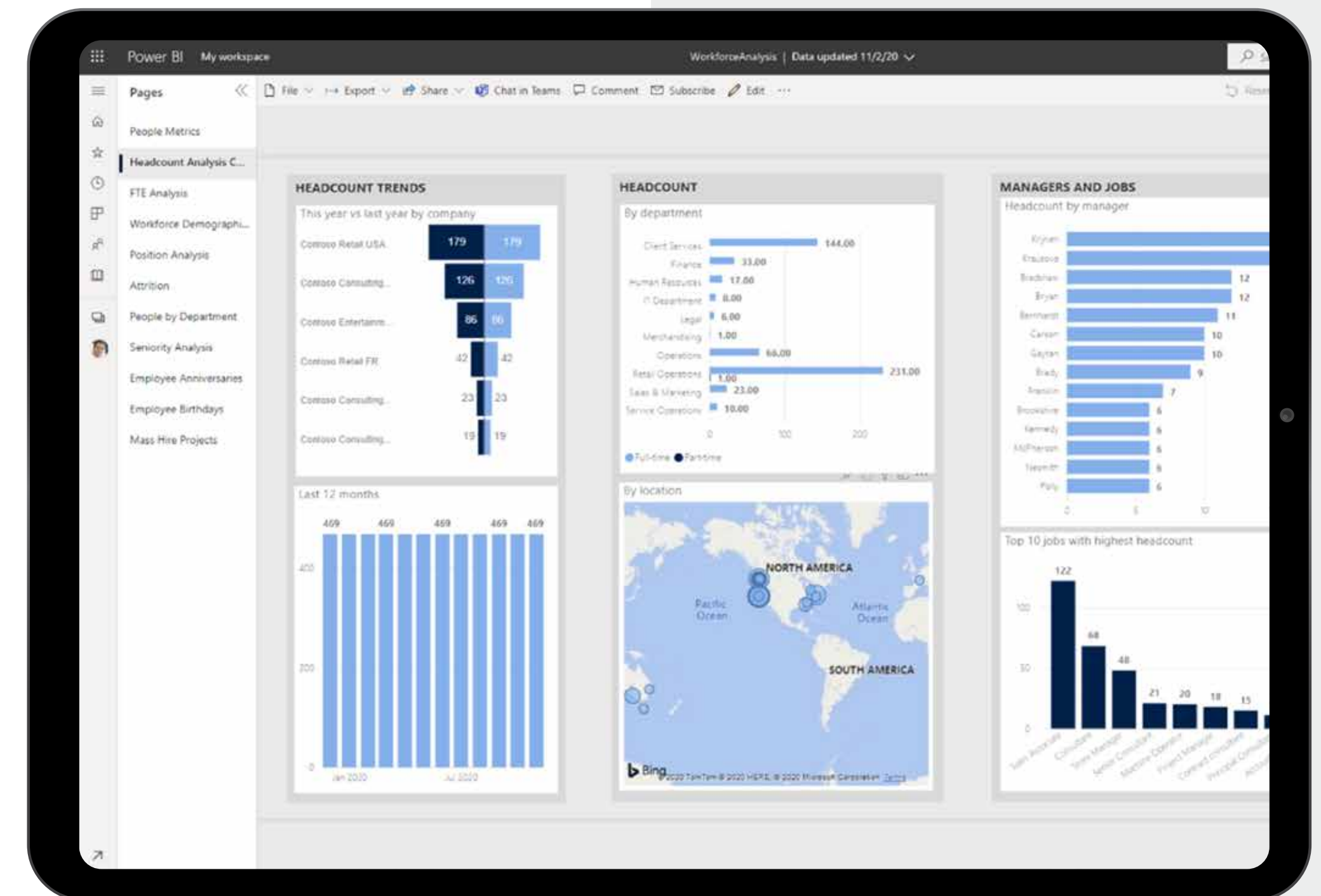
Interactive visualisations with rich dashboards from Power BI helps HR centralise, analyse, and visualise all human resources data from any device.

Centralise data through Microsoft Dataverse

Reduce complexity by using Common Data Service (CDS) - a data storage system, like a database- to centralise data integrating Human Resources with existing systems and partner applications

Capture employee insights with Dynamics 365 Customer Voice

Create a more collaborative work environment by capturing employee sentiment using survey insights from Dynamics 365 Customer Voice. Capture and analyse feedback with advanced branding, AI-analysis, and data integration so you can foster meaningful employee relationships and make intelligent decisions across your organisation.



SiriusPayroll365: SIMPLIFYING PAYROLL, HR, AND FINANCE TOGETHER

A simple and affordable HMRC-recognised D365 HR integrated payroll solution for Dynamics 365 Business Central, making payroll a breeze.

[VIEW APP NOW](#)



MICROSOFT
DYNAMICS 365
HUMAN RESOURCES
**FEATURES
& BENEFITS**





Attract & retain the best talent with integration to LinkedIn

Find and engage the right candidates by adding LinkedIn Talent Solutions to manage your end-to-end recruiting experience. Leverage the expansive professional network to attract and attain the best talent for your organisation.



Foster self-service to optimise workforce costs

Improve the efficiency of your HR team by reducing administrative tasks and empower employees and managers to self-serve. Let your employees handle profile updates, performance-tracking, training, and time-off requests.



People analytics

Get the right insights into the right action to improve your workforce planning. Reduce reporting complexities to transform, analyse, and visualise your people's data in rich dashboards available on any device.



Build operational

Drive operational excellence as Dynamics 365 HR helps you to optimise your organisational structure. Save on administrative costs and automate routine tasks so your HR experts can focus where it really counts – driving a high-performance culture.



Leave and absence management

Simplify leave and absence reporting by creating compliant and competitive programs that meet changing global regulation.



Benefits Management

Add all available benefits, define eligibility rules per benefits, set an enrollment period for each, and allow employees to self-enroll, saving you time and effort. Empower managers to quickly filter the most popular employee benefits and form strategies using interactive visualisations.



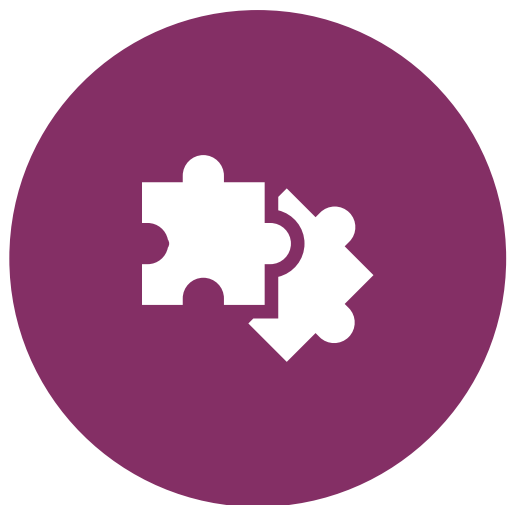
Compensation Management

Streamline compensation management by setting fixed and variable employee compensations or by creating more tailored plans that best fit your industry's needs. Deliver payroll, budgets, and tax filings by integration payroll solutions like SiriusPayroll365



Workspace compliance management

Manage workplace injuries and illness as you can record incident details, filings, treatments, and track any associated costs as the cases progress.



Maximise strategic impact

Improve business impact and drive an agile, high-performance culture by automating routine HR tasks such as benefits, compensation, and leave and absence, so your team can focus on strategic initiatives



Enable professional growth

Empower employees to drive their career path with the ability to maintain detailed profiles that outline experience, skills, and competencies.



Create a culture of continuous learning

Easily track employee accomplishments, ensure employees complete required certification, and recommend additional training.



Elevate collaboration

Foster collaboration across project teams using audio, video, and document management with deep-level integration with Microsoft 365 applications and Power Platforms.



Track meaningful KPIs

Monitor progress every step of the way with clearly outlined key performance indicators and provide opportunities for feedback. With real-time performance insights, tracking achievements has never been simple, and turning these insights into action helps the whole team meet their goals.

LICENSING PRICE

Get an affordable HR solution that optimises workforce costs, reduces administrative costs, and empowers people with self-service.

DYNAMICS 365 HUMAN RESOURCES

£90.50

Per user/month

Includes full application
capabilities

DYNAMICS 365 HUMAN RESOURCES SELF-SERVICE

£3.00

Per user/month

Employee and manager
self-service capabilities

Problems with HRMS implementation



Disconnected HR solution

Lack of prior research on the scope, adequacy, functionality, and scalability of HRMS solutions makes it more of an inhibitor than an enabler to drive success for your people and your business.



Disruptions in HR processes

In the absence of expert consultation and implementation, your HR programmes and HR processes will get disrupted affecting time, cost, and employee experiences.



Failure in Automation

This arises when you don't go through proper scoping sessions, testing, quality check, and implementation from not-so expert vendors.



Lack of Data Security

This can be a major downfall for the organisation if they fail to ensure the system that they chose complies with data security policy from the start or vendors don't prioritise on security of data in transit and at rest.



Improper Change Management & Training

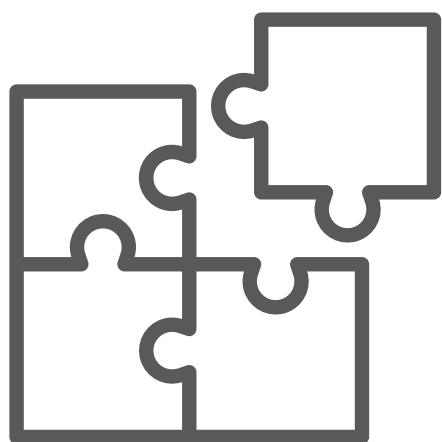
Lack of proper change management and training can make the process of transition burdensome and even the most intuitive systems, can seem inefficient hampering the overall performance.

Problems with HRMS implementation



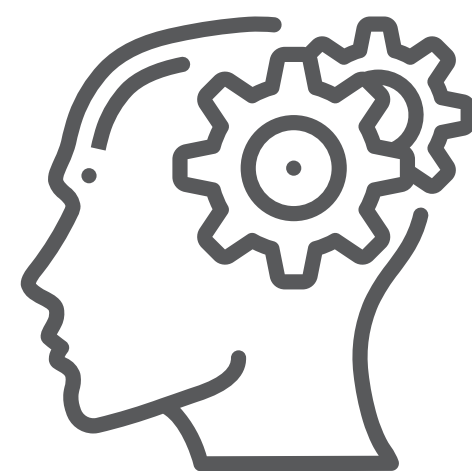
HOW **WE HELP**

As a Microsoft Gold Partner and your most trusted advisors with an arsenal of Centres of Excellence (teams of Microsoft and leading market technology experts with two MVPs), Dogma Group will help you with the successful implementation of Microsoft Dynamics 365 Human Resources.



Agile HR Solutions

At Dogma Group, we start by understanding your business, and its objectives to help you design a future proof and agile HR solution catering to every people-related challenge as your business grows.



Deep-Level Technology Expertise

Expert advice from AIHR Certified HR Consultants to create a more robust HR strategy with 18 years+ experience in CRM, ERP, HRM and related technologies implementation.



User At the Heart

Our approach ensures your users are supported through your HRMS journey with effective change management strategy and employee training to create a place where your business and employees can both thrive.



Lower Cost of Ownership

We maintain lower cost of ownership by adopting a configure first and product-agnostic approach.

OUR MIGRATION PROCESS

We adopt a 'configure-first' approach to help you realise the full benefits of the Dynamics 365 HR technology and often, eradicate the need for custom development. Whether your data is held on-premises, in the cloud, or a legacy database – we can help map your data from the old system to the new. We have streamlined the implementation process to get you up and running with HR in as little time as possible.

Requirement Listing and Business Process Mapping

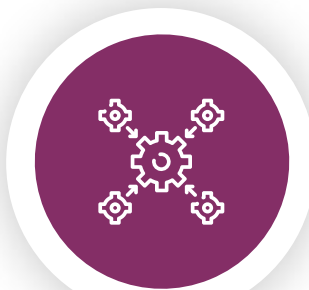
Workshops to understand requirements and current business processes



1.

Integration Mapping

Analyse tools that integrate with the new system



2.

Fit-Gap Analysis

Understand gaps in new technology and ways to address them



3.

Development

System design and development as per requirements



4.



7.

Go-Live & Support

Handovers and 24/7 support



6.

Training & Orientation

Training video and document to ensure user adoption



5.

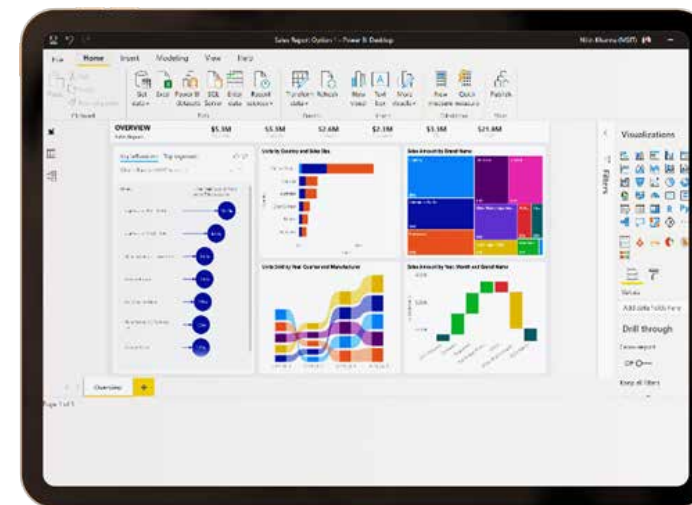
Testing and Validation

System QA (Quality Assurance) and user testing

EXTENDING DYNAMICS 365



One of the things we love most about Dynamics 365 is the value-add tools that are provided as part of most Dynamics 365 licenses or included with Office 365.



PowerBI

View your most critical business data through a single pane of glass, no matter where it lives or where you are. Create stunning real-time and interactive dashboards using natural English - so no need to rely on IT or build complex queries.



Portals

Allow your customers, partners and employees to self-serve with beautiful web portals, fully integrated to CRM. And, best of all, a web portal is included within most Dynamics 365 subscriptions free of charge.



PowerApps

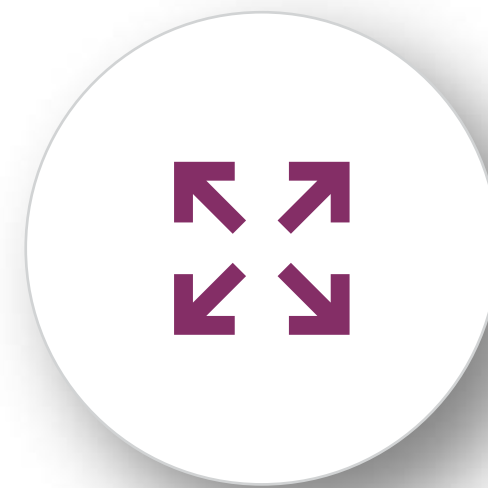
Make Office 365 and Dynamics 365 your own with powerful apps that span productivity and business data. Customise SharePoint Online, use PowerApps with Microsoft Teams and build apps on Dynamics 365.

WHY MICROSOFT DYNAMICS 365?



Adapt quickly

Dynamics 365's no-code visual editors support rapid deployment and makes it easy for your business to adapt quickly to new market opportunities.



Extend and connect

Dynamics 365 is highly extensible, helping you automate business processes across other Microsoft products and 100's of other third-party systems for a unified experience.



Invest with confidence

Microsoft's cloud is one of the world's most trusted clouds. Reduce the cost and complexity of operating on-premises or hosted infrastructure by relying on state-of-the-art data centres to safeguard data.



Drive innovation

Microsoft's continual investment in Dynamics 365 and aggressive release cycle means you can be reassured of a future-proofed platform that allows you to take advantage of the latest cutting-edge technologies such as Artificial Intelligence.

OUR EXPERTISE

Over numerous CRM and ERP implementation projects, we have been entrusted as the expert ERP and CRM advisors by our clients and have been providing unbiased advice to businesses from any industry to fulfill their technology needs. The experienced consultants (who are also Chartered Accountants) here at Seelogic, first understand your business process to the core and create a roadmap to offer bespoke solutions as we configure Dynamics 365 Business Central to boost your organisational efficiency.



18+ Years of experience
with Dynamics implementation

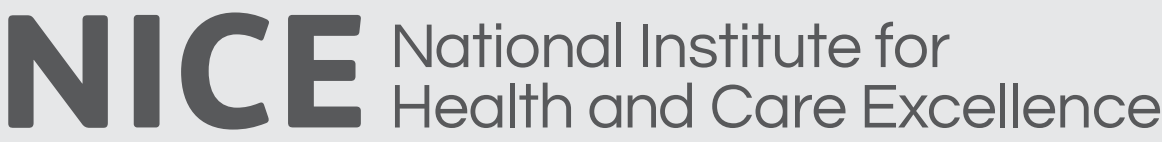


Implemented by HR experts
who understand your HR problems in-and-out



Experience developing custom apps
to extend the capabilities of Dynamics 365 Human Resources

TRUSTED BY





WHAT OUR **CLIENTS** SAY

“Since the implementation of Dynamics 365 Human Resources solution by Dogma Group, our HR professionals and employees have been able to achieve the best employee experience. They like the new system, and we have been able to solve our workforce challenges with better decisions. Dogma’s product-agnostic approach really helped us understand the underlying challenges and choose D365 HR as the best-fit solution for us.”-

- **Our client**

Dynamics 365 Human Resource

2-Week Free Assessment

Get insight into how Dogma's HR-as-a-Service deployment can help transform your HR processes, solve new workforce challenges, and help your HR function become an enabler for your business and its employees.

BENEFITS OF ASSESSMENT:

- ✓ Orientation of Microsoft Dynamics 365 Human Resources application
- ✓ Discuss needs and how Dynamics 365 Human Resources can help
- ✓ Discuss implementation processes
- ✓ Understand how Dogma can help

[FIND OUT MORE](#)

Dynamics 365 Human Resource

Full 5-Week Implementation Package

Dogma's Human Resources Full Implementation is our configuration and implementation of Microsoft Dynamics 365 Human Resources solution. This out of the box implementation of Dynamics 365 Human Resource package presents best-practice, avoids pit falls, enables your team; all backed by our extensive expertise in seizing the best from your new Human Resource Management solution.

What's included?

- ✓ Organisational hierarchy and reporting structure
- ✓ Departments and Job set up
- ✓ Leave and absence management
- ✓ Employee and manager self-service
- ✓ Benefit Management
- ✓ Compensation Management
- ✓ Learning and Development
- ✓ Performance reviews
- ✓ Employee development
- ✓ Importing data
- ✓ Training
- ✓ Onboarding, offboarding and transition checklists
- ✓ Payroll integration* (fully integrated with SiriusPayroll365)

[FIND OUT MORE](#)

ABOUT DOGMA GROUP

Dogma is a group of companies helping you understand the fuller picture of cutting edge technology and implementing it effectively. This drives real outcomes around transformation, actionable insight, customer experience, and operational efficiency.

Dogma includes four specialist companies: SeeLogic, SeeLogic International, SiriusApp and DynamicAI. As single businesses, these provide focus and deep knowledge in their area of expertise: as a Group they provide integrated services offering you a greater breadth and bigger outcomes without the need for multiple suppliers and the challenges that can entail.

Our core mission is to continually develop our expertise; to demystify the CRM, ERP, and HRM marketplace, design best-fit solutions for our customers, and then work practically with customers to implement them in a timely and cost-effective manner.

TAKE THE NEXT STEP

Want to witness the power of Dynamics 365 Human Resources for yourself?

TALK TO THE EXPERTS

Dogma Group, Your Trusted Advisor

Don't take our word for it, **call us today** on **01296 328 689** to arrange a no-obligation demonstration.

