



## Microsoft Dynamics 365

# Human Resources

Take better care of your employees. Microsoft Dynamics 365 Human Resources helps leaders increase organization agility, transform employee experiences, optimize programs, and discover workforce insights.

“We’re tracking employee achievements better, helping ensure regulatory compliance, and streamlining processes that have been manual for a very long time.”

**Steve Holden**

Human Resources Manager, ECH Inc.

“Better supporting our workforce is a key element in helping older Australians remain living independently at home and for ECH to achieve its growth aspirations.”

**David Panter**

Chief Executive Officer, ECH Inc.



## Key benefits

### INCREASE ORGANIZATIONAL AGILITY

Thrive as your business changes with an adaptable, secure, and scalable HR solution that is easy to tailor, extend, and connect to your current systems.

### TRANSFORM EMPLOYEE EXPERIENCES

Empower employees with modern, mobile, mixed reality, self-service experiences that enable information access, guided learning, and task execution without requiring intervention from HR.

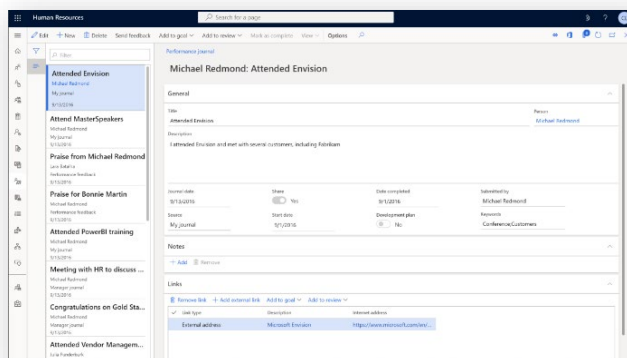
### OPTIMIZE HR PROGRAMS

Improve people operations and reduce workforce costs with optimized benefits, compensation, leave and absence, certifications and training, compliance and payroll programs.

### DISCOVER WORKFORCE INSIGHTS

Drive better decisions by centralizing workforce data and using embedded analytics to uncover valuable insights that help you increase job satisfaction and reduces turn-over.

## Key capabilities



- Organizational administration, personnel, business process and task management
- Employee profiles
- Manager and employee self-service
- Performance, goals, skills and feedback
- Training and certification tracking
- Compensation
- Benefits and open enrollment
- Leave and Absence
- Compliance
- Payroll integrations
- Power Platform
- Common Data Service
- Microsoft Azure Cloud

## INCREASE ORGANIZATIONAL AGILITY

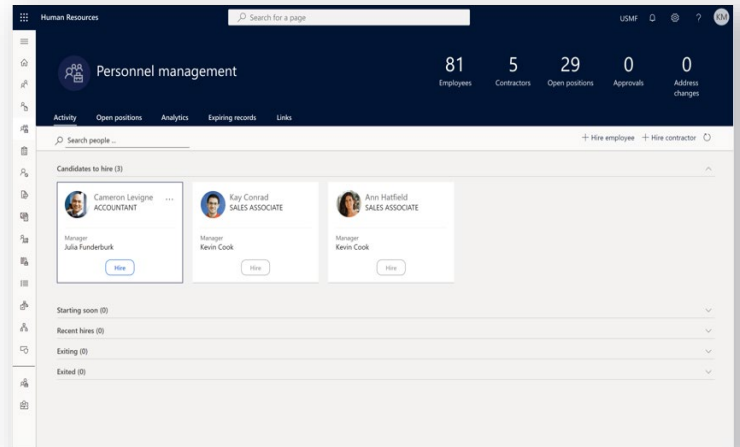
**Reduce organizational complexity** with administration that accurately reflects organization structures, hierarchies, personnel records, and job descriptions.

**Improve productivity and efficiency** with automated processes, workflows, and task management.

**Drive business performance** with the security, privacy, and compliance delivered by human capital management built on [Microsoft Azure](#).

**Personalize your solution** through an intuitive and customizable interface that allows you to add or hide fields, change the layout, and share with others.

**Easily customize and extend** Dynamics 365 Human Resources using the [Microsoft Power Platform](#)—regardless of your level of technical expertise.



Enable HR to operate with the dexterity needed by the business using the Common Data Service and Power Platform to centralize people data and easily extend Dynamics 365 Human Resources.

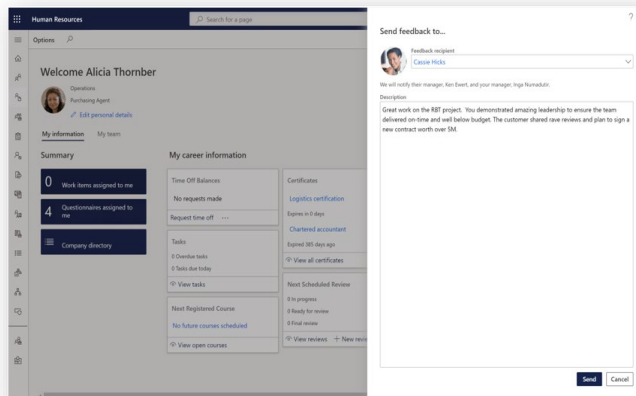
## TRANSFORM EMPLOYEE EXPERIENCES

**Foster employee connections** with rich employee profiles that include career accomplishments, skills, certifications, and interests.

**Enable self-service** to help employees manage profile updates, training, performance-tracking, goal setting, and time-off requests.

**Empower managers** with team performance details, feedback, business process automation for routine tasks to help them optimize team impact and address any immediate concerns.

**Help employees grow** with training and certification tracking. Watch your team learn faster by adding on [LinkedIn Learning](#) or [Dynamics 365 Guides](#).



Retain top performers by empowering managers and employees with connected self-service experiences that drive engagement and growth.

## OPTIMIZE HR PROGRAMS

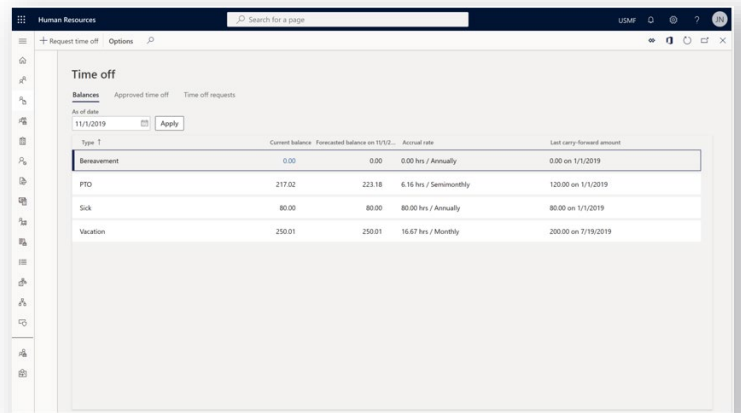
**Simplify leave and absence reporting** by creating compliant and competitive programs that meet changing global regulations, such as FMLA and ADA.

**Create compensation** programs based upon defined guidelines and easily adjust individually or in mass to automate company-wide rollouts.

**Redefine benefits administration** with flexible, configurable self-service enrollment tools that allow for benefit groups, hierarchies, flexible credits, and auto-enrollment.

**Deliver payroll, budgets, and tax filings** by integrating payroll providers like [Ceridian Dayforce](#) and using [Dynamics 365 Finance](#) for comprehensive OPEX tracking.

**Find and engage the right candidates** by adding [LinkedIn Talent Solutions](#) to manage your end-to-end recruiting experience.



| Type        | Current balance | Forecasted balance on 10/31 | Accrual rate            | Last carry-forward amount |
|-------------|-----------------|-----------------------------|-------------------------|---------------------------|
| Bereavement | 0.00            | 0.00                        | 0.00 hrs / Annually     | 0.00 on 1/1/2019          |
| PTO         | 217.02          | 223.18                      | 6.16 hrs / Semiannually | 120.00 on 1/1/2019        |
| Sick        | 80.00           | 80.00                       | 80.00 hrs / Annually    | 80.00 on 1/1/2019         |
| Vacation    | 250.01          | 250.01                      | 16.67 hrs / Monthly     | 200.00 on 7/19/2019       |

Decrease operational costs and create people-centric leave and absence, time, benefits, and compensation management programs.

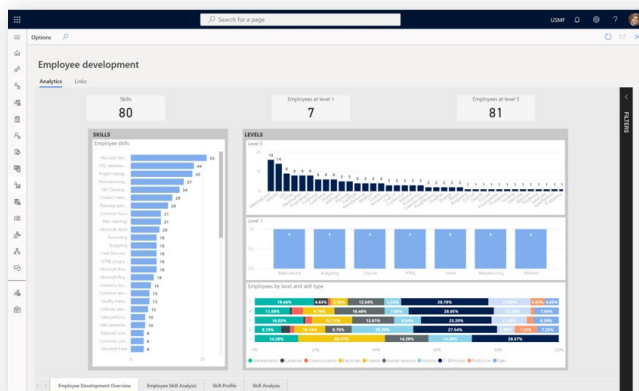
## DISCOVER WORKFORCE INSIGHTS

**Improve workforce planning** with rich dashboards from [Microsoft Power BI](#), helping you bring together, analyze, and visualize all your human resources data—from any device.

**Make decisions confidently** using embedded analytics that track and analyze HR programs.

**Reduce complexity** by using [Common Data Service](#) to centralize data, integrating Dynamics 365 Human Resources with existing systems and partner applications.

**Create a more collaborative work environment** by capturing employee sentiment using survey insights from [Microsoft Forms Pro](#).



Make data-driven decisions with the ability to analyze and visualize people data in rich dashboards, available on any device.

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## Dynamics 365

Dynamics 365 revolutionizes CRM and ERP by applying intelligence to all forms of data. This enables organizations to evolve from reactive business decisions to proactive insights that empower your employees to accelerate business results.

Dynamics 365 is the world's connected business cloud designed to help you better understand your business and act strategically to be successful.

From engaging your customers, optimizing operations, empowering your employees or transforming your products and services, Dynamics 365 gives you a deep understanding of your business to help digitally transform and achieve success in your own terms.

When you connect your data together and apply intelligence, you will get a deep understanding of your business including sales, customer acquisition, customer service, and back-end operations.

You can also integrate applications with existing systems or build and extend upon them with customizations using the Microsoft Power Platform.

You will be able to derive insights that turn into action—enabling better decisions and transformative processes to reimagine your engagement with your customers and generate greater value for them.

## Better together

- **Sales:** Go beyond sales force automation to better understand customer needs, engage more effectively, and win more deals with sales, productivity, and insights apps.
- **Marketing:** Create and nurture leads, connect sales and marketing and increase customer demand with marketing, productivity, and AI apps.
- **Service:** Build brand affinity and customer loyalty with the streamlined data and unified technology needed to deliver seamless, personalized experiences. Exceed customer expectations with service, AI, and mixed reality apps.
- **Supply Chain Management:** Use predictive insights and intelligence from AI and IOT across planning, production, inventory, warehouse, and transportation management to maximize operational efficiency, product quality, and profitability with ERP apps.
- **Project Service Automation:** Unify project sales, planning, resource utilization, team collaboration, accounting and business intelligence into a single solution for faster revenue recognition, on-time delivery, and more satisfied customers.
- **Finance:** Monitor performance in real time, predict future outcomes, and make data-driven decisions to drive business growth with finance apps.
- **Commerce:** Elevate your brand by delivering personalized, seamless shopping experiences across physical and digital channels with commerce and AI apps.

**Watch demo videos at:** <https://dynamics.microsoft.com/en-us/human-resources/overview/>