



# BorAX Payroll & Employee Management

## Microsoft Dynamics AX Payroll and Employee Management: **BorAX**

### **BENEFITS:**

- All employees accrue operations comply with government regulations, be able to complete the quick and easy.
- About the state of your organization and the responsibilities and rights of public organizations, the implementation of a complete and legally appropriate manner.
- Archiving of documents to all personnel in your organization. (backwards)
- Allow employees to progress payments, made by permits, allow instant monitoring of balances.
- Loans to staff, easily tracking payments and to reflect payroll process.
- Status changes can be monitored by the relevant legislation, retroactive transactions can be archived.
- Payroll, employee actions and legal notices from a single place. Easily and quickly making decisions on multiple locations.
- All the history can be monitored from the first entrance of the employee's work assignments, promotions, pay changes, position changes, etc.
- To monitor all or parts of the corporation, units, departments and their staff on the basis of the cost of payroll and employee.
- To monitor all of the burden of severance by employee, unit or department of the company.
- Automatically perform the integration of accounting. Cost center on the basis of the system has been integrated and related employee costs.

**BorAX**, has been developed on Microsoft Dynamics AX, which regulates basic payroll and personnel transactions, comply with government regulations by employees of the corporation. Employees' accrued transactions and documents, which must be given to public institutions such as Social Security (SSK), Ministry of Labour and ISKUR, created by the system. Payroll and personnel management application that can be applied effectively and easily.

Legislation in Turkey, vary from time to time by the laws. And corporations have an obligation to provide payroll process and employee actions in accordance with regulations. Within the law, when payroll calculations and process of Social Security operations, corporations are required to present legal notices and forms to the government institutions such as Ministry of Labour, Social Security (SSK) and ISKUR. Employees' rights and opportunities, must be provided by the corporations, are guaranteed by law.

To provide relevant formats of corporations' legal obligations to employees and against the state, can be systematized with a computing infrastructure. With a software interface and a powerful database engine, BorAX can form an environment that could be monitored and reported.

BorAX designed on this purpose and able to perform operations and notifications to employees and against the state in accordance with the legislation, that the corporation provides, with ease.

BorAX, has been developed on Dynamics AX, and fully integrated with the accounting modules. Integrated with the attendance (PDKS) systems. If desired, data from attendance (PDKS) system can be updated by interfering. Bank transfer files to salary payments can be created. Staff working information, in branch offices or departments on a permanent workplace or more than one location (workplace), kept in a single database. All employee payroll and personnel information can be prepared and are monitored in the same database as consolidated.

BorAX is composed of Payroll and Employee Management. Payroll and Employee Management can be made with Dynamics AX HRM in organic structure.

## Employee Management

Information of the corporation's employees such as permits, permit rights, spouse and child information, employee information, pay-raise, appointment, reward and punishment can be entered, reported and are being followed. If using AX HRM, the data has been entered in related fields is synchronized.

Employee information with the relevant sections; employee information, salary information, identity, population, address, family information, bank account information can be tracked separately grouped. Except for its own information, information about his wife, children and family can be monitored in the system.

Employee's first date of entry, the first date of Social Security (SSK), date of entry into the community, start date of severance for calculation and permit start date can be tracked separately and for different purposes, the required calculations can be made based on these dates.

*Inquiries;* employee status changes, birthday list, list of new entrants to work, and list of terminated employee can be queried.

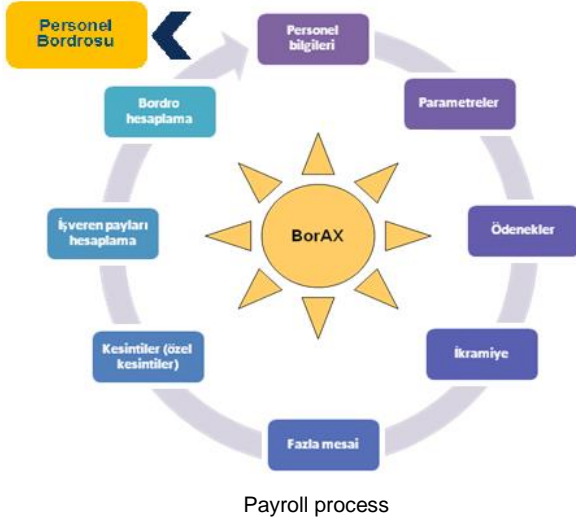
*Workplace (location) information;* also available in the HR Module. In this way more than one branch, company or locations, which are connected to a separate Social Security (SSK) number, can be traced in a consolidated manner.

*Employee termination process;* termination reasons and dates kept in the system on the basis of definitions of termination types. If an employee is terminated all of its information and process became passive. Information about the employee will not be deleted from the system. If the same person is brought back to corporation again, the old information is received and the necessary arrangements are made through this information. Severance and notice calculation can be made from the system during the termination. Information according to these calculations will help you arrange the appropriations when creating the payroll.

*Parameters:* Setup can be defined for a one-time or at any legislation or legislative amendment change at BorAX. Payroll calculation parameters, income tax rates, the article of the law, special discount coefficients, disability allowances, employee-type multipliers, minimum wage, overtime pay rates, working hours, other discounts/deductions departments, parameters of the locations, location address information, Social Security (SSK) number of locations, tax ID, tax office, danger codes and levels and AGI defining table are created in parameters.

## Payroll

Payroll processes respectively are as follows. Tally at the end of the month by according to the payments and deductions or by integration. The calculation of Social Security (SSK) process based on the employees net-gross or gross-net wages. The calculation of employers' shares on the basis of internal rates defined in accordance with the legislation and the law. The most detailed calculations of payroll for each type of employee such as unionized, non-unionized, crippled, retired, intern, ex-convicts, can be handled according to the danger rates of different working environments, based on all kinds of payments and deductions declared by Turkish Authorities.



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