AlfaPeople

Payroll in Dynamics 365

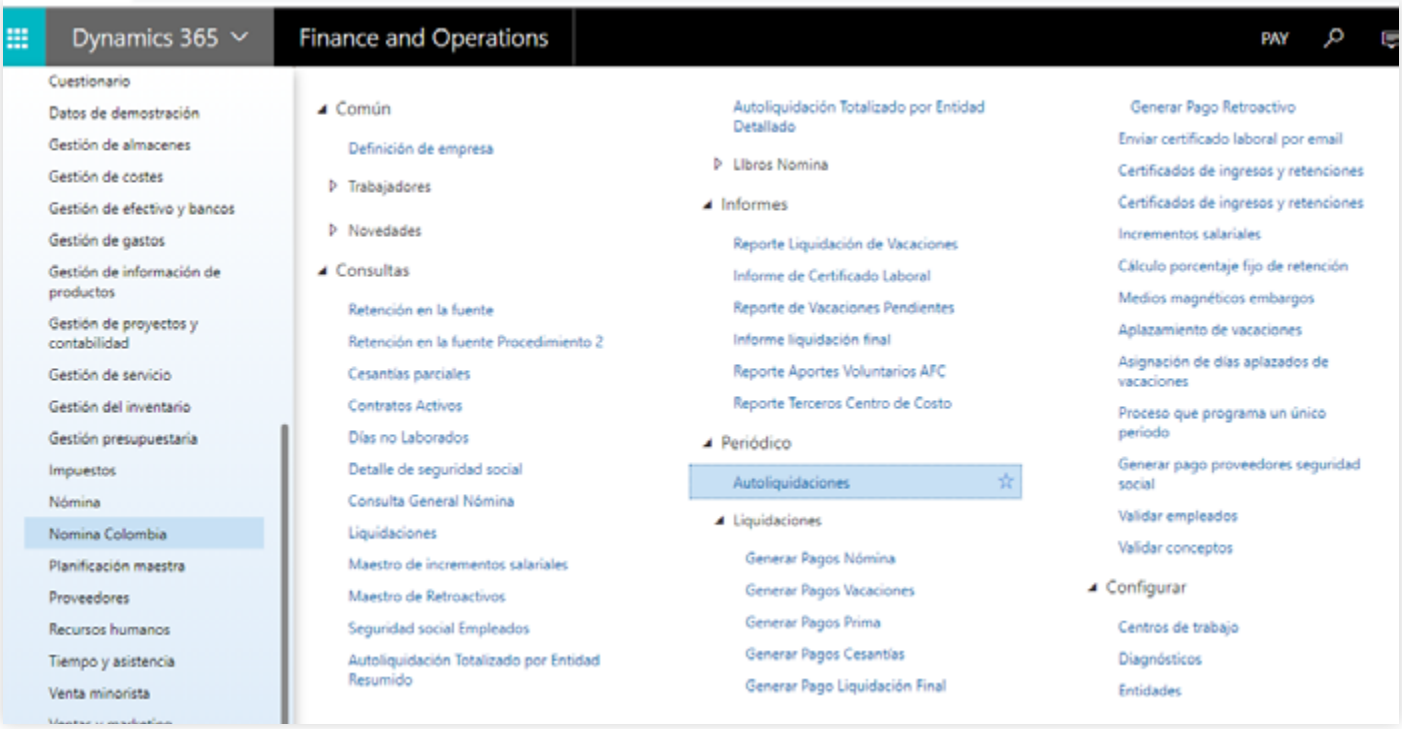
AlfaPeople's simple and flexible module for public and private companies in Colombia

The Payroll module for Colombia supports simple and flexible payroll processing to meet the needs of both public and private companies.

Payroll for Microsoft Dynamics 365 for Finance and Operations manages all your payroll needs, streamlining your processes and improving payment accuracy, even as you face the complex exceptions and challenges of the Colombian labor system. The module is designed to enhance the efficiency of your payroll system, offering you multiple tools and adjustments:

Payroll Service

Allows you to model your own payroll in Microsoft Dynamics 365 for Finance and Operations, both for employees with direct contracts with the company, as well as for employees who work for the company through temporary services or contracts. It also you allows to settle the payroll of employees from other companies, registering their workers and their settlement conditions: in other words, facilitating payroll for outsourced service.



Definition of Concepts

Allows free definition in Microsoft Dynamics 365 for Finance and Operations of payroll concepts, covering three types:

Accrual

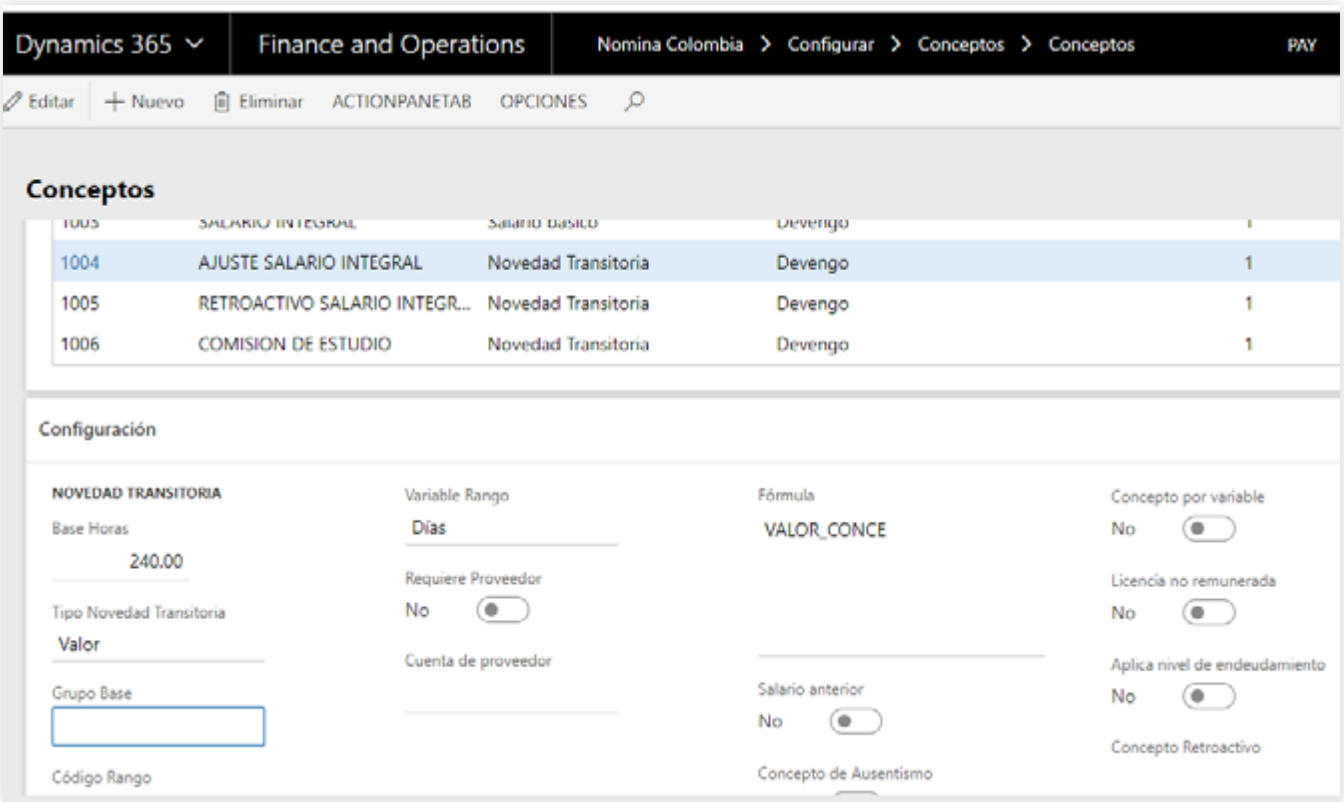
Configures each concept separately, specifying settlement frequency. You can define concepts of fixed amounts, concepts by hours or concepts calculated as percentages, by formula, etc

Deductions

Defines the concepts of deduction of payment (specifying frequency of settlement), both exclusive of the employee and those that are shared with the employer, allowing adjustments by parameters because of changes to legislation (changes of percentages, new concepts). Ensures that the maximum deduction percentage is respected, and if necessary, defers some deductions for future payments by definition.

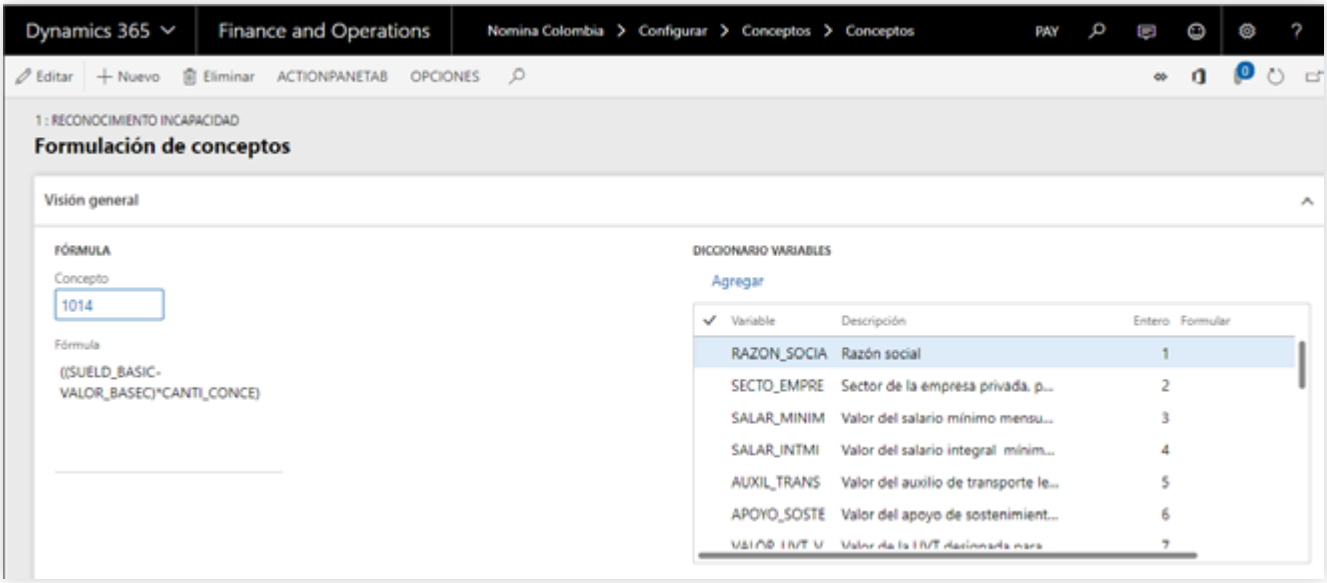
Internal

Refers to those concepts that are paid exclusively by the employer. As an internal concept, the provisions for future payments, such as vacations or layoffs, are also managed. It also provides additional concepts to those required by law.



Formula editor

For greater flexibility in the process of calculation and payment of concepts to employees, the module developed in Microsoft Dynamics 365 for Finance and Operations has a formula editor that uses defined variables, ranges and bases for the definition of the calculation of concepts.



Groups of employees and groups of concepts

Employees who have the same set of concepts are enrolled in a group, which facilitates the payroll settlement. It can process the payroll for all employees or for a group. Concepts can also be grouped, unifying concepts shared by a group of employees. The union of these two characteristics facilitates different forms of payroll settlement within the same company.

Frequency of liquidations

Allows the correct settlement of biweekly payments, with deductions made in the second half of each month. With this frequency of accruals and deductions, it is possible to define weekly or decennial payments, as well as semi-annual deductions.

Registro y control de capacidades

Calculates the BCI, Base Contribution Income, for an employee who becomes disabled, allowing manual adjustments. It facilitates the management of existing types of disability, such as maternity, common illness, work accidents and extensions of any of the types described above.

Handling of collective agreements

By means of the functionality of groups of employees, groups of concepts, and additional benefits it is possible to configure a group of employees with specific conditions of payroll settlement, after collective wage bargaining.

Simulation of payrolls and premiums

Enables payroll simulation for a detailed review, and individual reassessment of employees who have been wrongly liquidated. It also allows for the simulation of the payment of bonuses, vacations, layoffs, severance interests, and the other types of liquidation required by law.

Bonus income

Allows the granting of bonuses, for example, for all employees of a group, or all employees of the company, or employees filtered by a set of characteristics.

Massive salary increase

Allows for the simulation of salary increases in order to estimate expenditures, tax and contributions. It also allows individual adjustments before approving the increase.

Retired employee recalculation

For already-retired employees, this function retains balances payable, such as commissions to commercial personnel, when these materialize after the employee's retirement. For these balances, it proportionally calculates values of vacations, layoffs and bonuses, thus avoiding subsequent conflicts for outstanding payments for concepts other than the outstanding primary balance.

End of year closing processes for payroll

Allows end-of-year processes to be carried out automatically, such as the consolidation processes for vacations, layoffs and severance interests, in order to establish the consolidated monies collected during the year for provisions and which, at the end of the year, remain pending.

Management of novelties

A balance management function that allows the company to make internal loans and take control of these loans monthly, and even discount the balance at the time of the employee's final settlement.

Management of additional benefits

Allows the configuration and control of features and additional provisions of three types in Microsoft Dynamics 365 for Finance and Operations:

Premium benefits: Those that have a frequency of calculation and payment (biweekly, semi-annual, annual, etc.), which are calculated based on a group of concepts.

Seniority benefits: Those that are calculated and paid each time the employee completes a certain cycle with the company, for example, every year, every 5 years, etc.

Vacation benefits: Those that complement the employee's vacation calculation and payment. It is paid as an additional and complementary value every time the employee takes vacations.

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