



Steeple's HCPM Suite

Consolidating Human Capital to drive Organization Growth, Efficiency & Performance

- Career Planning
- Compensation Planning
- Global Payroll
- Succession Planning
- Learning Management
- Performance Management

Microsoft Dynamics AX

Alfazance HCPM Payroll Benefits

Localized for your Region. The localized version takes care of the HR/Payroll requirements for the Middle East. Maintain all relevant information such as Social Security or National IDs in your Employee dossier, Contracts and Sponsor masters with Arabic and English Language Support.

Document Expiry Tracking. Receive alerts on employee/company documents that are going to expire and do timely renewals.

Absence Management. Enjoy the various enhancements made in features like Absence Management and Self Service, which are value adds to the solution.

Payroll. Improve Control and Reduce Business Risk with a Fully Integrated Payroll Solution designed for the Middle East on the AX Platform. Along with

ease of use and rich integration capabilities, Payroll for Microsoft Dynamics AX offers numerous features that streamline the payroll process, help ensure accuracy and compliance, and gain insight into personnel costs, improve payroll accuracy—even when dealing with exceptions and complex workforce challenges.

Manage Complex Workforce and Middle East Payroll requirements with flexibility.

Comply faster and more easily with Middle East government regulations.

Gain control over data for increased accountability and reduced business risks.

Improve data integrity for greater accuracy; Reduce employee time and effort by automating and streamlining processes.



Alfazance HCPM Payroll Features

Localized Employee Master

- Record important document information such as Employee Passport, Visa, National ID, Labor card, Iqama details, GOSI Details and many more with Issue and Expiry Dates.
- Track Sponsor and Contract details
- Record Registration and Maintenance costs related to government transactions
- Track dependent information.
- Birth date in both Hijri and Gregorian calendar formats
- Support of Arabic and English where required.

Absence Management

- Grade wise eligibility for Leave Entitlements.
- Vacation planner
- Provision for Hajj Leave, Maternity leave as per country laws or company policies
- Maintaining Leave Balances, Accruals and encashment details.

Payroll Design & Engine

- Rule based Payroll Engine. Create user defined formulas and expressions to be attached at pay elements.
- Set up of unlimited Earnings and Deductions pay elements.
- Loans and Advances
- Online Payroll Integration to G/L.
- Multi-currency Payroll Processing.
- Timesheet Integration to Payroll.
- Overtime hours Calculation.
- Pension/GOSI Calculations.
- Pay slip generation.
- Email of pay slips as .pdf attachments.
- Arrear calculations.
- Calendars, payroll periods
- Temporary payroll run for review and approval prior to actual posting
- Electronic Salary Transfers

Employee Benefits

- Tracking benefits in terms of quantity and amounts.
- Management of Employee benefits as per grade
- Management of Travel tickets for employees/family by ticket type and travel class.

- Centralized maintenance of air fare details by sector.
- Housing, Car and Medical Insurance benefits.
- Integration of benefits with purchase module in case of tickets and medical purchases.

End of Service Settlements

- EOS Specific pay elements which can fetch data from GL module.
- Accrual and payroll process until the last date of working.
- Flexible rules for employees who are terminated or have resigned.
- EOS Settlement Slip

Security

- Prepackaged security roles, duties and privileges.
- Access to sensitive Payroll Information provided only to a Payroll Administrator.

Reports

- Hierarchical reporting where managers get access to subordinate details.
- Additional Analytical MIS reports related to Payroll.
- Middle East specific Government requirements.
- Visual leave plan displays.

Bulk uploads

- Excel upload templates for bulk uploads
 - Pay element updates
 - Benefit journal
 - Employee Banks list
 - Adjustment Journal

Workflows

- Prepackaged workflows
- Benefit Journal
- Document requests
- End of Service settlements.
- Leave application.
- Overtime journals.
- Pay adjustments.
- Pay loans.
- GL journals.

- Payroll journals.
- Timesheet journals

Integration to AX Financials

- Online General Ledger Integration with AX Financials
- Pay element groups and Worker groups
- Powerful cost split functions by dimensions.

Integration to AX Projects

- Complete Integration to AX Projects
- Determine Project costs, Labor cost distribution
- Timesheets booked per Projects.
- Overtime types captured in project timesheets.
- Analyze employee productivity – Budgeted hours Vs Actual hours

Self Service

- Availability of standard letter templates for banks, probation or salary certificates
- Online Payslip view; History of Payslips maintained.
- Document requests.
- Leave requests.
- Manager Service
 - Timesheet
 - Leave
 - Team

Alfazance HCPM Performance Management

- Track Objectives Progress
- Records the Progress Information and Completion %
- Records Employee comments on Progress
- Sets Actual Value in case of Quantitative
- Send Automatic Reminders
- Send Status / Review updates to Supervisors based on the set criteria
- Receives Supervisor Review Feedbacks

For more information about Alfazance HCPM Suite on Microsoft Dynamics AX, please contact on +971 4 456 2816

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