FastTrack HR & Payroll Solution

Microsoft Dynamics 365 / AX

What We Do

Accredited Microsoft partner with over 12 years of experience and a one-stop shop for all your Microsoft Dynamics needs.

Mobility
6 Apps
20+ Custom Apps

Integration
6 Connectors
15+ Custom Integrations

Implementation & Customization
Expertise on AX 2009, 2012 & 365
Multiple Deployments

Business Intelligence
6 Pre-built Dashboards
20+ Custom Cubes Developed

Gold
Microsoft
Partner
Microsoft

Gold Enterprise Resource Planning
Silver Data Analytics
Silver Application Development
Cloud Solutions Provider

MICROSOFT CERTIFIED PROFESSIONAL
Microsoft
MCSE
Mobility
Earned 2017

MICROSOFT CERTIFIED PROFESSIONAL
Microsoft
MCSA
Dynamics 365
Earned 2017

Microsoft Dynamics 365/AX
FastTrack HR & Payroll

What Dynamics 365 FastTrack Payroll / HR offers

What Dynamics 365 FastTrack Payroll / HR offers

- Employee recruitment, approvals, performance & appraisals

- Employee hiring to termination processes and reporting

- Employee compensation models, promotions and increases

- Employee skills & certification tracking and reporting

- Employee portal for documents, contact and skills

- Employee time & attendance tracking and approvals

- W2, W4, 1099 Maintenance

- Timesheet entry and approvals for non-clock in employees

- Process payroll by batch, legal entity, department and employee

- Report for tax

Accelerated & Simplified HR & Payroll - Solution for Microsoft Dynamics

Defining HCM

Talent Management

Talent Acquisition	Onboarding	Talent Development
Learning Management	Performance & Feedback	Succession Management

Workforce Management

Labor Planning & Forecasting	Labor Scheduling	Grievance & Disciplinary
Task & Activity Management	Leave & Absence Mgmt	Time & Attendance

Core Administrative HR

Organizational Administration	Competency Management	Administrative Onboarding	Payroll Integration	Manager Self-Service
Personnel Administration	Benefits Administration	Benefits Integration	Compensation Management	Employee Self-Service

HR Actions

Feature Set for the Payroll:

- Single Click Payroll

- Allowances & Deductions

- Payroll Attendance

- Loan Management

- Funds Management

- Overtime Management

- Backdated Payment

- Overtime Management

- Commission Management

- Worker Earning Report

- Full-time & Part-time employee payroll processing

Feature Set for the Tax:

- Create & Manage Tax Authorities

- Create and Manage Tax Tables by Authority

- Create Tax Reports for Submission

- Tax Calculation as per income Tax Law

- Tax Adjustment

- Tax Rebates management

- Tax Rebates calculation based on investment in mutual Fund

- Tax Rebates calculation based on payment of life insurance premium

- Other tax deduction on cash withdrawal and utility bills

Human Resources & Payroll Processes:

- Employee recruitment, approvals, performance & appraisals

- Employee hiring to termination processes and reporting

- Employee compensation models

- Employee Increments and Promotions

- Employee skills & certification tracking and reporting

- Employee portal for documents, contact and skills

- Employee time & attendance tracking and approvals

- Timesheet entry and approvals for non-clock in employees

Human Resources & Payroll Processes *(contd.)*

- Process payroll by batch, legal entity, department and employee

- Report for tax

- Requisition creation for new hiring & management of approval workflow

- Complete hire to terminate processes including documentation, management and reporting

- Performance management with templates for teams or individuals and actions

- Employee Trainings and Skills development

- Employee Goal & Performance Management, Reviews management

- Employee Rewards and Recognition

- Documentation of employee feedback (positive or negative), required actions and notes

Payroll Feature Set For Specific Countries

Distinct Payroll Feature Set for Pakistan

1. Data import/export functionality
   a) Reduced the system import (16) entities for the payroll data into 3 entities
   b) Company specific data import and export restrictions
2. Tax calculation as per PK Tax slabs along with Provident fund as per Pakistan tax rules
3. Tax certificate for the employees, as per the FBR format along with send as an attachment email functionality along with configurable CPR number and deposit date print on the tax certificate.
4. Tax rebates calculation based on the investment (e.g. mutual fund) and all other rebates and tax adjustments.
5. ePayment/tax filling report for uploading on the FBR portal
6. Bank letter for the pay order generation and EFT file as per bank required format for the EFT processing
7. Pay slip email functionality
8. Final settlement

Distinct Payroll Feature Set for Sri Lanka

1. Data import/export functionality
   a) Reduced the system import (16) entities for the payroll data into 3 entities
   b) Company specific data import and export restrictions

2. Tax handling
   a) Monthly regular tax calculation
   b) Lump sum tables and Lump sum tax calculation handling
   c) Tax handling for the Termination benefits

3. Pay slip email functionality

Distinct Payroll Feature Set for Bangladesh

1. Data import/export functionality
   a) Reduced the system import (16) entities for the payroll data into 3 entities
   b) Company specific data import and export restrictions
2. Gender based tax calculation

3. Allowances (House, medical and transportation) exemption handling with cap of exemption amount

4. Minimum tax handling

5. TDS report as per the tax authority format for the uploading on the authority portal/website

6. Bank letter for the pay order generation and EFT file as per bank required format for the EFT processing

7. Pay slip email functionality

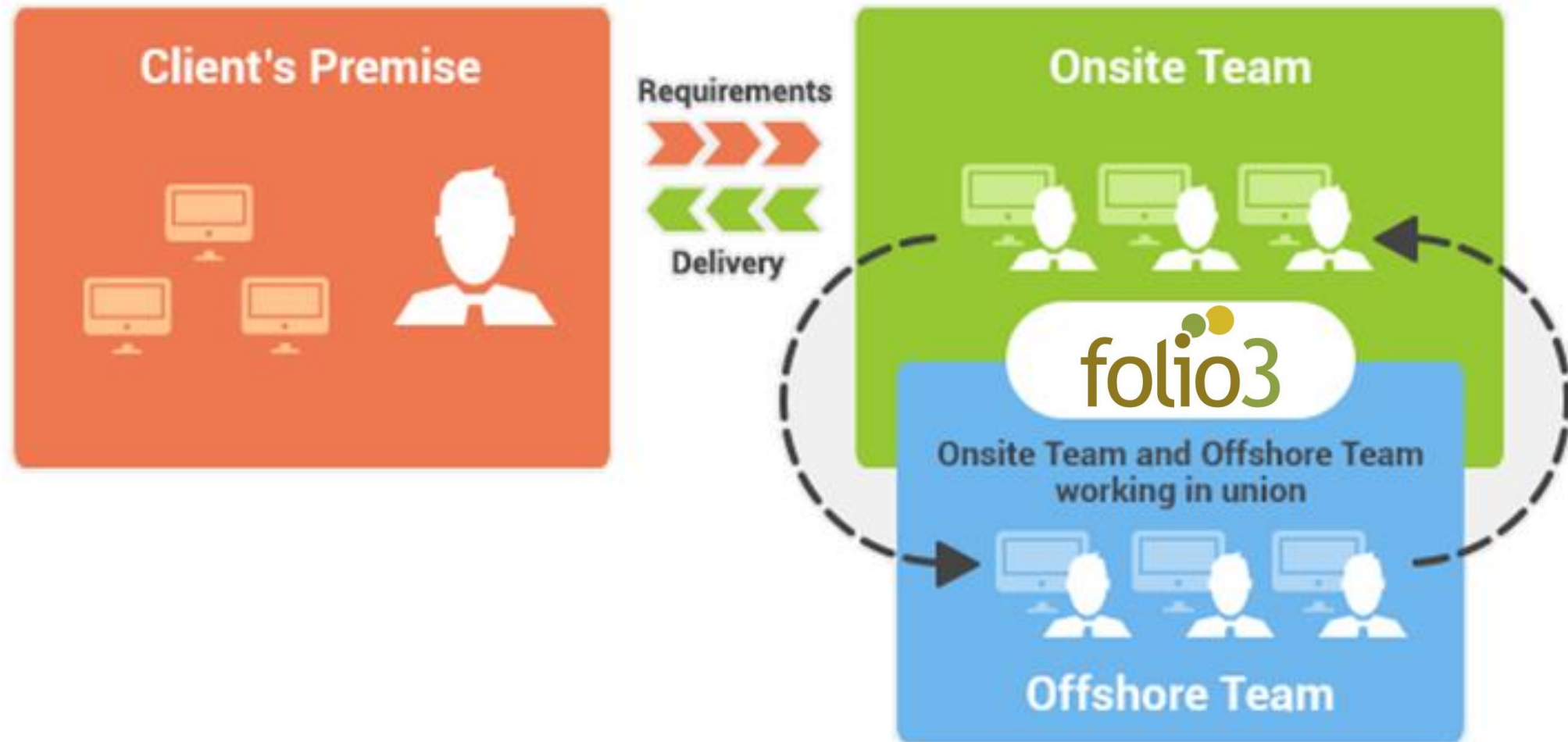# Distinct Payroll Feature Set for Nepal

- Data import/export functionality
  a) Reduced the system import (16) entities for the payroll data into 3 entities
  b) Company specific data import and export restrictions

- Tax handling
  a) Gender base and Marital status based tax handling
  b) Female rebate handling
  c) Social security tax and Remuneration tax handling
  d) Approved retirement fund handling (PF, CIT,) with cap of Max 300k exemption amount
  e) Medical and life insurance exemption handling

- Bank letter for the pay order generation and EFT file as per bank required format for the EFT processing

- Pay slip email functionality

Distinct Payroll Feature Set for Myanmar

- Data import/export functionality
  a) Reduced the system import (16) entities for the payroll data into 3 entities
  b) Company specific data import and export restrictions

- Tax handling
  a) Minimum taxable salary handling
  b) Basic applicable exemption handling
  c) Tax relief handling
     I.   Spouse
     II.   Number of children's
     III. Number of parents
     IV.   SSB

Service Delivery Model

Hybrid (Onshore / Offshore) Delivery Model

Daraz – A Rocket Internet Company later acquired by Alibaba Group

Daraz is South Asia's largest online marketplace that connects sellers and buyers on one platform, it facilitates the exchange of millions of products between millions of customers and thousands of sellers via its app.

Among early adopters of Dynamics 365 for Finance & Operations in the EMEA region.

Running operations in 5 countries with 1600 employees.

Products and services	Organization size	Industry	Location	Company Type
Microsoft Dynamics 365 Finance & Operations Implementation with **Payroll and HR**	Large (1,001-5,000) employees	Information Technology & Service	Srilanka, Nepal, Pakistan, Bangladesh & Myanmar	Private Limited

Among early adopters of Dynamics 365 for Finance & Operations in the EMEA region. Folio3 successfully implemented Microsoft Dynamics 365 Finance and Operations for Daraz, which was a multi-country implementation spanned in 5 countries in the South Asian region with Supporting Finance, Sales, Supply Chain and HR teams for their functional and technical support issues.

We Are Your Go-To-Experts

- Over 12 years of experience with Microsoft Dynamics

- Featured Microsoft Mobility Partner

- We are a ONE STOP shop for world class expertise in:

  ❖ Dynamics Mobile Apps

  ❖ Dynamics AX/365 Connectors

  ❖ Custom Mobile app development for Dynamics AX/365

  ❖ Cost Efficient AX/365 Implementations

  ❖ AX/365 Development & Customizations

Thank You | Folio3 Dynamics Services

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