



Dynamics HR Proposal

HCL-PowerObjects Overview





An HCL Technologies Company

PowerObjects is the Microsoft Business Applications COE in HCL. Supporting every workload on D365 and the Power Platform.

- Founded in 1993, acquired by HCL Technologies in 2015
- Largest dedicated, global practice of over 1300+ employees
- DHR Professionals UK (12) US (12) India (50)
- One of Top 5 Microsoft Global SIs for Microsoft
- 1 Million+ Active Dynamics Users, 1500 companies use our PowerPacks
- Over 1000 active customer globally
- We implement Dynamics for Microsoft
- Over the last 18 months, we have successfully taken live three enterprise clients with a combination of D365 F&O, D365 CE with customer and partner portals, **D365 HR (Talent) and Payroll**



Service



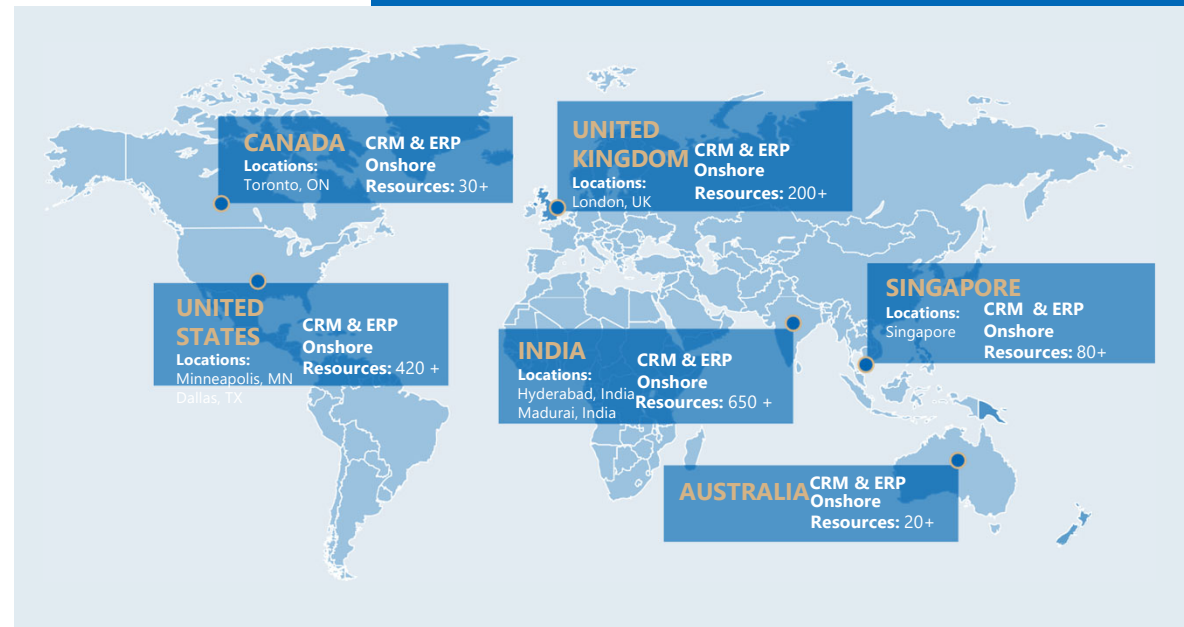
Support



Education



Add-Ons



Multi-award winner

- ◆ 2020 Customer Service Global Partner of the Year
- ◆ 2019 Customer Service Global Partner of the Year
- ◆ 2019 Financial Services Global Partner of the Year
- ◆ 2019 Power Platform North America Partner of the Year

HCL PowerObjects Differentiators



D365 HR IP

- D365 Humans Resources
- Power BI Suite
- Approvals
- Payroll App
- Death in Service App
- D365 Leave and Variable Compensation Apps
- Recruitment and Onboarding App

The screenshot displays three key components of the D365 HR IP interface:

- Leavers & Turnover - Leavers By Month:** A dashboard with a bar chart showing leavers by month and a 'Create Request' form for leave.
- Variable Compensation:** A form for John Doe, a D365 Consultant, with fields for Date (01/05/2020), Type (B - Bank Bar worker (holiday pay)), Hours (4), and Units.
- Active IsoTrain Assignment Details:** A table listing assignments with columns for Course Code, Description, Duration, Stop Date, and Module Code.

Dynamics 365 Organisational Change Management Offering

The diagram illustrates the organizational change management process, plotting 'Business Case contribution' (Low to High) against 'Change Impact' (Low to High). It shows five groups of employees and their transition paths:

- Group 1:** Already trained in the team as some will be the work.
- Group 2:** Trained but needs to refresh the broader picture.
- Group 3:** Enthusiastic but anxious.
- Group 4:** Open to other services offered by 'the system calculating it right'.
- Group 5:** Had followed but not to learn on extra work.

After: A text box describes a success story where a physiotherapist, Clara, was worried about a patient's recovery. She used the system to find exercises, which were sent to her via email. She was able to log in with a personal account, and the patient's recovery was successful.

- Only Dynamics SI to have a full University as a separate service line
- 100s of Standard and Bespoke Courses on all things Dynamics 365. Boot camps for in-house IT staff on Dynamics, PowerBI, Power Platform
- Prosci Certified Change consultants embedded in projects or helping to build a change management capability

Dynamics 365 Centers of Excellence

The Centers of Excellence are represented by the following icons and labels:

- Data
- Developer
- Field Service
- User Experience
- Education Pillar
- HR
- ALM
- Customer Care
- Program Mgmt.
- Solution Architect
- Business Analysis
- Agile
- Application (Wave)
- Power BI
- Finance & Operations

Dynamics HR Overview



It's a platform choice



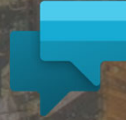
Power BI
Business analytics



Power Apps
Application development



Power Automate
Process automation



Power Virtual Agents
Intelligent virtual agents



Microsoft 365
Application Suite

Out of the Box Capabilities Summary

Organizational Management

Org Hierarchy

Jobs and Positions

Employee Profile

Personnel Management

Task Management

Business Process

Compliance

Employee Experience

Employee Self Serve

Manager Self Serve

Employee Development

Performance Reviews

Goals and Skills

Training and Certification

Compensation and Benefits

Fixed and Variable Plans

Payroll integrations*

Benefits

Employee Enrollment

Leave and Absence

Plans

Requests

Employee Eligibility

Contractor Eligibility

FMLA cases

Extensibility

Common Data Service

Analytics & Power BI

PowerApps

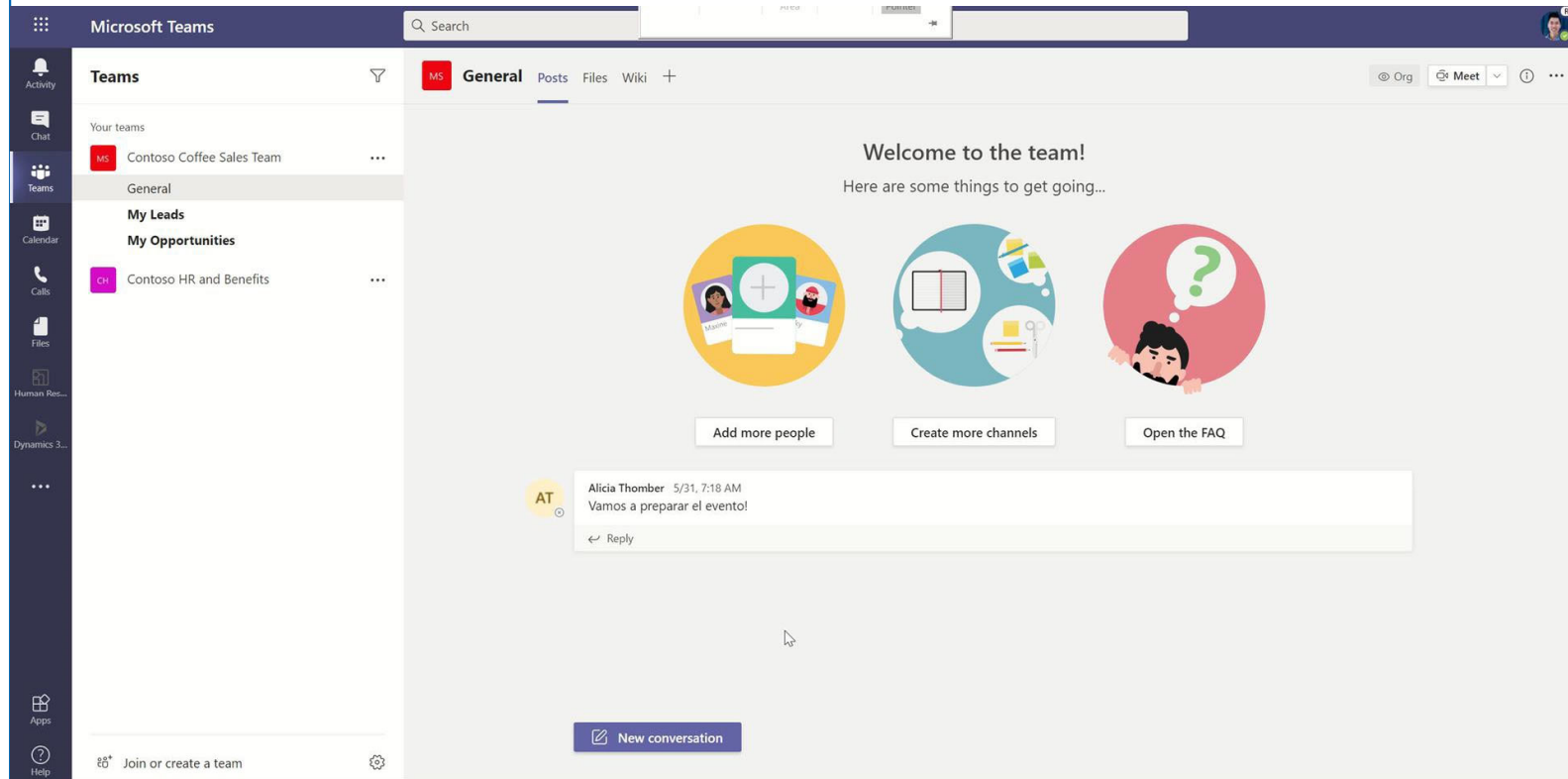
Microsoft Flow

Microsoft AI

Microsoft Cloud

Microsoft Dynamics 365 Human Resources

Optimised for TEAMS



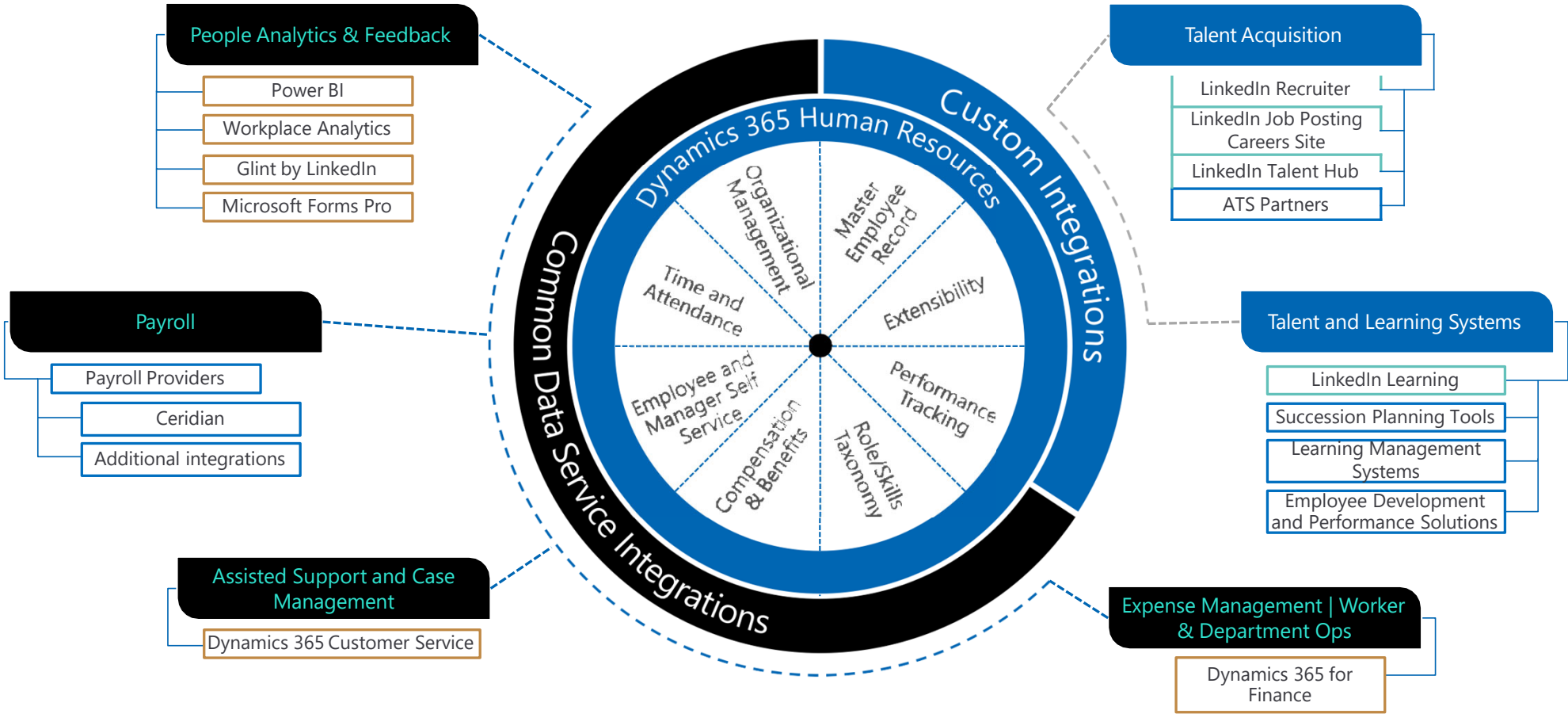
Dynamics 365 Human Resources also makes it simple and easy for employees to manage their leave and absence. Employees can now access new self-service features where they already spend their time collaborating—Microsoft Teams.

With this new integration with Teams, employees can spend less time trying to manage their time off and spend more time focusing on higher value activities.

Dynamics 365 Human Resources – Extensibility Ecosystem

Microsoft commercial/connected offerings

3rd Party SaaS integration partners



PowerObjects Solution



PowerHR – Our Fast-Track Deployment option for Dynamics HR

PowerHR enables organisations to rapidly realise the benefits of Dynamics HR. We utilize the solution taxonomy (slide 15) to define your phase one, which in turn allows us to shape up a commercial summary (slide 18) and a project plan based on our fast-track deployment approach. This ensures that a robust solution comprising of the core Dynamics HR functionality is in place to allow for future growth and expansion of your system.

PowerHR ensures the foundation of the solution is in place, is built in a robust and future proof manner, which allows us to bolt on the additional modules with ease as and when they are required.

- PowerHR has two fast track deployment options – Base and Base+
- With the Base functionality, we aim to get you live in three weeks post 'plan for success' phase
- PowerHR 'Base' provides all of the core HR functions required by a business, and puts in place the building blocks for further growth

HR building blocks IN SCOPE



5 Localisations
+ Numerous Entities

Self Service

Performance

Leave and
Absence

Course &
Learning

Base +

Benefits

Compensation

Competency

HR Base

Detailed Taxonomy Scope

Power HR	L1 - Process Area 1	L2 - Process Area 2 / Feature	L3 - Process Area 3	In Scope
Base	60.10 Org Structure Manage. & WP	Define organisation structure	Define legal entities	Yes
	60.10 Org Structure Manage. & WP	Define organisation structure	Maintain operating units	Yes
	60.10 Org Structure Manage. & WP	Define organisation structure	Maintain operational hierarchy	Yes
	60.10 Org Structure Manage. & WP	Define organisation structure	Maintain global address book	Yes
	60.10 Org Structure Manage. & WP	Define organisation structure	Maintain name title and suffix	Yes
	60.10 Org Structure Manage. & WP	Define organisation structure	Maintain HR number sequences	Yes
	60.10 Org Structure Manage. & WP	Define organisation structure	Manage relationship types	Yes
	60.10 Org Structure Manage. & WP	Define organisation structure	Maintain address and contact information purpose	Yes
	60.10 Org Structure Manage. & WP	Define organisation structure	Maintain address setup	Yes
	60.10 Org Structure Manage. & WP	Develop human resources policies	Define HR parameters and policies	Yes
	60.10 Org Structure Manage. & WP	Develop human resources policies	Manage security roles	Yes
	60.10 Org Structure Manage. & WP	Manage Jobs and Positions	Define job categorisation	Yes
	60.10 Org Structure Manage. & WP	Manage Jobs and Positions	Manage and maintain jobs	Yes
	60.10 Org Structure Manage. & WP	Manage Jobs and Positions	Manage and maintain positions	Yes
	60.10 Org Structure Manage. & WP	Manage Jobs and Positions	Define managerial hierarchies	Yes
	60.15 Recruitment	Source, recruit and onboard worker	Hire a worker	Yes
	60.15 Recruitment	Source, recruit and onboard worker	Create and Manage Jobs	Yes
	60.20 Employee Lifecycle Management	Redeploy and retire worker	Transition worker to a new position	Yes
	60.20 Employee Lifecycle Management	Manage Employment Changes	Edit/update employment records	Yes
	60.35 Occupational Health & Safety	Manage worker compliance	Update a worker record	Yes
	60.35 Occupational Health & Safety	Manage worker compliance	Capture identification documents	Yes
	Inquiries and reports	Identify required reports	Discuss report design	Yes
	Inquiries and reports		HR Analytics	Yes
Base+	60.10 Org Structure Manage. & WP	Develop human resources policies	Configure external links	No
	60.10 Org Structure Manage. & WP	Develop human resources policies	Manage Office integration	No
	60.10 Org Structure Manage. & WP	Develop human resources policies	Create and maintain user groups	Yes
	60.10 Org Structure Manage. & WP	Develop human resources policies	Create and maintain custom fields	Yes
	60.10 Org Structure Manage. & WP	Develop human resources policies	Create and maintain personalisations	Yes
	60.10 Org Structure Manage. & WP	Develop human resources policies	Manage currency exchange rates	Yes
	60.10 Org Structure Manage. & WP	Develop human resources policies	Manage personnel action types	Yes
	60.20 Employee Lifecycle Management	Manage Company Owned Property	Define and maintain loan items	No

Power HR	L1 - Process Area 1	L2 - Process Area 2 / Feature	L3 - Process Area 3	In Scope
Benefits	60.40 Benefits & Compensation	Define and administer benefits	Define benefits and their calculations	Yes
	60.40 Benefits & Compensation	Define and administer benefits	Define benefit eligibility	Yes
	60.40 Benefits & Compensation	Define and administer benefits	Enroll a worker onto a benefit plan	Yes
Case Management	60.20 Employee Lifecycle Management	Manage worker communication	Define case processes	No
	60.20 Employee Lifecycle Management	Manage worker communication	Define case hierarchy and access	No
	60.20 Employee Lifecycle Management	Manage worker communication	Create a new case associated to a worker	No
Compensation	60.40 Benefits & Compensation	Create and manage business process templates for human resources	Define business processes	No
	60.40 Benefits & Compensation	Define and administer fixed compensation	Define Fixed compensation structure	Yes
	60.40 Benefits & Compensation	Define and administer fixed compensation	Define compensation levels	Yes
	60.40 Benefits & Compensation	Define and administer fixed compensation	Define and maintain reference points	Yes
	60.40 Benefits & Compensation	Define and administer fixed compensation	Define and maintain compensation grids	Yes
	60.40 Benefits & Compensation	Define and administer fixed compensation	Define and maintain pay rate conversions	Yes
	60.40 Benefits & Compensation	Define and administer fixed compensation	Manage fixed compensation actions	Yes
	60.40 Benefits & Compensation	Define and administer fixed compensation	Define and maintain compensation plans	Yes
	60.40 Benefits & Compensation	Define and administer fixed compensation	Define and maintain fixed compensation eligibility rules	Yes
	60.40 Benefits & Compensation	Define and administer fixed compensation	Enroll a worker onto fixed compensation plan	Yes
	60.40 Benefits & Compensation	Define and administer variable compensation	Define variable compensation structure	Yes
	60.40 Benefits & Compensation	Define and administer variable compensation	Define and maintain variable compensation plans	Yes
	60.40 Benefits & Compensation	Define and administer variable compensation	Define and maintain variable compensation eligibility rules	Yes
	60.40 Benefits & Compensation	Process compensation changes	Create Compensation Process	Yes
	60.40 Benefits & Compensation	Process compensation changes	Define merit increase targets	Yes
Competency	60.40 Benefits & Compensation	Process compensation changes	Review and process compensation process results	Yes
	60.25 Personal Development	Assess and capture capabilities	Define skill classifications	Yes
	60.25 Personal Development	Assess and capture capabilities	Associate a skill with a worker	Yes
	60.25 Personal Development	Assess and capture capabilities	Associate a certification with a worker	Yes
	60.25 Personal Development	Assess and capture capabilities	Define skills	Yes
	60.25 Personal Development	Assess and capture capabilities	Define certificate types	Yes
	60.25 Personal Development	Assess and capture capabilities	Define rating models	Yes
60.25 Personal Development	Assess and capture capabilities	Define other competency setup	Yes	
60.30 Performance Management	Manage my team	Define and maintain certificates	Yes	
60.35 Occupational Health & Safety	Manage worker compliance	Analyse the skills of my team	Yes	
60.35 Occupational Health & Safety	Manage worker compliance	Manage accommodations for a worker	Yes	
60.35 Occupational Health & Safety	Manage worker compliance	Create, Track and Report Employee Injuries	Yes	

Detailed Taxonomy Scope

Power HR	L1 - Process Area 1	L2 - Process Area 2 / Feature	L3 - Process Area 3	In Scope
Course	60.25 Personal Development	Manage worker development	Define course structure	Yes
	60.25 Personal Development	Manage worker development	Define locations	Yes
	60.25 Personal Development	Manage worker development	Create and maintain a course	Yes
Leave & Absence	60.10 Org Structure Manage. & WP	Setup Standard Work Calendars and Schedules	Define organisation calendars	Yes
	60.10 Org Structure Manage. & WP	Setup Standard Work Calendars and Schedules	Define and maintain holidays and closures	Yes
	60.10 Org Structure Manage. & WP	Setup Standard Work Calendars and Schedules	Define and maintain non - working time	Yes
	60.45 Time & Attendance	Define and administer time off	Define leave and absence structure	Yes
	60.45 Time & Attendance	Define and administer time off	Define calendars	Yes
	60.45 Time & Attendance	Define and administer time off	Enroll a worker onto a leave and absence plan	Yes
	60.45 Time & Attendance	Define and administer time off	Define and maintain buy and sell policies	Yes
	60.45 Time & Attendance	Define and administer time off	Setup leave and absence parameters	Yes
Performance	60.30 Performance Management	Develop, assess and retain worker	Define goal structure	Yes
	60.30 Performance Management	Develop, assess and retain worker	Define review templates	Yes
	60.30 Performance Management	Develop, assess and retain worker	Define and maintain performance setups	Yes
	60.30 Performance Management	Develop, assess and retain worker	Mass create a review for a group of employees	Yes
	60.30 Performance Management	Develop, assess and retain worker	Manage Employee Performance	Yes
Recruitment	60.15 Recruitment	Source, recruit and onboard worker	Define hire processes	No
	60.15 Recruitment	Source, recruit and onboard worker	Define onboarding guides	No
	60.15 Recruitment	Source, recruit and onboard worker	Requisition for an additional headcount for a position	No
	60.15 Recruitment	Source, recruit and onboard worker	Recruit applicants / candidates for an open position	No
	60.15 Recruitment	Source, recruit and onboard worker	Create and Manage Applications	No
	60.15 Recruitment	Source, recruit and onboard worker	Manage Candidate Screening	No
	60.15 Recruitment	Source, recruit and onboard worker	Manage Interview Scheduling	No
	60.15 Recruitment	Source, recruit and onboard worker	Manage Offers	No
	60.15 Recruitment	Source, recruit and onboard worker	Create and Manage Welcome Guides	No
	60.15 Recruitment	Source, recruit and onboard worker	Setup Onboarding templates	No
T&A	60.45 Time & Attendance	Time Entry; Time and Attendance	Define and maintain time profiles	No
	60.45 Time & Attendance	Time Entry; Time and Attendance	Setup time and attendance parameters	No

D365 HR Project Assumptions

No.	OVERALL ASSUMPTIONS
1	Single file import templates
2	Single data migration exercise
3	5 data import files for Leave and Absence
4	5 data import files for Compensation
5	Train the trainer
6	UAT testing completed in each sprint
7	No interfaces but analysis workshop included
8	Standard Power Bi Embedded reports utilised
9	Lite touch PM
10	Single world wide team for deployment
11	Single workshops for Sprint Zero
12	GO Live after Sprint 3
13	Max 2 compensation plans per legal entity
14	Max 2 workflows per legal entity for L&A
15	Max 5 workflows per legal entity (not including L&A)
16	Single language
17	No interfaces required
18	Compensation Wizard Manual Entry

Dynamics HR – Licencing Types

How Licencing works for Dynamics HR

Human resource professionals are typically licensed as full users. Users outside of the HR organization, such as employees who need self-serve access, may be licensed through the Team Members license, the Human Resources Self Service license, or the Operations – Activity user license

Human Resource security roles

Role	Security Role Description	HR Self Service	Team Members	Operations – Activity	Human Resources
Contractor	Worker in contractor relationship with legal entities	•	•	•	•
Employee	Worker in employment relationship with legal entities	•	•	•	•
Pending worker	Worker in pending employment relationship with legal entities	•	•	•	•
Manager	Supervisor in reporting relationship with subordinates.	•	•	•	•
Absence manager	Reviews and manages leave and absence for a limited group of employees not in a direct reporting relationship	•	•	•	•
Compensation and benefits manager	Documents compensation and benefit events, responds to compensation and benefit inquiries, and records the financial consequences of compensation and benefit events				•
FMLA administrator	Information and functionality around managing employees who are out an FMLA leave				•
HCM manager	The manager role represents a direct line manager within HR who is responsible for managing employees based on reporting relationships defined by the position hierarchy. It grants access to the My team page within employee self-service				•
Human resource assistant	Documents human resource events and responds to human resource inquiries				•
Human resource manager	Periodically reviews human resource process performance and enables the human resource process				•
Payroll administrator	Documents payroll events, responds to payroll inquiries, and records the financial consequences of payroll events				•
Payroll manager	Authorizes activity in the payroll process				•
Training manager	Documents training events, responds to training inquiries, and records the financial consequences of training events				•

Dynamics HR – Licencing Types (by role)

Role	Security Role Description	HR Self Service	Team Members	Operations – Activity	Human Resources
Administrator					
System user	System role for all users	•	•	•	•
Data management operations user	Provides access to all data management workspace menu items. Note that this role does not control access to any of the entity privileges that are required to actually perform the data operation. As such this role can be assigned to any other application role for users that require access to specific entity sets or can be added to any custom roles where users can simply only perform data activities for a restricted set of entities	•	•	•	•
Data management administrator	Super user for the data management activities in the system. In addition to the capabilities of the DataManagementMigrationUser and DataManagementOperationsUser, this role provides access to the DataManagementITWorkspace - an operational workspace to monitor all data management activities				•
Data management migration user	User that controls permission to all entities in the system. This role is extended in all models where entities exist and need to be provisioned for data management activities for users. The current pattern is to create - per Entity View and Maintain privileges and then add it to the entity's category bound View and Maintain duties defined in that model. These duties are all part of the DataManagementMigrationUser extension that will be defined in the model.				•
Electronic reporting developer	Maps database to adversary data models				•

Dynamics HR – Licencing Definitions

Dynamics 365 Human Resources	Offers full capability within the HR application, enabling users to optimise compensation, benefits, leave and absence, compliance, performance feedback, training and self-service programmes. Most suited to HR professionals. (5 users minimum)
Dynamics 365 Human Resources Self Service	Licence that offers self-service capabilities to users. Best suited to employees and managers.

Dynamics 365 Team Member

This licence allows read access to data generated from the Dynamics 365 applications, but it also allows participation in a limited set of scenarios across the applications.

Team Members can:

- Update personal employee information
- Create, read, update and delete contacts, activities and notes
- Use reporting and dashboards
- Use the mobile application

It is a licence designed for users who are not tied to a particular business function.

Note: Team Members are allowed access to a maximum of 15 custom entities.

Thank you, please reach out to Webforms@hcl.com if you
want to know more

