

Microsoft® Business Solutions—Great Plains®

FOR HUMAN RESOURCE
MANAGEMENT

Human Resources

Work smarter, faster, and more efficiently to manage every aspect of your organization's most important business asset—your employees.

ATTRACT AND RETAIN
TOP TALENT by
identifying the best
applicants and staying
on top of every hiring
situation.

The image shows two screenshots of the Microsoft Business Solutions - Great Plains software interface. The top screenshot displays the 'Applicant' form, which includes fields for demographic information (Last Name, First Name, Middle Name, Address, City, State, ZIP Code, Country, Phone 1, Phone 2), gender, ethnic origin, age, and various checkboxes for disabled status and veteran status. It also shows application details like 'Number of Applications', 'Apply Date', and 'Requisition No.'. The bottom screenshot displays the 'Employee Maintenance' form, which includes fields for Employee ID, Class ID, Last Name, First Name, Middle Name, Soc Sec Number, Hire Date, Adjusted Hire Date, Last Day Worked, Date Inactivated, Pension, and address information. It also includes dropdown menus for State, Division, Department, Location, and Employment Type.

CAPTURE AND STORE
a comprehensive record
of details for each
employee.

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Get detailed employee information instantly

Respond to employee and management requests with on-demand information views that allow you to quickly drilldown and put your finger on the exact information you need.

Manage employee resources strategically

Manage and track a wide range of employee information to support informed, consistent decision-making. Understand the business impact of salary changes by running "what if" scenarios with various salary adjustment projections.

Share information efficiently

Eliminate redundant data entry and improve accuracy with fully integrated data sharing that makes strategic information available when you need it, helping you to identify trends, comply with mandated programs, and track expenses.

Streamline the hiring process

Identify top applicants and stay on top of every hiring situation with customized interview forms and acknowledgement, invitation, offer, and rejection letters.

Simplify employee benefits administration

Manage complex and variable benefits plans easily and effectively by setting up and tracking plan details, setting maximum match rates for 401k contributions, creating overtime and double-time pay rates, generating targeted benefit letters, and establishing cash accounts for medical and child care expenses.

Increase employee satisfaction

Ensure that employees are treated consistently with a standardized hiring process and timely, effective HR services that build company-wide confidence and retain top-performing employees.

AVAILABLE WITH:



Human Resources



FEATURES OVERVIEW

Sophisticated Employee Information	Define and monitor disciplinary plans, salary and promotion information, and training with a dynamic, comprehensive record of each employee.
Complete Employee Tracking and Reporting	Track attendance, accrual options, FMLA leave (U.S.), worker compensation claims, injuries, and training to easily meet government reporting requirements.
Dynamic Organizational Structure	Define organizational units to fit your business and update positions and departments with ease as they change and evolve.
Flexible HR Processes	Adapt a variety of standard and customizable interview forms, schedules, benefit plans, review forms, and pay rates to your company's business practices.
Skills Pool Searches	Match external and internal applicants to open positions and identify potential skill shortages, enabling you to proactively train and hire for future business needs.
Linked Resumes	Attach scanned resumes to candidate records, eliminating the need to maintain applicant information in paper form.
Job Candidate Record Conversion	Transform successful candidate information into employee records with a single step, eliminating the need to re-enter the information from scratch.
Performance Review Support	Improve and standardize your performance review process with consistent scheduling and notification, and use weighted scores to support wage adjustment decisions.
Automated Letters and Forms	Free up staff time by automating routine communications such as job applicant and benefits plan letters, as well as COBRA (U.S.) explanations.
Tightly Integrated Information Management	Streamline information sharing with seamless integration between Human Resources and the Microsoft® Business Solutions–Great Plains® Payroll and General Ledger applications.
401K Max Match	Manage employee retirement accounts with increased efficiency—employees can have 6% withheld in one deduction, even if only 3% is matched.