



## HR PLUS Functionality Matrix

Added and Enhanced Functionality to Dynamics 365 for Operations - Human Resources

Fully and completely integrated into the Dynamics 365 for Operations – Human Resources module, HR Plus leverages the standard Human Resources module from average to outstanding performance.

With more than 10 years of experience in extending and implementing the Dynamics 365 for Operations – Human Resources module, FourVision knows just how to satisfy Human Resource Departments, managers and employees around the globe. HR Plus is ready for Dynamics 365 for Operations – Human Resources and is available in AppSource:

<https://appsource.microsoft.com>

The following compares the functionality of the standard Human Resources module of Dynamics 365 for Operations against the level of additions and enhancements made by the FourVision HR Plus add-on. The number of stars ★ indicates the level

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## Functionality

## Human Resources Standard Module

## HR Plus Add-on

### Workspaces

Employee Self Service	✓	★★
Manager Self Service	✓	★★★★
Personnel management	✓	★★
Course management		★★★★★★
Sickness management		★★★★★★
Personal Leave / Absence		★★★★★★
Performance management		★★★★★★
Fleet management		★★★★★★
Employee details <i>(single employee record Workspace)</i>		★★★★★★
Compensation management	✓	★★
Candidates	✓	★
eRecruitment		★★★★★★
Vacancies	✓	★★
Import of external candidate's data		★★★★★★
Workflow on recruitment		★★★★★★
Checklist recruitment		★★★★★★
Stages in development applicants	✓	★★★
Candidate experience		★
Recruitment costs		★
Multi lingual job ads and job descriptions		★★★★
Flexible questionnaires for applicants		★★★★★★
Planning interviews	✓	★
References	✓	★★
Hiring new employee wizard	✓	★★★★
Organization structure	✓	★★
Jobs task and certificates		★★★★★★
Jobs history	✓	★
Required training and loan items on jobs		★★★★★★
Positions	✓	★★
Open positions in the future	✓	★★

## Functionality

## Human Resources Standard Module

## HR Plus Add-on

Position forecast	✓	★★
Position management		★★★★★
Power BI on workspace	✓	★★★★★
Documents on workspaces	✓	★★
Departments structure	✓	★★
HR requests for managers and employees	✓	★★★★★
Dependents	✓	★★
Personal information + picture	✓	★★
Employees	✓	★★
Employment	✓	★★
Termination employments	✓	★★
Ex-employees	✓	★
Personal actions	✓	★★★★★
Salary /-scale/-updates	✓	★★★★★
Payroll elements (fixed/variable)		★★★★★
Payroll interface		★★★★★
Screening	✓	★★★★★
Payroll changes		★★★★★
Salary modeling	✓	★★★★
Multiple bank accounts	✓	★★★★
Move wizards	✓	★★
Employment change		★★★★★
Salary change		★★★★★
Hire existing worker		★★★★★
Education/Training	✓	★★★★★
Skills	✓	★★
Reviews	✓	★★★★★
Competencies	✓	★★★★
Digital files	✓	★
Appraisals, and other types of meetings	✓	★★★★★
Personal goals	✓	★★
Company goals		★★★★★

Functionality	Human Resources Standard Module	HR Plus Add-on
Training needs	✓	★★★★
Result areas		★★★★★
Succession planning		★★★★★
Talent Management		★★★★★
Budget and Bonus allocation		★★★★★
Sickness		★★★★★
Sickness reports		★★★★★
Workflows	✓	★★★★★
Document Management	✓	★★★
Leave accrual per month/year		★★★★★
Leave entitlements		★★★★★
Extra leave based on age, services		★★★★★
Absence (re)calculated during the year		★★★★★
Employee leave calendar		★★★★★
Team calendar		★★★★★
Maternity leave & pregnancy		★★★★★
Custom fields (for HR and Payroll)		★★★★★
Checklists		★★★★★
Open checklists, due checklists, my checklists		★★★★★
Integrated checklists		★★★★★
Incidents	✓	★★★★★
Car fleet management		★★★★★
Courses and courses planning	✓	★★★★★
Mandatory courses related to jobs		★★★★★
Interface with eLearning systems		★★★★★
Certificates	✓	★★
Timesheets, overtime, allowances		★★★★★
Integration Project Module, Services module	✓	★★★★★
Data migration, import export of data	✓	★★★★★
HRM Reports		★★★★★
Standard HRM reports	✓	★
HRM Business processes in LCS	✓	★★★★★
Full support LCS roll out		★★★★★