

miraclePEOPLE for Microsoft© Dynamics™ NAV provides an enterprise level HR Solution, which helps increase productivity, reduce administrative workloads and improve accuracy

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Introduction

The role of the HR department is evolving and more and more organisations are starting to realise that it must play a more strategic role within the organisation. In the current climate competition is fierce and in attempts to get ahead, companies are finding they need to place more emphasis on attracting and retaining quality staff.

With increased competition, HR personnel are finding that Change Management is becoming a key part of the job. They need to have the skills and resources to manage these changes effectively and develop the capacity to manage future changes within the organisation.

At the same time they are required to provide increased stability in the midst of all these changes and solve the problems that arise from everyday business.

For a HR department to be successful, they need to have a comprehensive understanding of their organisation as a whole. They need to ensure that their department becomes a business driven function and is able to influence key decisions and policies.

It's important to look for a HR solution that is capable of managing these processes. Our miraclePEOPLE customers are quickly realising the benefits of using a HR solution to help increase productivity, reduce

administrative workloads and improve accuracy.

Our solution is based on Microsoft Dynamics NAV and integrates seamlessly into new or existing solutions. We utilise the same database and miraclePEOPLE will simply appear as another option on the Microsoft Dynamics NAV menu.

At Miracle, we work through a network of 60 partners, who share our dedication to our customers. Working through partners allows us to concentrate on research and development, whilst our partners deliver a product that works specifically for the end-user. We work closely with them to ensure they have the necessary skills to provide exceptional customer service.

Product

Our 'best of breed' applications provide everything you need to realise the full potential of your employees. We understand that your staff are crucial to the performance of your business and that managing and developing them is vital.

Our flexible, scalable solutions can be implemented quickly and will provide your organisation with the ability to work more efficiently whilst making better and more informed decisions.

Our functionality includes:

- Multi-company support
- People-centric design - single person record for multiple periods of employment
- Security available to limit access to a chosen set of individuals and data fields - access can be limited to update and read only options as required
- Definition of the 'people type' you want to manage:
 - Recruits/applicants
 - Employees
 - Temporary staff
 - Mobile worker (additional security is provided)
 - Visitors etc.
- Employee event and 'to-do lists' with colour coding to differentiate between overdue, due and future events
- An option to set up stages within events and to associate actions with an event. Options are 'automatic, optional or multiple-choice' and the

available actions include: send a letter, send an e-mail, create a further event or take some pre-programmed action, eg. note end of probation

- Flexible rules to define the employee's work pattern and year-on-year view of attendance data linked through to Absence Management/Holidays and T&A (lateness recording)
- Supervisory access to register
 - CV's
 - Photos
 - Birth Certificates
 - Driving Licences etc.
 - Image association
- Excellent integration with MS-Office for Word, mail-merge, EXCEL etc.
- Full access to payroll data is password permitted. The link between HR and Payroll can be automatic or manual
- Use of miracleREPORTING to produce user orientated reports
- Global Company options or code tables can be limited to specific departments/business units.

Product Functionality

The base miraclePEOPLE system contains the following functionality:

- Employee record management
- Organisation, post and contract management (establishment definition)
- Benefit processing including link to the P11D

- Employee checks eg. CRB.
- Competencies, skills, performance & training records
- Disciplinary processes
- Appraisal management
- Accident reporting
- Medical records
- Absence and holiday management
- Succession planning
- Health & safety
- Events and to-do lists (diary orientated processing)
- Document association throughout the application
- Image association

Workflow

At Miracle we have partnered with agiles of Germany to incorporate their workflow solution into the Miracle product set, to open up the inherent functionality of miraclePEOPLE solutions.

The introduction of workflow will manage and increase productivity within the HR department by creating a series of routines and actions. By fully integrating workflow into miraclePEOPLE, HR users will have the ability to automate their paper based processes quickly and efficiently leaving little room for error.

The solution can automatically create a workflow for all required tasks or actions. An individual task can be forwarded to an appropriate employee or team, along with details of what needs to be completed and by when.

Commonly used HR processes such as disciplinary meetings, appraisals, new starters and leavers will be built into the miraclePEOPLE solution for customisation by the user. A process can be organised into stages and can include any number of tasks, alerts or actions.

The workflow solution can lie at the heart of the miraclePEOPLE solution specifying how tasks are structured, who carries them out and how they are tracked and synchronised. The benefits are measurable and the ability to view each stage of a task will help to drive greater efficiency and ensure the smooth running of the HR department.

HR Options

miraclePEOPLE has the following additional options:

- Recruitment Management
- Training Course Management
- P11d Processing

We do have factsheets available on the above products if further information is required.

Benefits

At Miracle, we want to help you take full advantage of your most important asset - your staff. The benefits of using an integrated HR solution are considerable and should not be underestimated.

By basing our miraclePEOPLE solution on Microsoft Dynamics NAV, we give our users a familiar Microsoft Windows look and feel. If your organisation is already running a Microsoft Dynamics

NAV solution, this will of course help your people get on board quickly and in addition to this training and IT costs can be reduced. miraclePEOPLE seamlessly integrates with other Miracle 'people based products' and provides dynamic linking to external third party software and of course seamlessly integrates into the rest of your Microsoft Dynamics NAV solution.

Our solution can give an organisation the tools to simplify the HR processes, therefore reducing the amount of time spent on doing routine tasks. Streamlining the process of entering data frees up individuals, allowing them more time to handle other important issues.

miraclePEOPLE offers greater flexibility to manage changes quickly and cost effectively. Organisations are finding that Change Management is key in the role of a HR professional and it's important to know that your HR solution is flexible enough to cope with them. For those that know Microsoft Dynamics NAV, its flexibility has always been a huge benefit and of course those benefits have been passed onto miraclePEOPLE. The Microsoft Dynamics NAV solution allows for flexible last minute changes, supporting your business through any structural or organisational changes that may occur.

Handling the effective distribution of tasks within a HR department can be centrally managed through miraclePEOPLE. A manager will be able to have a clear picture of what tasks are assigned to what

individuals, giving visibility of all tasks whatever their status.

Improved visibility does not stop at tasks, a HR solution can help a business improve their workforce visibility. A system that supports career development and workforce deployment with tools such as competencies, skills, performance and training records, will identify potential gaps that could affect your organisations overall success and productivity.

miraclePEOPLE can also help to improve your company records with regards to employee data. Having accurate data at the click of a button will help your organisation forecast for future needs and measure the real impact of employee performance.

Ultimately our solution has been designed to maximise the value of your human resources giving you complete control. Our continued development programme and commitment to understand changes in legislations means our products are kept up to date. Day to day HR tasks can become simplified, more efficient and quicker ensuring errors are kept to a minimum. Our reporting tools will give management meaningful information at the click of a button, providing greater accountability and alerts to inconsistencies.



About us

Miracle Dynamics is part of the Miracle Group of Companies and we have been providing business and application solutions for over twenty five years. At Miracle we focus on providing customers with a solution that will support them now and into the future, backed up by world class technology and a range of professional services.

We are the leading supplier of HRM (Payroll, HR, Time and Attendance) technology in the Microsoft Dynamics business applications market.

Products

Our products are extensive in the HRM arena and in addition to miraclePEOPLE we cover the following:

- miraclePAY
Payroll
P11d
Bureau Service
Agency
Timesheets
Eire Payroll
Job Costing
Electronic Timesheets
- miracleTIME (Time & Attendance)
- miracleROSTERING
- miracleREPORTING
- miraclePORTAL
ESS (Employee Self Service)
MSS (Manager Self Service)

If you or your customer would like to benefit from miraclePEOPLE, our fully integrated Microsoft Dynamics NAV HR solution, please contact us on 0845 634 5015 or e-mail Info@miracle-dynamics.com.