MENA – Localized Payroll for Microsoft Dynamics AX

Benefits:

- **Manage data with agile efficiency.**

  Make changes quickly and help reduce the number of manual touches to payroll information, such as extracting data to spreadsheets or reformatting data for a third-party system.

- **Help protect confidential data.**

  Control access and editing rights to payroll information and help ensure that data does not reach unsecured desktops.

- **Attain flexibility in adding deductions and allowances.**

  Support wide variety of deductions such as medical insurance, social security, etc. and allowances such as transportation, housing, etc with the flexibility to add business-specific ones.

- **Calculate tax expeditiously**

  Ease the calculation of tax in efficient and timely manner with the ability to conform to the tax structures and parameters in the MENA region.

- **Simplify regulatory compliance.**

  Help reduce the time and effort required to comply with reporting and tax regulations for the MENA region. Easily make electronic filings, payments and updates.

Help reduce administrative costs, save time, and manage employee information effectively with a flexible payroll system. PIONEERS localized Payroll for Microsoft Dynamics AX can help manage all your payroll functions in one integrated system, streamline your processes, provide insight into personnel costs, and improve payroll accuracy—even when dealing with exceptions and complex workforce challenges.

A comprehensive record for each employee provides a single view of relevant information about allowances, benefits and deductions, time off, and more, enabling payroll professionals to respond quickly to queries.

PIONEERS localized payroll integrates with your Microsoft Dynamics AX business management solution and can handle everything related to employee's financial matters through a separate employee's sub-ledger, covering all employees business life cycle from time entry through paycheck, including complex calculations for allowances and deductions and last-minute adjustments for Middle East & North Africa labor regulations.

With customized allowances, deductions, and support for multiple jobs and pay bases, PIONEERS localized payroll can help you reduce complexity, avoid errors, and simplify your record keeping. Flexible user-defined rules make it easy to adapt your processes to an ever-changing workforce.

Full automation for employees and employee's dependents and their documents related to VISA management work permits, and Iqama related work processes.

Full automation for Work force planning, and a full integration with AX 2009 financial budgets through simple and very dynamic planning tool, that enable employees recruitment, transfer, salaries raising plan, and benefits plan, with ability to perform what if analysis with unlimited number of scenarios.

Full loans management module, integrated with AX financial module, that enables many loans deduction plans, that allow unlimited calculation scenarios, and automatically reflected on employee regular paycheck.

Knowledge, Experience, Professionalism, & Innovation.

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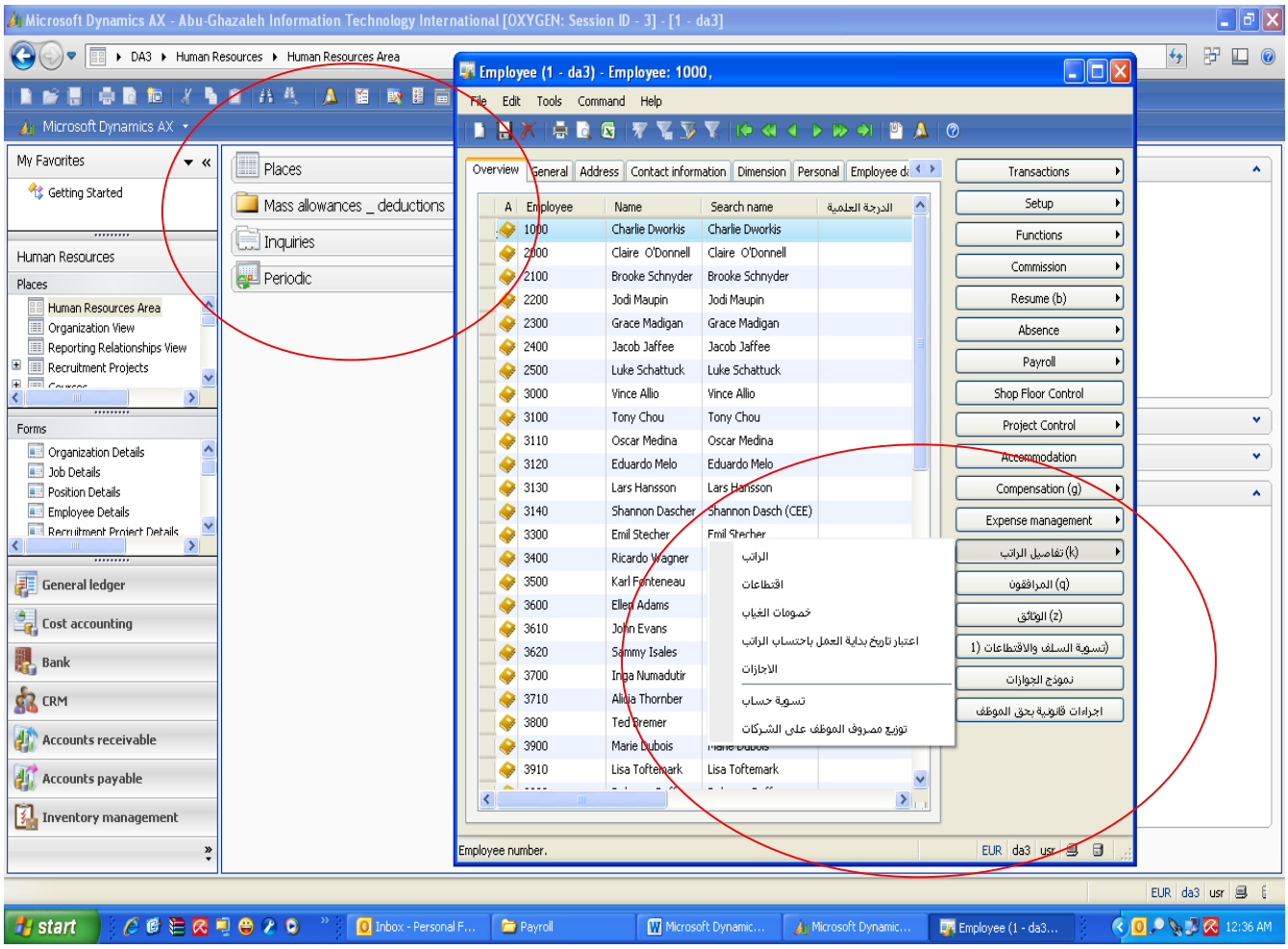
IT & Business Consulting

AXALARY



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Features:

Gulf Area labor regulations

- Hijri calendar and/or Gregorian calendar
- Employees tickets balance and allowances
- End of service calculations, according to Saudi, UAE, and other gulf countries low
- Employees tickets management, balance and its related accrual accounting entry
- Visa management module, to manage company available employment visa, with related governmental parties
- Employees and their relaters document, management
- Advanced Loans and salary advance management
- Complicated income tax calculator, to match different tax lows in different countries
- Human resource development foundation
- Dynamic allowances and Dynamic deductions\
- Dynamic tool for employees Document management includes (Migration management –Iqama-, visa management, medical insurance, documents,…etc)

Global view of resources	Improve resource deployment and internal recruiting for open positions with a single view of employees across your business. A single employee data table provides complete history and status across all legal entities and all countries.
General features	PIONEERS localized payroll contains all features that already existed in Microsoft Dynamics AX especially in ease of use, and dynamic adaptation with different business requirements.
Comprehensive calculations	Define even the most complex rules for payroll, including pay periods, deductions, job classifications, and work rules. Rules-based calculations also support multiple labor contracts simultaneously. You no longer need to extract data to a spreadsheet or use a third-party solution to calculate pay, deductions, and allowances.
Benefit administration	Streamline benefit administration with rules-based benefit enrollments and complex benefit calculations, including employee and employer portions, and directly interface with benefit providers through accounts payable.
Multiple pay bases	Support salary, wage, and commission based pay.
Unlimited trial runs	Make unlimited trial runs to see the results of changes to your payroll. Avoid additional expense for trial runs with external payroll services.

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Payroll reporting	Use Extensible Business Reporting Language (XBRL) for creating any formal reports required in accordance with the regulations of regulatory authorities in the MENA region.
Field-level security	Control access to payroll data according to job role as well as at the record level by restricting who can view and edit data within payroll tables to help protect sensitive data and simplify audit trails.
Business intelligence and reporting	Analyze information from across your business to monitor performance and generate reports. PIONEERS Localized Payroll for Microsoft Dynamics AX includes standard reports, as well as custom reporting with Microsoft SQL Server Reporting Services.
Financial systems integration	Integrate payroll functionality tightly with Microsoft Dynamics AX HR system, and general ledger functionality.
Automatic budgeting	Automatic flexible tool to create human resource plan, and payroll budget, with one click will be reflected to AX Financial budget.
Loans management	with unlimited runs for loans scheduling and re-scheduling