

Annual

HR Management Conference

Europe 2024



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Microsoft Munich,
Germany


Hubdrive &  Microsoft



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The concrete potential of digitizing HRM

Agenda

1

What is digitalisation – status quo HRM?

2

Potentials of digital HRM + platform benefits

3

See concrete potential of HR for Dynamics

4

The benefit calculator – lets find out your potential

1. What is digitalisation

Status quo HRM?

1. What is digitalisation

Disruption







Alterations are Completed
The Building will be Occupied by
PALDING & BROS.
at 25 West 42nd St.

W. E. P. 54

35152

30191

37042



1. What is digitalisation

Status quo HRM

Status quo HRM

80 %

Status quo HRM

63,9 %

Status quo HRM

The majority of respondents are generally satisfied with the digitalisation of their company

Status quo HRM

But the HR department receives poor marks in terms of digitalisation

Status quo HRM

The HR department lags behind all other areas of the company



300





7



Status quo HRM

Digitalisation in HR
management still has room for
improvement

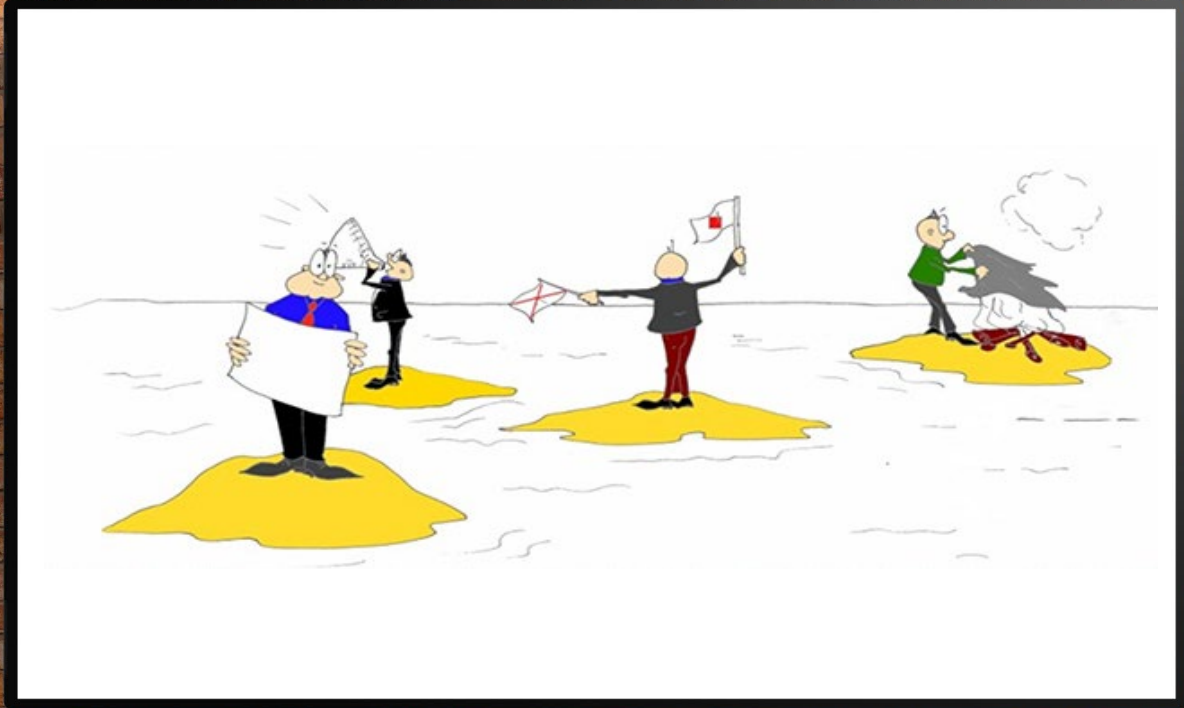
2. Potentials of digital HRM

+ platform benefits

Platform benefits

Platform benefits

No more islands





Platform Benefits

Apps communicate



Your Company

Many system integrations are necessary in order to achieve a high level of efficiency.





Your Company

Thanks to the Microsoft Dynamics 365 platform,
integration is available out-of-the-box.





Microsoft Power Platform

The low code platform that spans Microsoft 365, Azure, Dynamics 365, and standalone apps.



Power BI
Business analytics



Power Apps
App development



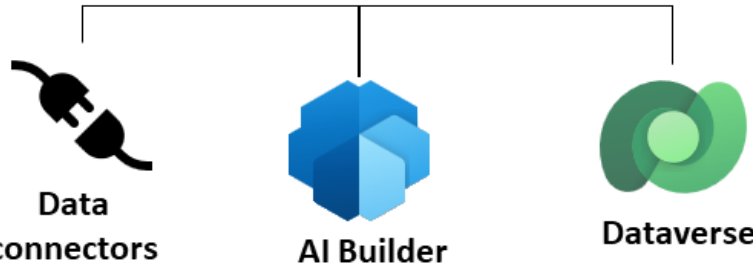
Power Automate
Process automation



Power Virtual Agents
Intelligent virtual agents



Power Pages
External-facing websites

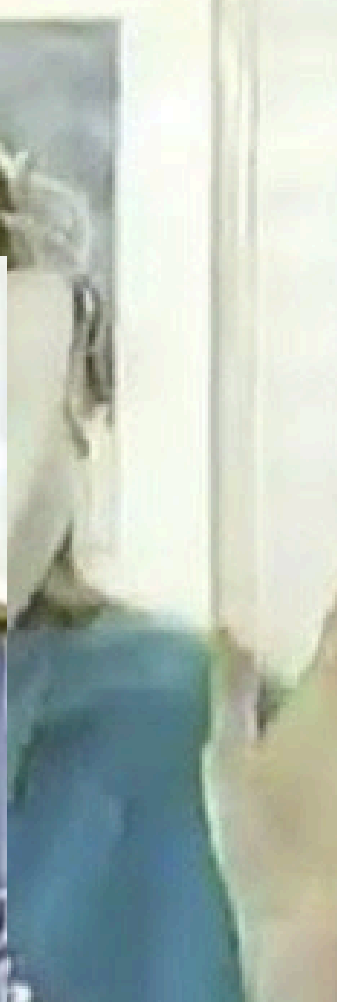


Benefits digital HRM

Benefits digital HRM

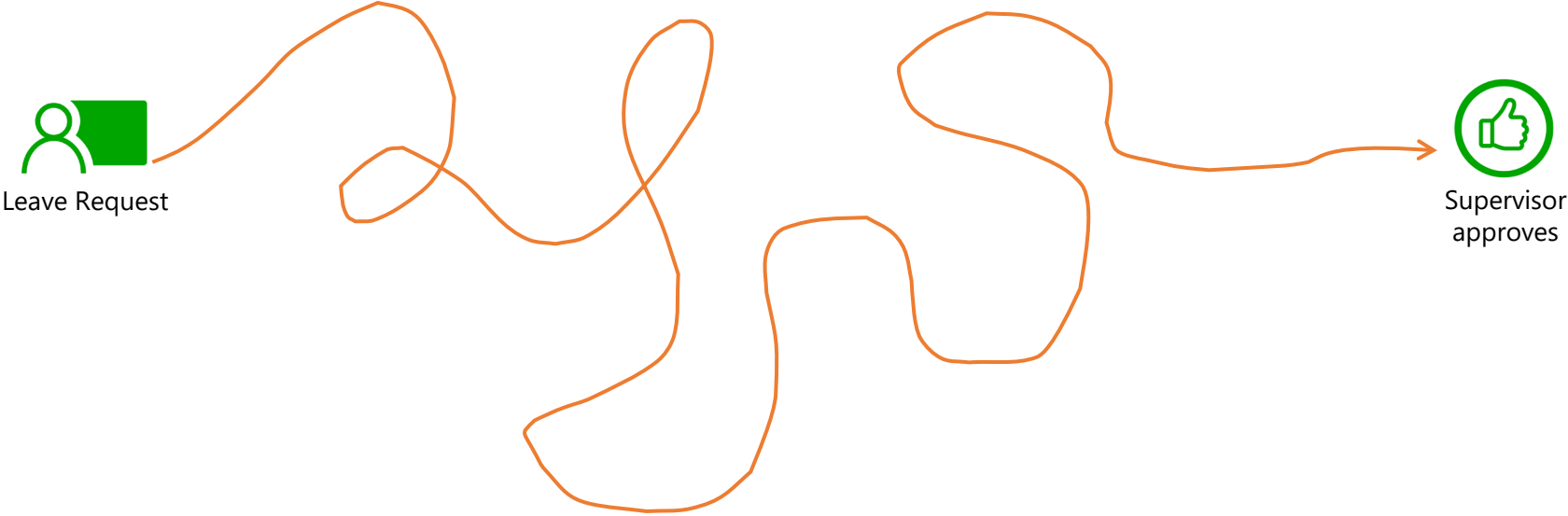
Better processes



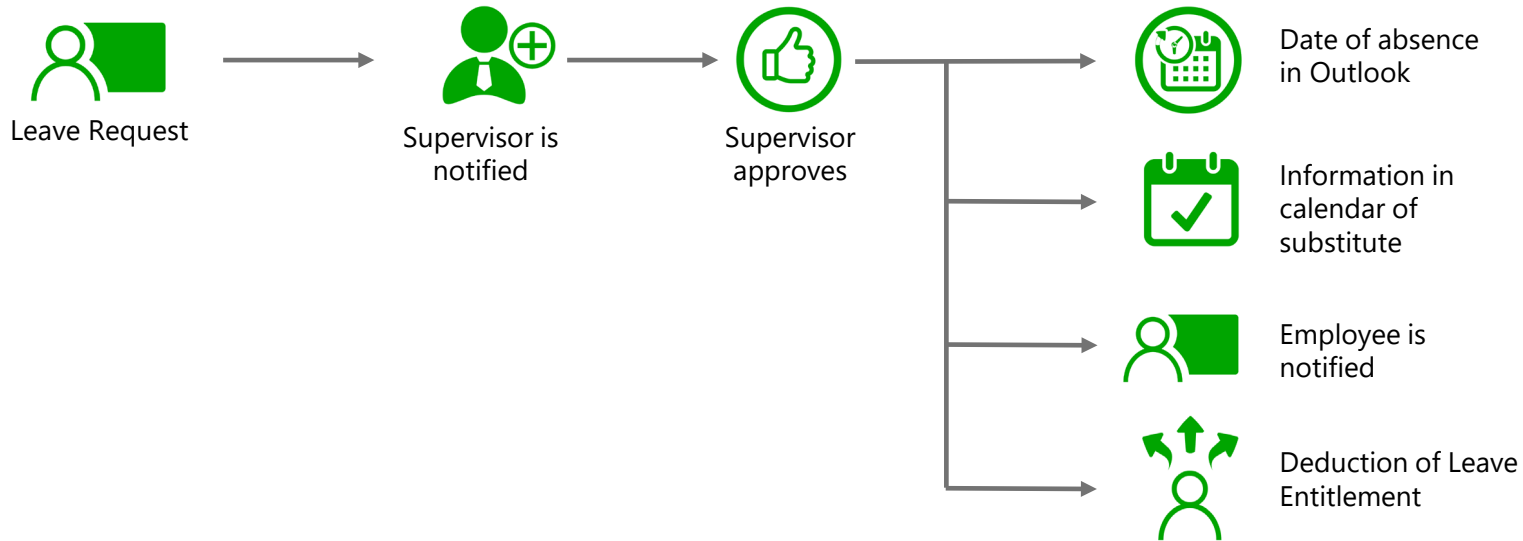


One Size Fits All

Leave Request process in many companies



Leave Request process with HR for Dynamics



Benefits digital HRM

Promote the working
atmosphere

Benefits digital HRM

Secure and quick work
processes

Benefits digital HRM

Speed when creating &
responding to tasks



Data security



Benefits digital HRM

Data security

Microsoft Power Platform

[Security](#) [Privacy](#)



Power Apps

Quickly build more secure custom apps with Power Apps applications, services, connectors, and data platform.

[Security](#) [Privacy](#) [GDPR](#) [Data location](#)
[Learn more](#)

Power BI

Visualize and amplify data insights more securely with Power BI, a business analytics solution.

[Security](#) [Privacy](#) [GDPR](#) [Data location](#)
[Compliance](#) [Learn more](#)

Power Automate

Create more secure automated workflows between apps and services to sync files, get notifications, and collect data.

[Security](#) [Privacy](#) [GDPR](#) [Data location](#)
[Compliance](#) [Learn more](#)

3. Concrete potential of HR for Dynamics



HR Complete Solution

for Microsoft Dynamics 365

HR

HR Management
Software for
Microsoft
Dynamics 365

Recruiting
& Onboarding

Staff Administration
& Automation

Digital Personnel File &
Documents

Talent & Performance
Management

Time
& Attendance

Leave
& Absence

Travel
& Expenses

Training
& eLearning

Employee
Self-Services

Manager
Self-Services

Compensations
& Benefits

Reporting
& Analytics

Leadership
& Management

Country &
Industry Templates

Office 365
for HR

Modern
Workplace

Microsoft Dynamics 365 Business Platform

2

Integration out of the box

Save time, money and increase security.



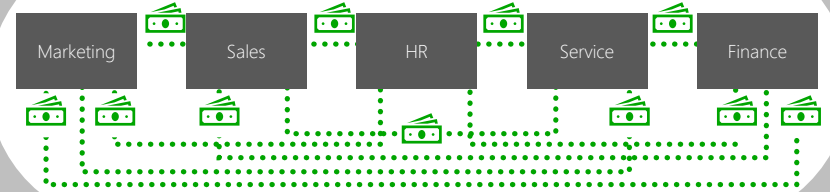
For you
Integrated working out of the box



vs.



IT Islands
Status Quo in many companies



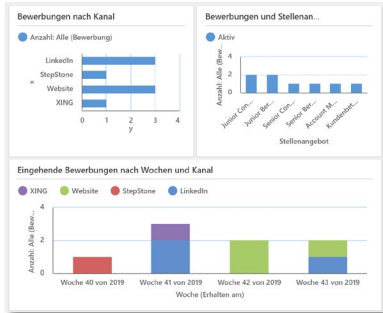
3

Flexible work environments

With a tablet, PC, smartphone, notebook, in the browser, in Microsoft Outlook or Teams



HR in Browser



HR in Outlook

S.0 d Vacation

Mitarbeiter: [Simon, Simon](#)

Allgemein

Mitarbeiter: [Simon, Simon](#)

Art der Abwesenheit: Urlaub

Betriebsferien

Gerichtliches Ereignis: Ja

Von: 6/26/2017

Bis: 6/30/2017

HR in Teams

Microsoft Teams

Dynamics 365 Chat My Dashboard Settings Help

+ New Delete Refresh Process

Virtual Time Clock Dashboard

Start Start Break

End End Break

Mobile HR

FONIX mobile

Abwesenheit: H...
6,0 d: Urlaub

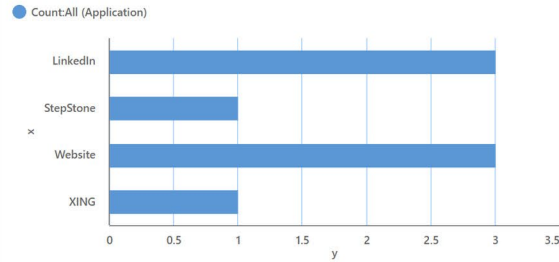
0: Eingabe Abw... (< 1 Min.) 2: Genehmigu...

0: Eingabe Abwesenheit
(Aktiv für weniger als eine Minute)

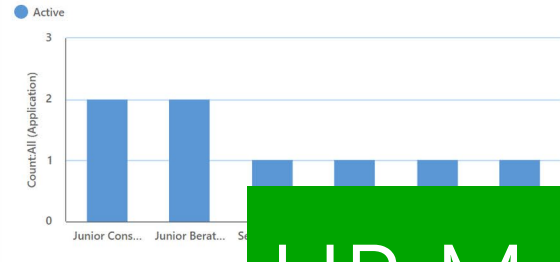
Mitarbeiter * [Mader...](#)

HR Recruiting Dashboard

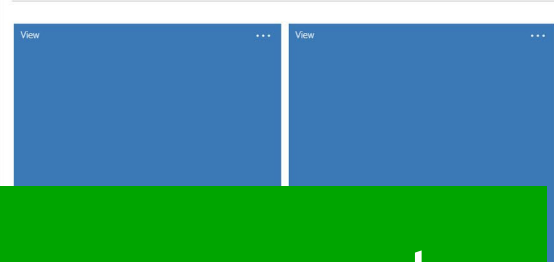
Applications by Channel



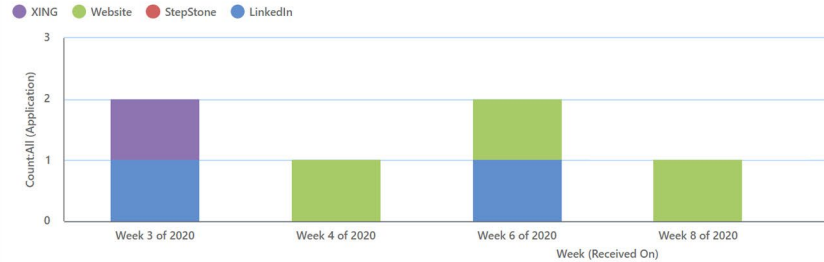
Applications per Job Profile



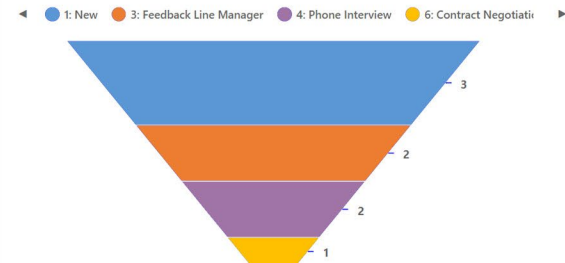
Other Queues and Views



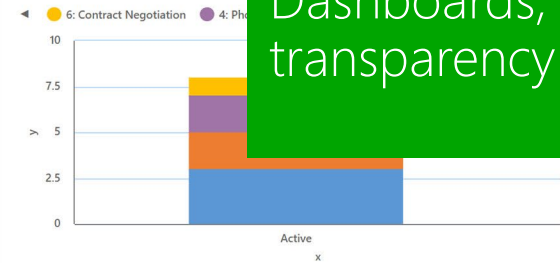
Incoming Applications per Week by Channel



Status Application Lifecycle



Applications by Status Reason



HR Management tasks with Microsoft Teams

Dashboards, Reports, HR Chat – full transparency with one click

- Activity
- Chat
- Teams
- Calendar
- Calls
- Files
- Dynamics 365
- Apps
- Help

4

Customize the solution yourself

Simply Drag & Drop

← Back + Add Field + Add Component Undo Redo Cut Paste Delete Switch to classic

Fields ×

Employee

+ New Field

Show only unused fields

- Address Line
- Age (Calculated)
- Birthdate Calculation Only
- Bradford Factor count
- Bradford Factor total
- Complete Address
- Contact
- Cost Center (Text)
- Created By (Delegate)

New Employee
Employee

Business Data **HR Management Details** Leave & Absence Time & Attendance Skills & Education Performance Reviews Employment Terms & Wages

Details

Payroll ID	---	HR Manager	---
Tax ID	---		
Social Security Number	---		
Absence Start	---		
Badge ID	---		

Health

Health Insurance	---	Limitations/Disability	---
Name of Insurance	---	Special Equipment	---

Simply adjust the solution yourself in 5 minutes

Easy adaption of workflows

User's View

Delete Refresh Process Assign Share Email a Link Flow Sign Send with DocuSign DS Go To DocuSign Word Template

1: New 2: Initial Validation 3: Line Manager Feedback **4: Phone Interview (32 Mo)** 5: Face-To-Face Interview Contract Negotiation

To change the order of your workflow

Customizing View

Copy Paste Delete Snapshot Connector Update Validate Save As Deactivate Order Process Flow Edit Security Roles Help

Application 1: New Applicant Application 2: Initial Validation Application 3: Line Manager Feedback Application 4: Phone Interview Application 5: Face-to-Face Interview Application 6: Contract Negotiation

Simply drag-and-drop the element

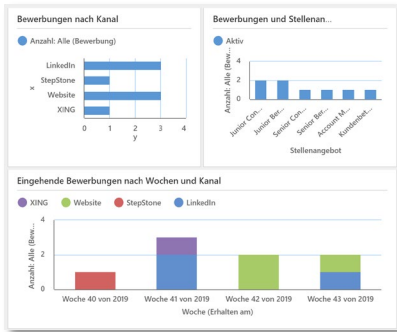
5

HR Analytics

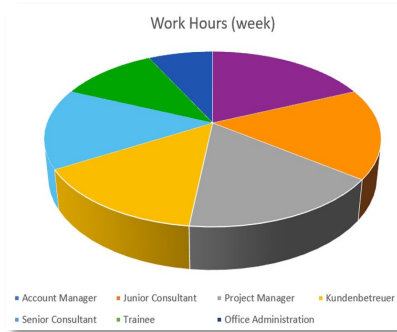
Company-wide always up to date thanks to the Microsoft Dynamics 365 Platform



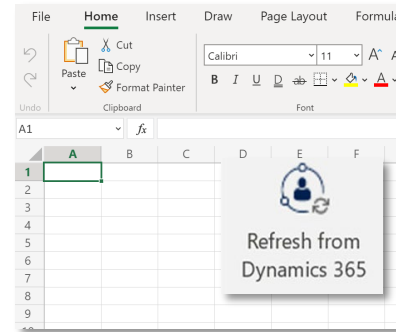
Dashboards in Teams



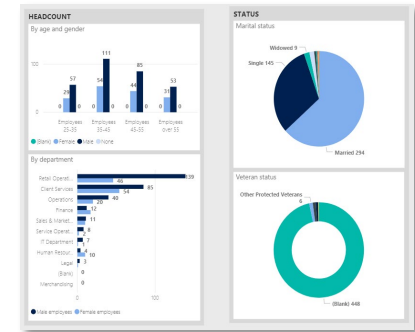
Excel - Export



Excel - Dynamic



Power BI



6

Your Windows Password for all tasks



Legacy
HR Software
20+ Passwords



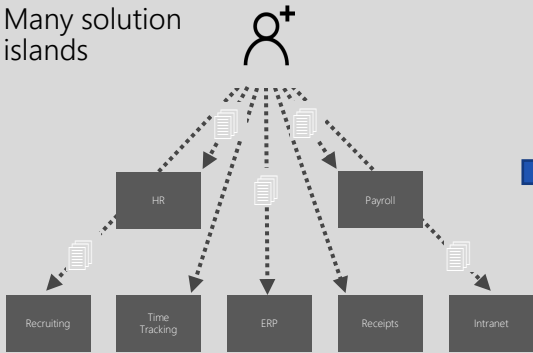
Modern
HR Apps
10+ passwords



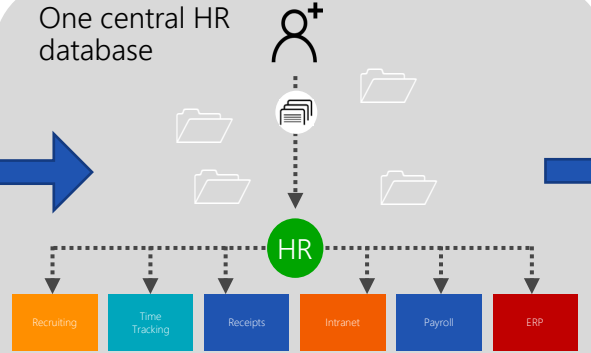
Innovative
HR for Dynamics
ONE password



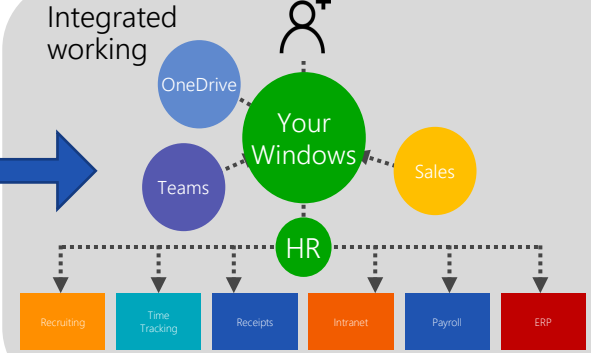
Many solution islands



One central HR database



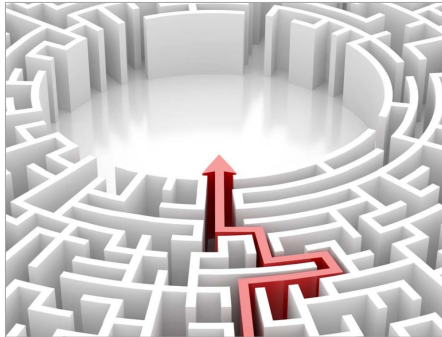
Integrated working



7

Improvement established in weeks

Best Practice Implementation = Solution live in 8 weeks



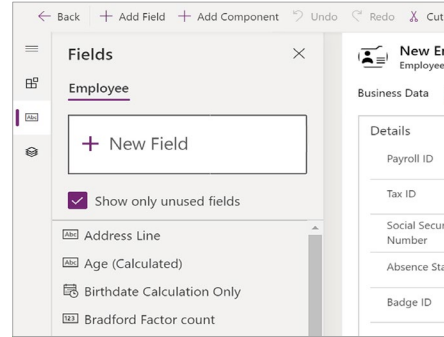
Implementation Planning

2 days



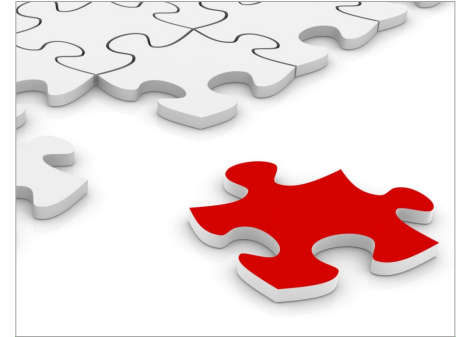
Best Practice Training and eLearning

2-4 weeks



Adaptions and rollout per module

2-4 weeks



Continual Improvements

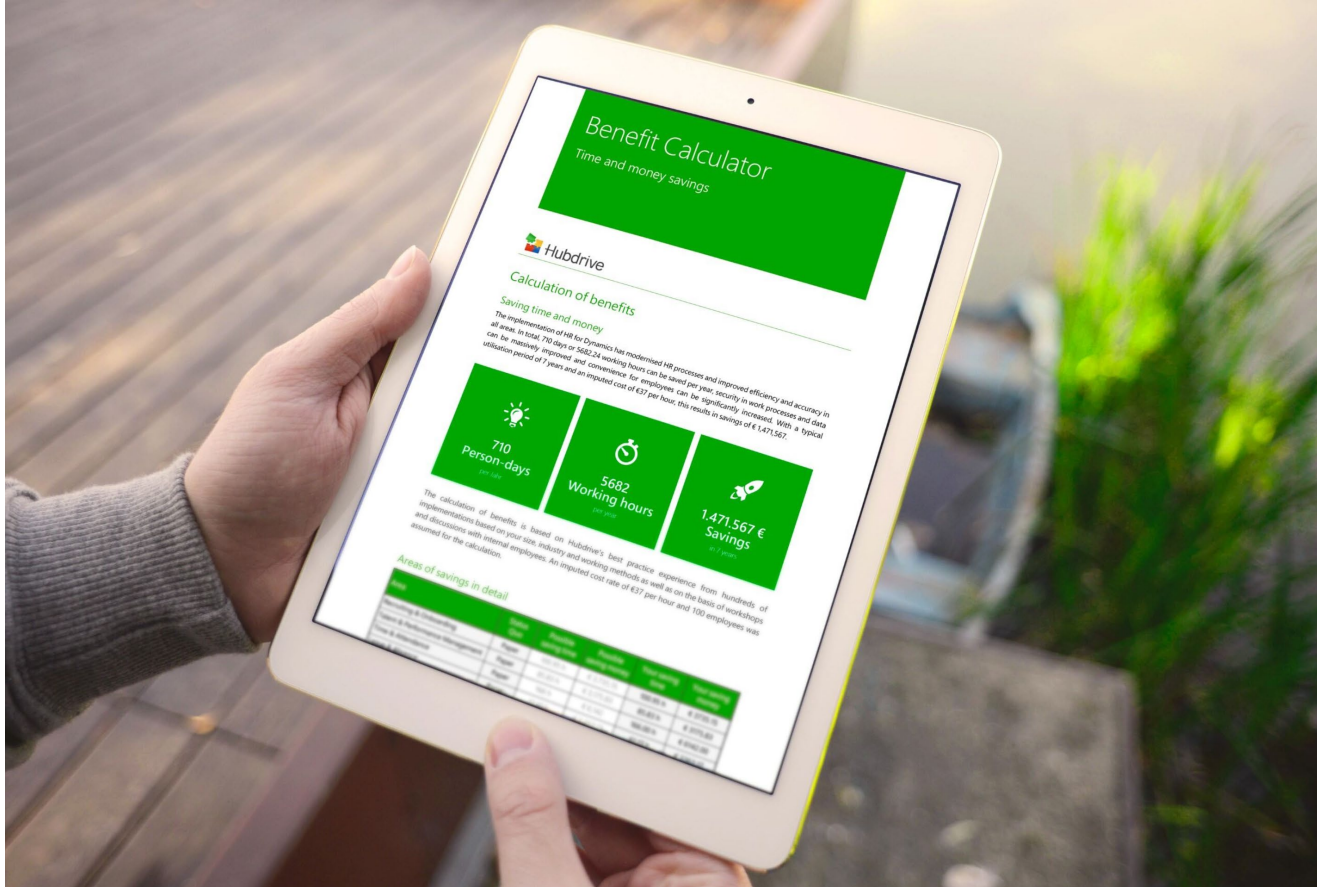
continuously

>>>>>>>>>>>>>>>> SMB+C Implementation in 8 weeks >>>>>>>>>>>>>>>>

4. The benefit calculator

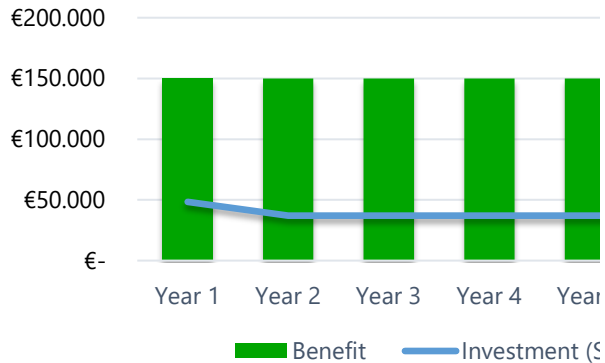
– let's find out your potential

Benefit Calculator



Benefit calculatio

benefit-invest-comparison: s
779.946,00 €
 with a typical useful life of 7 years



Job offers	start the recruiting process.						
	Time Saving: Organization time to get all information of other stakeholders and typing in the information again into the ATS						
Multiposting	As a Recruiter I need to be able to publish vacancies to multiple job boards/sites with a single click Time Saving: manual work for copy/paste or typing manually the vacancy information into all the different Job Boards	Recruiter	10,00% of company size	0,25 h/ vacancy/ job board	25,00 h	925,00 €	
Publish vacancies directly on company website	As a Recruiter I want to be able to publish vacancies directly to our company website Time saving: organization time with the IT/Marketing department and/or usage of the Content Management System to add the content there	Recruiter	10,00% of company size	1,00 h/ vacancy	20,00 h	740,00 €	
Recruiting-Portal	As a Recruiter I get all the data of the applicant directly in the system from the Recruiting Portal Time saving: manual copy paste or typing in the data of the applicant from another system into the ATS	Recruiter	20 Applications / Vacancy	0,084 h/ application	33,60 h	1.243,20 €	
Digital personnel file	As a Recruiter I want all Applicant data to be converted into an Employee Digital file when an Applicant is hired. Time saving: manual copy paste or typing in the data of the applicant from the ATS into the HR System	Recruiter	10,00% der Unterneh	1,00 h/ vacancy	20,00 h	740,00 €	
Cost savings through cancellation of the old system	Cost saving: the previously used ATS system can be turned off and the recurring costs (subscription/licenses/maintenance) is saved	IT System					
					Summe	138,60 h	5.128,20 €

Benefits Calculator

$45 \times 100 = 4500$ Minutes
75 hours for one step

Benefits Calculator

$$30 \times 100 \times 100 = 5000 \text{ hours}$$
$$625 \text{ days}$$

Conclusion



Get started now



Get the Benefit Calculator

And ask us, Hubdrive or our partners, for
personal assistance

Get the Benefit Calculator

