

Annual

HR Management Conference

Europe 2024



February 21



Microsoft Munich,
Germany

Hubdrive &  Microsoft

HR Solution Placement in the Microsoft Ecosystem

Lutz Janausch, Head of Business Applications @ Microsoft

Bernd Lachner, Co-Founder and CTO @ Hubdrive

Top Challenges in HR

Top HR Process and Technology Challenges

Digitalization

More
Automation

Increase
Efficiency

More Comfort
for Employees



Technology that can help HR

Top HR Challenges

Digitalization

More Automation

Increase Efficiency

More Comfort for Employees

Areas with the highest demand on improvements

Recruiting

Onboarding

Staff Administration
& Automation

Leave &
Absence

Time &
Attendance

Self-Services

Talent & Performance
Management

Training
& eLearning

Reporting
& Analytics

HR Area

Customers that already have
Dynamics 365 Finance & Operation

Customers that already have
Dynamics 365 Business Central

Customers that already have
Power Platform / Dynamics 365 CE

Customers that have
No Microsoft Business Platform yet

Benefits

- Benefits that the stakeholders in the area of HR achieve with it

Recruiting

A woman with curly hair is smiling broadly while looking at a laptop screen. She is wearing a grey t-shirt. The background is a bright, out-of-focus indoor setting.

Hubdrive Recruiting powered by Copilot

Revolutionize the way recruiters work

Hubdrive

- hannelore.mader@honag.com Filter
- Rachel Cunningham**
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Thank you and best regards
Rachel

Reply Forward

Show Global Filter + New X Clear Default Refresh All

HR Recruiting Interactive Dashboard

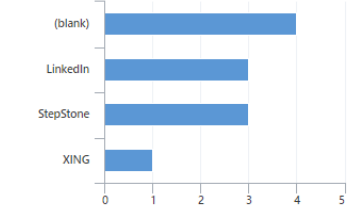
This Quarter 1/1/2023 To 3/31/2023

Active Applications Filtered

11 Modified On

- CR** Cunningham, Rachel
Junior Sales Manager - Honag ...
2: Initial Validation
- BT** Bauer, Timo
Account Manager - Honag US C...
1: New
- ST** Smith, Tim
Team Leader Account Manager ...
1: New
- ST** Smith, Tim
Account Manager - Honag Aust...
1: New
- DD** Drescher, Daniel
Junior Berater - Honag German...
6: Contract Negotiation
- MC** Melchior, Claudia
Teamlead Kundenbetreuer (w/...
5: Face-To-Face Interview
- MC** McGrath, Catherine
Team Leader Account Manager ...
4: Phone Interview
- BT** Bauer, Timo
Account Manager - Honag Aust...
2: Initial Validation
- DD** Day, David
Junior Consultant - Honag US C...
4: Phone Interview
- HJ** Huber, Johannes
Senior Berater - Honag German...
1: New

Applications By Channel



Applications Per Job Profile



Other Queues and Views

View

4

New Received Applications
Filtered

View

11

Active Applications For Vac...
Filtered

View

3

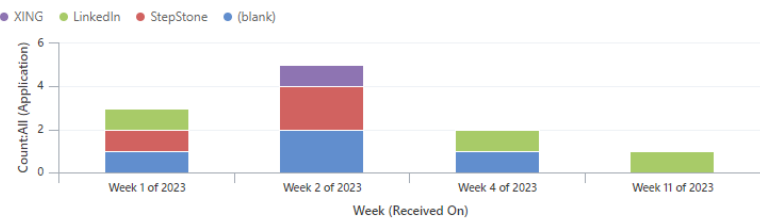
High Potential Applications
Filtered

View

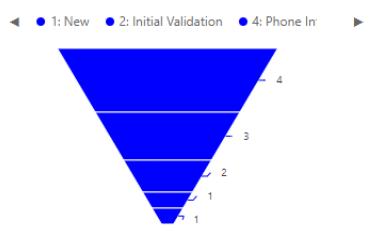
12

Applications Received In T...
Filtered

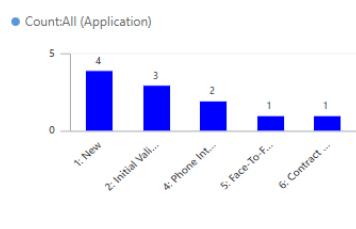
Incoming Applications Per Week By Channel



Status Application Lifecycle



Applications By Status Reason



Junior Sales Manager - Honag US Sales - 1 - Saved
 Vacancy · Vacancy

Open Placement - HR M... Active for 19 minutes

1: Requested (19 Min) 2: Enrichment 3: Approval 4: Publishing 5: Receiving Applications 6: Selecting Candidates 7: Post-Processing

1: Requested Status Reason

- Summary
- Details
- External Job Boards
- Job Advertisement
- Print Preview
- Applications
- Related

Overview

Vacancy Id: 000000002

Based on Job Profile: Yes

Job Profile: * Junior Sales Manager

Quantity of Position: * 1

Department: * Honag US Sales

Enable Hiring Team: No

Description: ---

Publishing Type External

Recruiting Chan...	Publishing Operation	Status Reas...	Response message
Broadbean	None	Draft	---
LinkedIn	None	Draft	---
Monster	None	Draft	---
StepStone	None	Draft	---
Website	None	Draft	---
XING	None	Draft	---

Page 1

Timeline

Search timeline

Enter a note...

Staffing Status

All Applications

Status Application Lifecycle

- 2: Initial Validation

Positions Still Open: 1

Active Applications: 0

Get started

Junior Sales Manager - Saved

Job Profile

- Summary
- Job Profile Details
- Job Advertisement
- Publishing Preview
- Bundesagentur für Arbeit
- Related

General

Name	Junior Sales Manager	Salary Min.	\$40,000.00
Professional Experience	With Experience	Salary Max.	\$50,000.00
Job Level	Entry Level	Average Salary	\$45,000.00
Department	Honag US Sales	Currency	US Dollar
Accommodation Provided	<input type="checkbox"/> No		
Description	Helpful if candidate already has some sales experience		

Employment Terms Details

Employment Terms Classification	Permanent
Weekly Work Hours	40.00
Work Schedule Remarks	---
Traveling Required	Occasionally

Timeline

Skill Levels

+ New Skill Level

Filter by keyword

Skill	Required Grading	Type (Skill)
Microsoft Office	2 (Advanced)	Professional Skill
Objection-handling	Results-oriented execution, securi...	Professional Skill

1 - 2 of 2 Page 1

Vacancies

+ New Vacancy

Department	Quan...	Job Location	Expected Salary	Status Reason
Honag US Sales	1		\$45,000.00	1: Request...

1 - 1 of 1 Page 1

Review Templates

+ New Review Template

Name	Valid From	Valid Until	Templa
------	------------	-------------	--------

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Home View Help
New mail Delete Archive Report Sweep Move to Quick steps Read / Unread

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Mail - Hailey Miller - Outlook x Outlook Web Application - Editin x +

outlook.office.com/mail/AQMkADVhNjE5YTU3LTJyAtNDI4Yy1iMmVjLTYeNmQyOTAwATVIYgAuAAAD4y1Oet%2BdUEuXWK1%2F%2FMsFQAEAH%2B%2BMxP2xDE6tfgMV4ENTygADMMyXBpgAAAA%3D%3D/id...

Outlook Search

Home View Help **Message** Insert Format text Options

hannelore.mader@honag.com Filter

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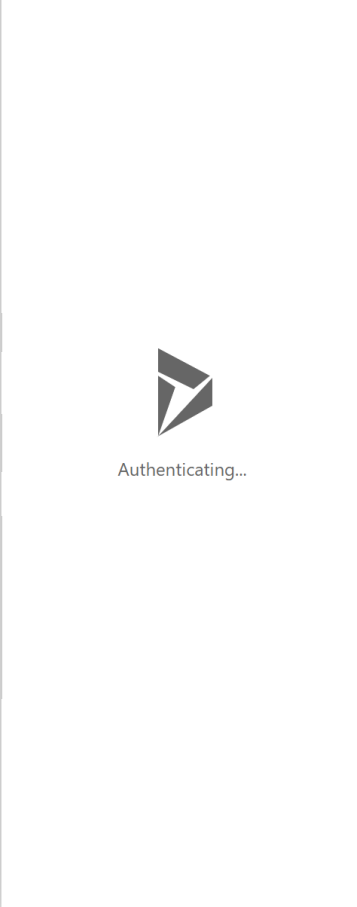
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Dynamics 365

Hubdrive Recruiting

Create a draft reply

Choose the type of response that you want to generate for this email.

- Ask for further details
- Reject application
- Provide details about position
- Invite for interview
- Suggest your own

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[Redacted content]

Preparing your suggested reply ...

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Dear Rachel,

Thank you for your email. I am happy that you are interested in the position Junior Sales Manager.

The salary range for this position is between \$40,000 and \$50,000 depending on the skills of the candidate. It is helpful if you have already some experience in sales.

I'm looking forward to hearing from you soon.

Best Regards
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Copy to email **Try again**

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Copy to email Try again

Application: Application: Cunning... | hr019.crm4.dynamics.com/main.aspx?appid=9bfe1025-4ddb-e811-a96a-000d3a391893&pagetype=entityrecord&etn=xrm1_application&id=f054baea-09c7-46dd-bf68-5b795ec8ac48

Dynamics 365 | HR HUB | Search

Save | Save & Close | New | Deactivate | Delete | Refresh | Check Access | Export to PDF | Process | Assign | Flow | Sign with DocuSign | Share

Cunningham, Rachel - Saved

Application · Application

2: Initial Validation 3/15/2023
Status Reason Received On

Application Process - HR... Active for 13 minutes

1: New | **2: Initial Validation (6 Min)** | 3: Line Manager Feedback | 4: Phone Interview | 5: Face-To-Face Interview | 6: Contract Negotiation

General | Evaluation | Details | Related

Applicant * **Cunningham, Rachel** Manager ---

Vacancy **Junior Sales Manag...** Earliest Start Date ---

Initiative Application No Notice Period ---

Salary Expectation

Desired Salary **Specific Salary** Expected Salary ---

Currency **Euro**

Feedback

Motivation ---

Comments Manager ---

Remarks HR ---

Ranking

Aptitude ---

Applicant Rating ☆☆☆☆☆

Applicant Score (%) **0**

Documents

Parse CV

Timeline

Search timeline

Enter a note...

MH Modified on: 11:42 AM

Email from: Mader, Hannelore Closed

RE: Question regarding the Junior Sales Manager position HRdemo:0007019

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Recruiting

Revolutionize the way recruiters work

Hubdrive Recruiting with Microsoft Copilot



Home

Recent

Pinned

My Work

Dashboards

Activities

HR Requests

List of Employees

Announcements

Recruiting

Job Profiles



Save



Save & Close



New



Deactivate



Delete



Software Developer - Saved

Vacancy · Vacancy

Open Placement - [Multi...]

Active for 14 months



1: Requested



2: Enrichment

Summary

Details

External Job Boards

Job Advertisement

Print Preview



Segoe UI

9



Adjust with Copilot

Software Developer vacancy description

Dynamics 365 HR HUB

Home Recent Pinned My Work Dashboards Activities HR Requests List of Employees Announcements Recruiting Job Profiles Vacancies Applications Applicants Talent Search Onboarding Settings Recruiting

Software Developer - Saved
Vacancy · Vacancy

Open Placement - [Multi...]
Active for 14 months

Summary Details External Job Boards

Segoe UI 9

Adjust with Copilot

- Length
 - Short
 - Medium
 - Long
- Tone
 - Friendly
 - Professional
 - Formal

Update

Dynamics 365 HR HUB

Home Recent Pinned My Work Dashboards Activities HR Requests List of Employees Announcements Recruiting Job Profiles Vacancies Applications Applicants Talent Search Onboarding Settings Recruiting

Software Developer - Unsaved
Vacancy · Vacancy

Open Placement - [Multi...]
Active for 14 months

Summary Details External Job Boards Job Advertisement

Segoe UI 9

Adjust with Copilot

Suggested content is AI generated—please make sure it's accurate and appropriate before saving.

We are currently looking for a software developer to join our team. The ideal candidate will have a strong knowledge of software development, including programming languages and platforms, and a good understanding of software engineering principles and be able to work independently.

We are seeking an individual with excellent communication and problem-solving skills. The candidate should be able to produce high-quality work in a timely manner.

The role involves developing and maintaining software applications and ensuring the quality of the code.

If you believe you possess the necessary skills and experience, we would be delighted to receive your application. Please forward your CV and covering letter to the email address provided.

We are looking for a software developer to join our team. The successful candidate should have a strong understanding of software development, including programming languages and platforms, and be familiar with software engineering principles and have the ability to work both independently and as part of a team.

Excellent communication and problem-solving skills are essential for this role. The ideal candidate should be able to produce high-quality work in a timely fashion.

The position involves creating and maintaining software applications and making sure they meet the highest standards.

Recruiting

Dynamics 365 Finance & Operation

- Hubdrive HR Power Extension for Recruiting
- Hubdrive HR Power Extension Recruiting Portal

Dynamics 365 Business Central

- Hubdrive HR Power Extension for Recruiting
- Hubdrive HR Power Extension Recruiting Portal

Power Platform / Dynamics 365 CE

- Hubdrive HR for Dynamics Recruiting and Recruiting Portal

No Microsoft Business Platform yet

- Start with Microsoft Power Platform and Hubdrive HR for Dynamics



Benefits

- Save time for publishing vacancies on the company's website
- Save time for publishing vacancies on job boards
- Save time with automated searching on candidate pool
- Increase efficiency by getting data of applicants in a structured way
- Save time on communicating with candidates
- Save time on organizing and executing of interviews
- Automate and digitize the creation and send-out of offers and contracts

Onboarding

Max Mustermann · Saved
 Employee · Digital Personnel File ▾

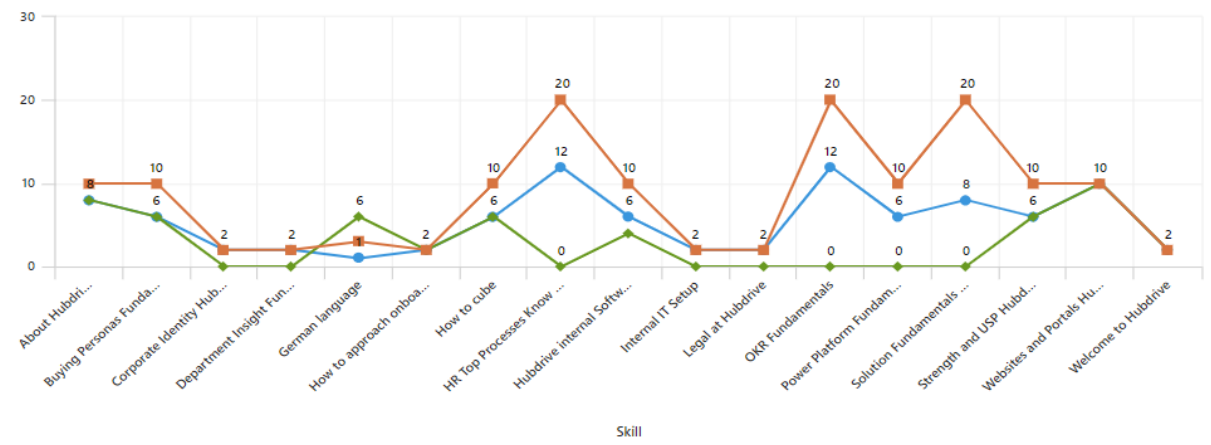
Customer Success Manager | **Paul Morrison**
 Job Title | Supervisor
 CSM | ---
 Department | Home Phone

Business Data | HR Details | Leave & Absence | Time & Attendance | T&A Reporting | **Base Onboarding** | Talent | Commissions | Performance | ...

Skill Levels (Employee)

Skill Gap Base Onboarding

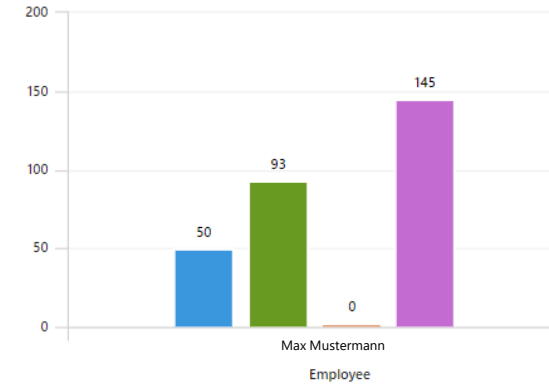
● Required ● Actual ● Max Score



Skill Level Base Onboarding

Grade by Employee

■ Actual Grade ■ Required Grade ■ Self Rating ■ Max Score



Skill Level Base Onboarding

New Skill Level Refresh Flow ▾

Status Reason ▾ Employee ▾ Name ▾ Skill ▾ Required Grade ▾ Actual Grade ▾

Stay on top of your learning!

Search Viva Learning

Assigned to you (8) Recommended to you (15) Bookmarked (3) Collections (3) In progress (3) 2 more



React Native: Getting Started

Hendrik Swanepoel

Course

From Discipline Owner
Due 11/07/22



Leading Remote Projects and Virtual Teams

Cyndi Snyder Dionisio

Course

From MCAPS Academy
Due 11/07/22



Building Relationships While Working at Home

Devon Lane

Course

From Discipline Owner
Due 11/15/22

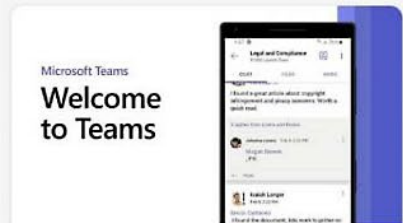


Understanding and Applying Leadership Styles

Stephen Haunts

Course

From MCAPS Academy
Due 11/20/22



Welcome to Microsoft Teams

Scott Allen



Self-assessing your Emotional Intelligence

Alan Ackmann



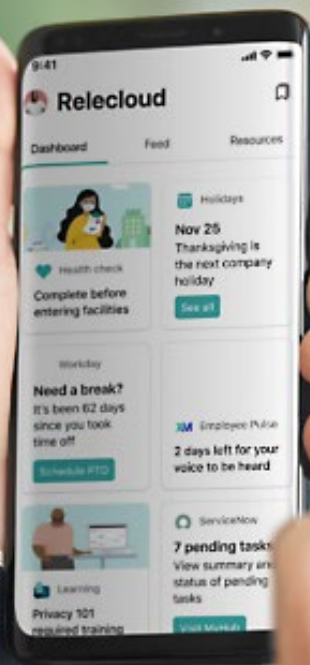
Corporate entrepreneurship

Jose Ernesto Amoros Espinosa



Adaptability and Resiliency

Laurie Cozart



9:41

Relecloud

Dashboard Feed Resources



Health check
Complete before entering facilities

Holidays

Nov 25
Thanksgiving is the next company holiday
[See all](#)

Workday

Need a break?
It's been 62 days since you took time off

[Schedule PTO](#)

Employee Pulse

2 days left for your voice to be heard



Learning

Privacy 101
required training

ServiceNow

7 pending tasks
View summary and status of pending tasks

[View More](#)

Onboarding

Dynamics 365 Finance & Operation

- Microsoft F&O HR Onboarding
- Hubdrive HR Power Extension Onboarding
- Hubdrive HR Power Extension Training & eLearning
- Microsoft Viva Learning
- Microsoft Viva Connections

Dynamics 365 Business Central

- Hubdrive HR Power Extension for Onboarding
- Hubdrive HR Power Extension Training & eLearning
- Microsoft Viva Learning
- Microsoft Viva Connections

Power Platform / Dynamics 365 CE

- Hubdrive HR for Dynamics
- Recruiting & Onboarding
- Training & eLearning
- Microsoft Viva Learning
- Microsoft Viva Connections

No Microsoft Business Platform yet

- Start with Microsoft Power Platform and Hubdrive HR for Dynamics



Benefits

- Simplify organization of tasks for onboarding
- Digitize collection of employee data
- Increase efficiency for all participating stakeholders
- Increase comfort and transparency for the employees
- Automate the reporting of onboarding progress

Staff Administration & Automation

Adjusting workflows within the Power Platform

User View

Erstellen Löschen Aktualisieren Verarbeiten Zuweisen Freigeben Link per E-Mail senden Flow Word-Vorlagen Bericht ausführen Bewertung

1: Neu 2: Initiale Beurteilung 3: Feedback Vorgesetzter 4: Telefoninterview 5: Persönliches Interview 6: Vertragsverhandlung

To change the sort order of workflow steps...

Customizing View

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

Bewerbung 1: Neuer Bewerber Bewerbung 2: Initiale Beurteilung Bewerbung 3: Feedback Vorgesetzter Bewerbung 4: Telefoninterview Application 5: Face-to-Face Interview Application 6: Contract Negotiation

... just move the elements via Drag & Drop !

- Home
- Create
- Templates
- Learn
- My flows
- Approvals
- Solutions
- Process mining
- AI hub
- Desktop flow activity
- More
- Power Platform

Let's automate something. What should it do?

Get started by selecting an example or describing your own automation idea.

Every month, copy all files from OneDrive folder to another OneDrive folder

Copy all rows from an Excel file to another excel file with a click of a button

When a new item is created in SharePoint, send me an email

Describe in detail how you want your automation to work

Generate

Copilot is new technology that is still being developed. It is optimized for use with English language and has limited support with other languages. As such, parts of it may appear in English rather than your preferred language. [Learn more](#)

When a new employee is hired send me an Email notification

Send me an Email when an Employee has more than 15 sick leave days

Learning for every level [See all](#)

- Analyze process mining reports in Power Automate
 Beginner 45 min
- Register for free 1-day automation workshop
 Beginner 8 hr
- Automate processes with Robotic Process...
 Intermediate 2 hr 5 min
- Improve business performance with AI...
 Beginner 6 hr 56 min

Send me a teams message when one of my direct reports has his birthday

Boost your productivity and throughput with work queues

The new way of managing workloads and ensuring timely completion of prioritized work.

Create your first work queue



More to explore in Power Automate

Staff Administration & Automation

Dynamics 365 Finance & Operation

- Microsoft F&O Core HR
- Microsoft Power Automate

Dynamics 365 Business Central

- Microsoft Business Central Core HR
- Microsoft Power Automate

Power Platform / Dynamics 365 CE

- Hubdrive HR for Dynamics
- Microsoft Power Automate

No Microsoft Business Platform yet

- Start with Microsoft Power Platform and Hubdrive HR for Dynamics



Benefits

- Digitize administrative HR processes
- Digitize the creation and storage of documents
- Automate processes for employees, supervisors and HR staff
- Increase efficiency and comfort for employees and supervisors in removal of IT islands

Leave & Absence

5.0 d: Vacation

Leave Request · HR Manager Form

Morrison, Paul
Employee

5.0
Days

Approved
Status Reason

0: Enter Leave 2: Approval

Calendar Summary Related

Employee L...

Search for records

- Full Name ↑
- Anderson, Patrishia
- Campbell, Scott
- Clark, Steven
- Collins, James
- Moore, Peter
- Morrison, Paul
- Smith, Tori
- Underwood, Tiffany

Start: 2/16/2020 End: 3/12/2020 Export to Excel

February 2020														March 2020					
Su	Mo	Tu	We	Th	Fr	Sa	Su	Mo	Tu	We	Th	Fr	Sa	Su	Mo	Tu	We	Th	Fr
16	17	18	19	20	21	22	23	24	25	26	27	28	29	1	2	3	4	5	6

LEAVE SUMMARIES

- PM Vacation 4.00 Days
- PM Vacation 21.00 Days
- PM Overtime -2.17 Hours
- PM Overtime 29.52 Hours

My Leave Requests

Search for records

Status Reason	From	Until	Days	Absence Type	All Day Event
In Progress	2/25/2020	2/27/2020	3.0	Vacation	Yes
Approved	5/11/2020	5/19/2020	7.0	Vacation	Yes



Employee Self-Services

Conversation About

How can I help you regarding your leave request?

Remaining Leave

Apply for Leave

2:43 PM
Apply for Leave



a7d0373d-c6e7-4e51-9f5b-9fac6411a6d1 2:43 PM
Ok, when do you want to go on leave

2:43 PM
11/27/2019



a7d0373d-c6e7-4e51-9f5b-9fac6411a6d1 2:43 PM
Until when do you want to go on leave

2:43 PM
11/29/2019



a7d0373d-c6e7-4e51-9f5b-9fac6411a6d1 2:43 PM
Great, let me quick create your leave request for you.

You now have 4 days of leave left.

Should I send your leave request for approval?

Yes, please.

No, please save it as draft.

Leave & Absence

Dynamics 365 Finance & Operation

- Microsoft F&O Core HR
- Optional: Hubdrive HR Power Extension for Leave & Absence

Dynamics 365 Business Central

- Hubdrive HR Power Extension for Leave & Absence

Power Platform / Dynamics 365 CE

- Hubdrive HR for Dynamics

No Microsoft Business Platform yet

- Start with Microsoft Power Platform and Hubdrive HR for Dynamics



Benefits

- Digitize request and approval of leave/time off
- Increase automation level on approval of leave requests
- Provide more comfort to employees for requesting leave and getting faster responses
- Increase efficiency for supervisors an approval and monitoring of employee leave
- Automate provisioning of annual leave and carry forward of remaining leave

Time & Attendance

Dynamics 365 Chat My Dashboard Settings Help About

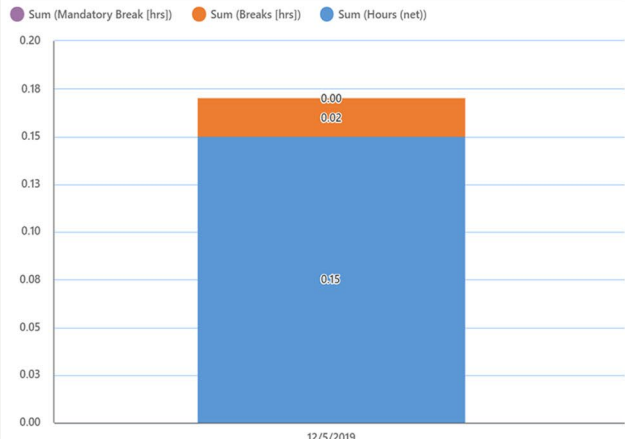
+ New Delete Refresh Process Modify Leave Request Assign Share Email a Link Flow Word Templates

Virtual Time Clock Dashboard

Start Start Break

End End Break

Attendance Today



Employee L...

Search for records

- Full Name ↑
- Anderson, Patrisha
- Campbell, Scott
- Clark, Steven
- Collins, James
- Moore, Peter
- Morrison, Paul
- Smith, Tori
- Underwood, Tiffany

Start: 2/16/2020 End: 3/12/2020 Export to Excel

February 2020														March 2020					
Su	Mo	Tu	We	Th	Fr	Sa	Su	Mo	Tu	We	Th	Fr	Sa	Su	Mo	Tu	We	Th	Fr
16	17	18	19	20	21	22	23	24	25	26	27	28	29	1	2	3	4	5	6

My Leave Requests

Status Reason	From	Until	Days	Absence T
In Progress	2/25/2020	2/27/2020		3.0 Vacation
Approved	5/11/2020	5/19/2020		7.0 Vacation
Approved	8/24/2020	9/11/2020		14.0 Vacation

Time & Attendance

Dynamics 365 Finance & Operation

- Hubdrive HR Power Extension for Time & Attendance
- Hubdrive Time Clock Integration for Datafox & DormaKaba

Dynamics 365 Business Central

- Hubdrive HR Power Extension for Time & Attendance
- Hubdrive Time Clock Integration for Datafox & DormaKaba

Power Platform / Dynamics 365 CE

- Hubdrive HR for Dynamics
- Hubdrive Time Clock Integration for Datafox & DormaKaba

No Microsoft Business Platform yet

- Start with Microsoft Power Platform and Hubdrive HR for Dynamics



Benefits

- Provide more comfort to employees for time tracking in all situations
- Increase efficiency for supervisors to check and approve time entries
- Achieve compliance with EU law also for remote workers


Self-Service


- Home
- Recent
- Pinned
- My Work**
- Dashboards
- Activities
- My HR Request
- My Scorecard
- List of Employees
- Time & Attendance**
- Virtual Time Clock
- Attendance
- Daily Summaries
- Time Sheets
- Time Summaries
- Leave & Absence**
- Leave Requests
- Leave Summaries
- Absence Calendar
- My Data**
- Employee Data
- 360° Review
- 360° Feedbacks
- Education
- Internal Vacancies
- My Applications
- Hiring Team Feed...
- Training**


Set As Default Refresh All


Share

Employee Cockpit


Create New Leave Request


Create New HR Request


My Employee Data


Show Hierarchy

Virtual Time Clock

Start Work

End Work

Start Remote Work

End Remote Work

Start Break

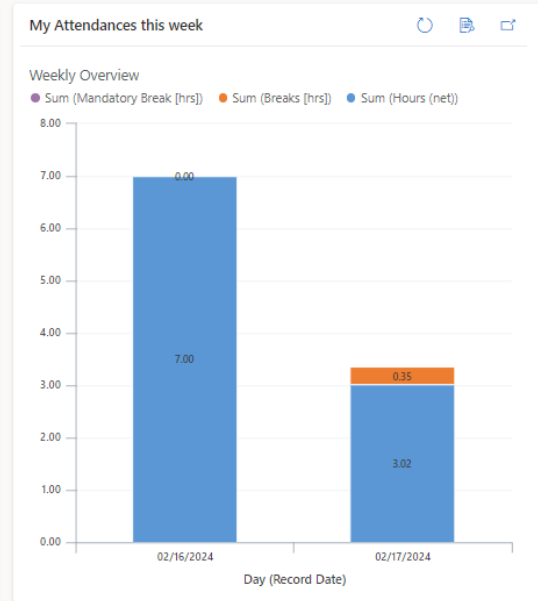
End Break

Start Offsite Work

End Offsite Work

Start Travel

End Travel



Birthday List

Birthday	Full Name
04/19/2024	Morrison, Paul
05/27/2024	Clark, Steven
06/03/2024	Underwood, Tiffany
06/06/2024	Collins, James
10/08/2024	Smith, Tori
01/03/2025	Bennett, Milly
01/20/2025	Anderson, Patricia

Active Announcements

Refresh

Filter by keyword

Title ↑ Announcement Date ↓

New employee photos will be taken	01/18/2023
-----------------------------------	------------

ABC 1 - 1 of 1

My Substitutions

+ New Refresh

Filter by keyword

My Leave Summary this and upcoming Ye...

Leave Entitlement vs. Remaining Leave by Employee



Search



Hubdrive



New chat



Copilot

For Microsoft 365

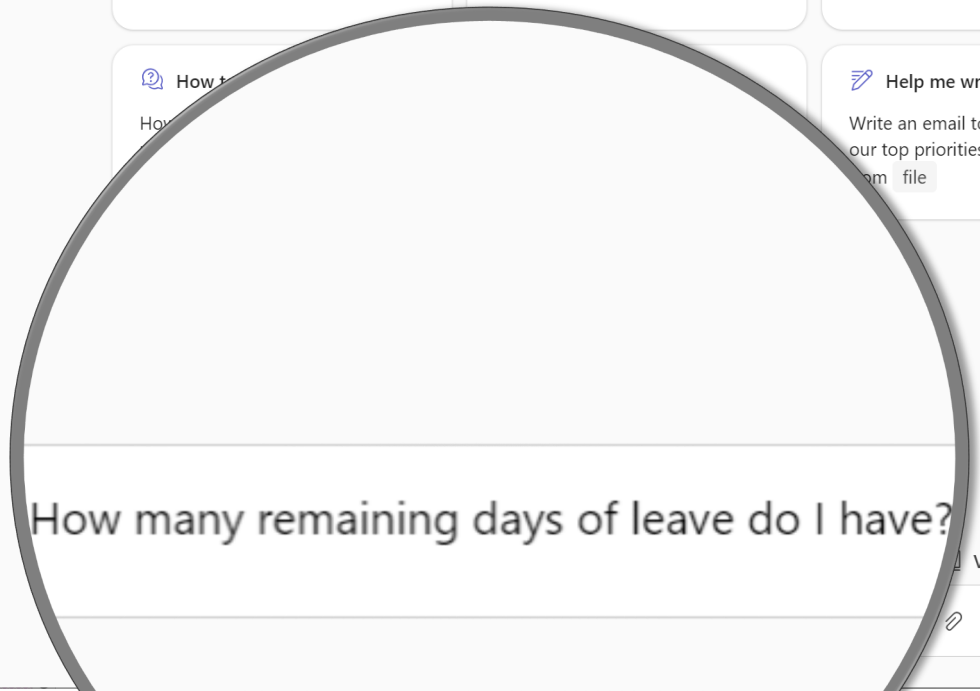
What's new?
What's the latest from person , organized by emails, chats, and files?

Get key info
List key points from file

Draft an FAQ
Create an FAQ based on file

How to
How to

Help me write
Write an email to my team about our top priorities for next quarter from file



How many remaining days of leave do I have?

View prompts



Self-Service

Dynamics 365 Finance & Operation

- Microsoft F&O Core HR
- Hubdrive HR Power Extension for Self-Services
- Microsoft Copilot

Dynamics 365 Business Central

- Hubdrive HR Power Extension for Self-Services
- Microsoft Copilot

Power Platform / Dynamics 365 CE

- Hubdrive HR for Dynamics
- Microsoft Copilot

No Microsoft Business Platform yet

- Start with Microsoft Power Platform and Hubdrive HR for Dynamics



Benefits

- More comfort for employees in accessing and updating data
- Digitalization and automation of HR requests
- Efficiency increase on approvals by supervisors and HR managers

Talent & Performance Management

- Process Assignme...
- Positions
- Compensation
 - Wages
 - Payments
 - Payment Summari...
 - Achievements
 - Commissions
 - Commission Rules
- Travel & Expenses
 - Travels
 - Receipts
- Talent Management
 - Skills
 - Review Distributio...
 - Reviews
 - 360° Feedbacks
 - Potential Analysis
 - Job History
 - Education
- Training
 - Training Demand
 - Training Calendar
 - Trainings

Read-only This record's status: Inactive

← + New Activate Delete Refresh Check Access Export to PDF Process Share

Manager/Employee - 02/18/2024 - Saved

Review Distribution

Distribution Status Reason: 0 Reviews Distributed | 0 Reviews Completed | 0 Reviews Pending

Progress bar: Planning (checked) | Distribution

Affected Employees | **Reviews** | Related

Refresh

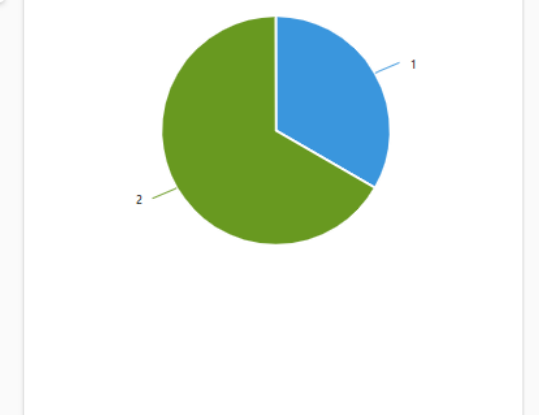
Employee	Manager
<input type="checkbox"/> Beyer, Milena	Mader, Hannelore
<input type="checkbox"/> Casini, Edgar	Bonderman, Robert
<input type="checkbox"/> Mader, Hannelore	Casini, Edgar

Rows: 3

Review - Review Distribution View

Review Status

- In Progress
- Planned



Review Distribution Process - HR Management [Multilingual] - xRM1

Completed in less than one minute

Distribution Stage: Completed

Prefill All Employees: No

Distribution Type: Manager/Emp...

Plan Distribution: On 02/18/2024

Review Template: Same template...

Select Template: Annual Review

Due Date: 02/23/2024

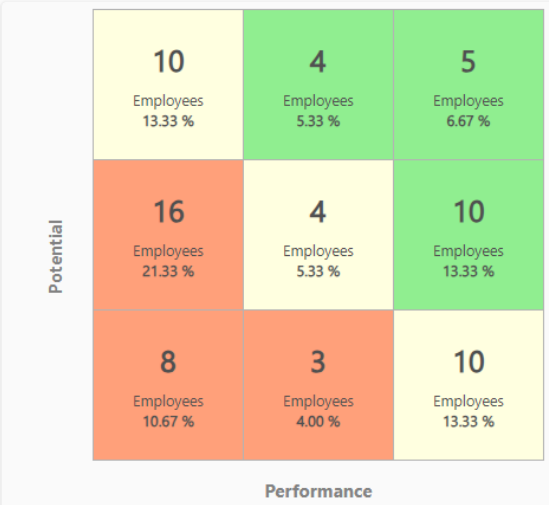
Finished

- Process Assignme...
- Positions
- Compensation
 - Wages
 - Payments
 - Payment Summari...
 - Achievements
 - Commissions
 - Commission Rules
- Travel & Expenses
 - Travels
 - Receipts
- Talent Management
 - Skills
 - Review Distributio...
 - Reviews
 - 360° Feedbacks
 - Potential Analysis**
 - Job History
 - Education
- Training
 - Training Demand
 - Training Calendar
 - Trainings
 - Training Events
 - Training Categories
 - Training Providers

← Set As Default Refresh All

Share

Performance Potential Analysis



Remove Filter

Full Name	Job Title	Department	Employment (years)
Abel, Tanja		Honag Schweiz Training AG	16.1
Adam, Patricia	Project Assistance	Honag Germany Consulting	16.1
Anderson, Patrisha	Project Assistance	Honag US Consulting	16.1
Baker, Joseph		Honag Hawaii Training Limi...	14.8
Bennett, Milly	Working Student HR	Honag US Consulting	3.1
Beyer, Milena	Werkstudent HR	Honag Germany GmbH	3.1
Bonderman, Robert	CEO	Honag Canada Central Cor...	14.5
Brown, Daniel	Division Director	Honag Hawaii Training Limi...	14.9
Campbell, Scott	Senior Consultant	Honag US Consulting	16.1
Carter, Ethan	Executive Consultant	Honag US CRM International	15.0
Casini, Edgar	Executive Consultant	Honag Germany GmbH	15.0
Christ, Jörg	Junior Consultant	Honag Germany Consulting	16.1
Claasen, Sebastian	Senior Consultant	Honag Germany Consulting	16.1
Clark, Steven	Senior Consultant	Honag US Consulting	16.1
Collins, James	Junior Consultant	Honag US Consulting	16.1
Connor, Peter	Senior Consultant	Honag Canada Central Cor...	16.1
Conrad, Simon	Senior Consultant	Honag Germany Consulting	16.1
Csallner, Hendrik		Honag Schweiz Training AG	16.1
Davis, Joshua		Honag Hawaii Training Limi...	16.1
Davis, Sean	Senior Developer	Honag US Technics	16.1

Talent & Performance Management

Dynamics 365 Finance & Operation

- Hubdrive HR Power Extensions for Talent & Performance Management

Dynamics 365 Business Central

- Hubdrive HR Power Extensions for Talent & Performance Management

Power Platform / Dynamics 365 CE

- Hubdrive HR for Dynamics

No Microsoft Business Platform yet

- Start with Microsoft Power Platform and Hubdrive HR for Dynamics



Benefits

- Automate evaluation and documentation of performance reviews
- Increase efficiency on reporting and monitoring of completed reviews
- Increase efficiency on performing reviews for supervisors and employees
- Automate the feedback of required trainings
- Increase efficiency to identify top talents and low performers

Training & eLearning

Save
 Save & Close
 New
 Deactivate
 Delete
 Refresh
 Check Access
 Assign
 Flow

Communication & Presentation Sales Fundamentals - Saved

Training Plan · Template Creator ▾

General Related ▾

Trainings

Add Existing Training Refresh

Status Reas... ↑	Name ↑	Duration	Trainer	Provider	Exam	Certificate
Planning	Prospect Excitement Summary	2 hours	Tobias Konrad	Hubdrive	Prospect Excitement	Communication & Presentation Sales
Planning	Success Factors	2 hours	Tobias Konrad	Hubdrive	Success Factors	Communication & Presentation Sales
Planning	Stairs of Liability	0 minutes	Tobias Konrad	Hubdrive	Stairs of Liability	Communication & Presentation Sales
Planning	USPs and Competition	2 hours	Tobias Konrad	Hubdrive	USPs and Competition	Communication & Presentation Sales
Planning	Insights MDI fundamentals	2 hours	Bernd Lachner	Hubdrive	Insights for Sales	Communication & Presentation Sales
Planning	Buying Personas for Sales	5,25 hours	Tobias Konrad	Hubdrive	Buying Personas for S...	Communication & Presentation Sales
Planning	Social Media Competence for Sales	2,75 hours	Tobias Konrad	Hubdrive		Communication & Presentation Sales
Planning	Telephone Skills	0 minutes	Tobias Konrad	Hubdrive	Telephone Skills for S...	Communication & Presentation Sales

- Skill Levels
- Review Distributio...
- Reviews
- 360° Feedbacks
- Potential Analysis
- Job History
- Educations
- Training**
 - Training Demand
 - Training Calendar
 - Training Plans
 - Learning Modules
 - Trainings
 - Learning Modules
 - Training Events
 - Exams
 - Training Categories
 - Training Providers
 - Certificates
 - Rollout Centers
- Overview

Stay on top of your learning!

Search Viva Learning

Assigned to you (8) Recommended to you (15) Bookmarked (3) Collections (3) In progress (3) 2 more



React Native: Getting Started
Hendrik Swanepoel

Course

From Discipline Owner
Due 11/07/22



Leading Remote Projects and Virtual Teams
Cyndi Snyder Dionisio

Course

From MCAPS Academy
Due 11/07/22



Building Relationships While Working at Home
Devon Lane

Course

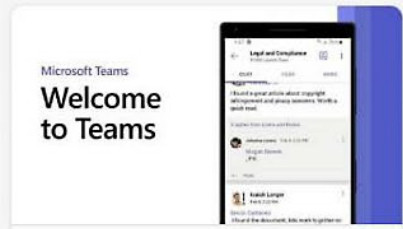
From Discipline Owner
Due 11/15/22



Understanding and Applying Leadership Styles
Stephen Haunts

Course

From MCAPS Academy
Due 11/20/22



Welcome to Microsoft Teams
Scott Allen



Self-assessing your Emotional Intelligence
Alan Ackmann



Corporate entrepreneurship
Jose Ernesto Amoros Espinosa



Adaptability and Resiliency
Laurie Cozart

Training & eLearning

Dynamics 365 Finance & Operation

- Hubdrive HR Power Extensions for Training & eLearning
- Microsoft Viva Learning
- Microsoft Viva Engage (ex Yammer)

Dynamics 365 Business Central

- Hubdrive HR Power Extensions for Training & eLearning
- Microsoft Viva Learning
- Microsoft Viva Engage (ex Yammer)

Power Platform / Dynamics 365 CE

- Hubdrive HR for Dynamics
- Microsoft Viva Learning
- Microsoft Viva Engage (ex Yammer)

No Microsoft Business Platform yet

- Start with Microsoft Power Platform and Hubdrive HR for Dynamics



Benefits

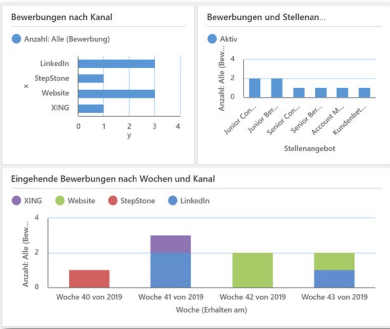
- More comfort for employees in requesting and accessing trainings
- Increase efficiency for supervisors in selecting and planning employee trainings
- Increase efficiency in planning and executing trainings
- Digitize trainings and training plans
- Increase efficiency on controlling and monitoring progress and learning success by supervisors and HR managers

Reporting & Analytics

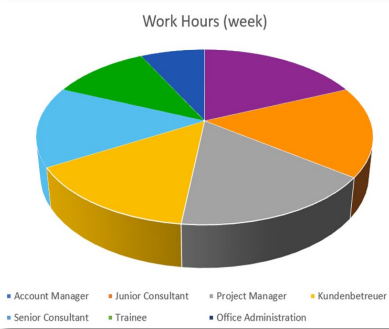
HR Analytics

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

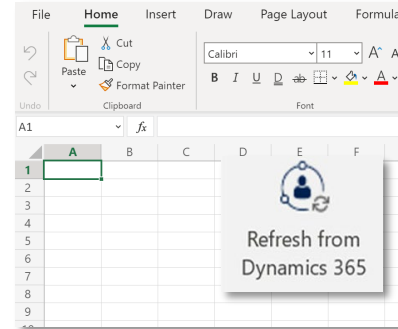
Dashboards in Teams



Excel - Export



Excel - Dynamic

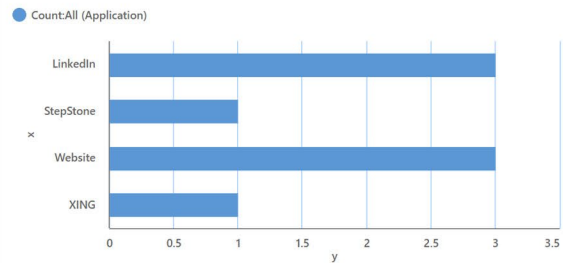


Power BI

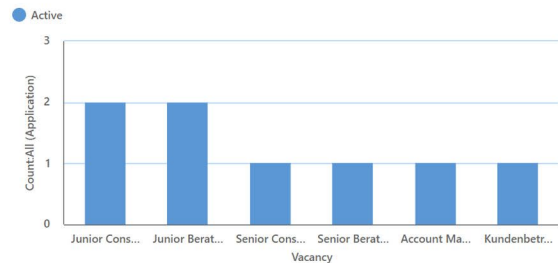


HR Recruiting Dashboard

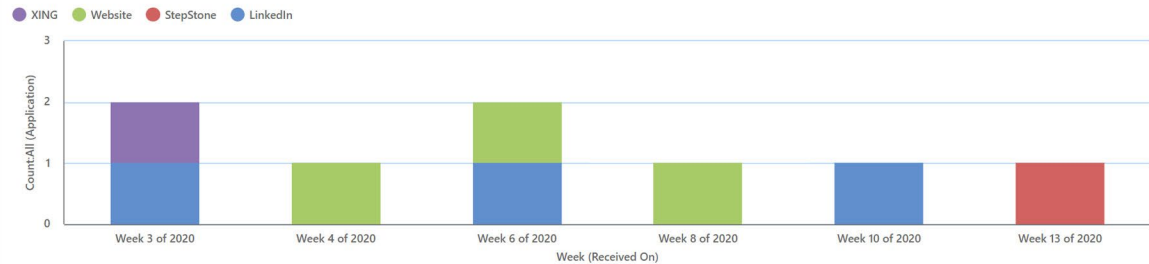
Applications by Channel



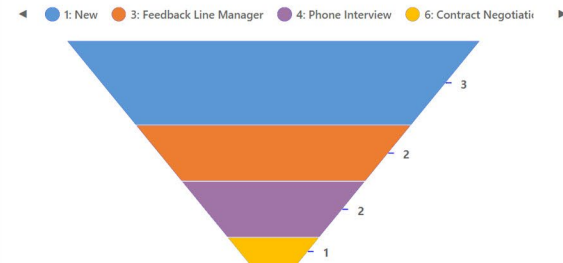
Applications per Job Profile



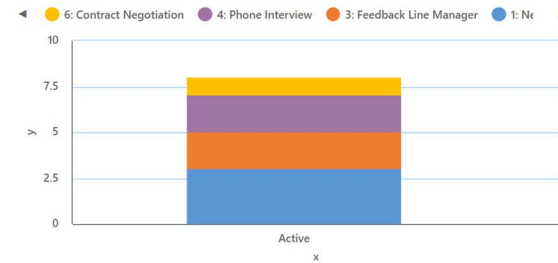
Incoming Applications per Week by Channel



Status Application Lifecycle



Applications by Status Reason



Other Queues and Views

View

3

New Received Applications

Filtered

View

8

Active Applications for Vacancy

Filtered

View

2

High Potential Applications

Filtered

View

6

Applications received in the last 3 m...

Filtered

Excel Analysis are always up-to-date

The screenshot shows the Microsoft Excel interface with the following elements:

- Table (rows 6-13):**

Name	Abteilung	Hierarchiestufe	Arbeitszeit (Woche)
Account Manager		Teamleiter	50,00
Junior Berater		Einstiegsniveau	45,00
Projektmanager		Teamleiter	45,00
Kundenbetreuer		Teamleiter	40,00
Senior Berater		Teamleiter	40,00
Trainee		Einstiegsniveau	30,00
Office Administration		Fachkraft	20,00

- Pie Chart (rows 14-32):** Titled "Arbeitszeit (Woche)", it visualizes the weekly working hours from the table. The legend includes: Account Manager Teamleiter (dark blue), Junior Berater Einstiegsniveau (orange), Projektmanager Teamleiter (purple), Kundenbetreuer Teamleiter (light blue), Senior Berater Teamleiter (yellow), Trainee Einstiegsniveau (green), and Office Administration Fachkraft (grey).
- Excel Ribbon:** The "Dynamics 365" group contains a button labeled "von Dynamics 365 aktualisieren" (refresh from Dynamics 365), which is highlighted by a red arrow pointing to the pie chart.

Your custom created Excel analysis stays connected to the HR software.

All your Excel tables and charts have the latest data from your system

Year 2022 | Month Apr | Business Unit All

Employees



Headcount

1,650

▲ 0.30%



Headcount by Contract



Headcount by Organisation Level



FTE

1,580

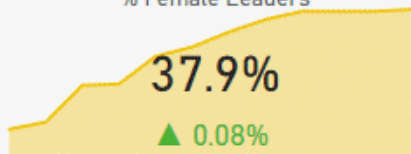
Diversity



% Female Leaders

37.9%

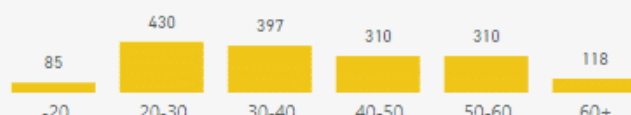
▲ 0.08%



Headcount by Gender



Headcount by Age Range



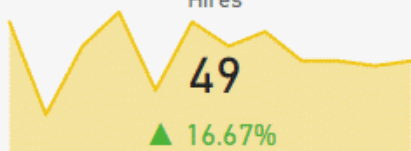
Hiring



Hires

49

▲ 16.67%



Hires by Contract Type



Hires by Age Range



Leave Days



Leave Taken

2,002

days



Leave Taken by Category



Absenteeism Rate

5.8%

Avg. Remaining Annual Leave

18.8

days per person

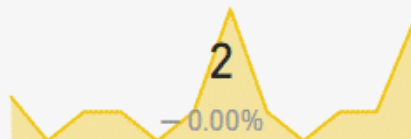
Termination



Terminations

2

-0.00%



Terminations by Category



Attrition Rate by Organisation Level



Attrition Rate by Tenure



Reporting & Analytics

Dynamics 365 Finance & Operation

- Microsoft Dynamics 365 F&O CoreHR
- Hubdrive HR Power Extensions
- Microsoft Excel
- Microsoft PowerBI

Dynamics 365 Business Central

- Microsoft Dynamics Business Central HR
- Hubdrive HR Power Extensions
- Microsoft Excel
- Microsoft PowerBI

Power Platform / Dynamics 365 CE

- Hubdrive HR for Dynamics
- Microsoft Excel
- Microsoft PowerBI

No Microsoft Business Platform yet

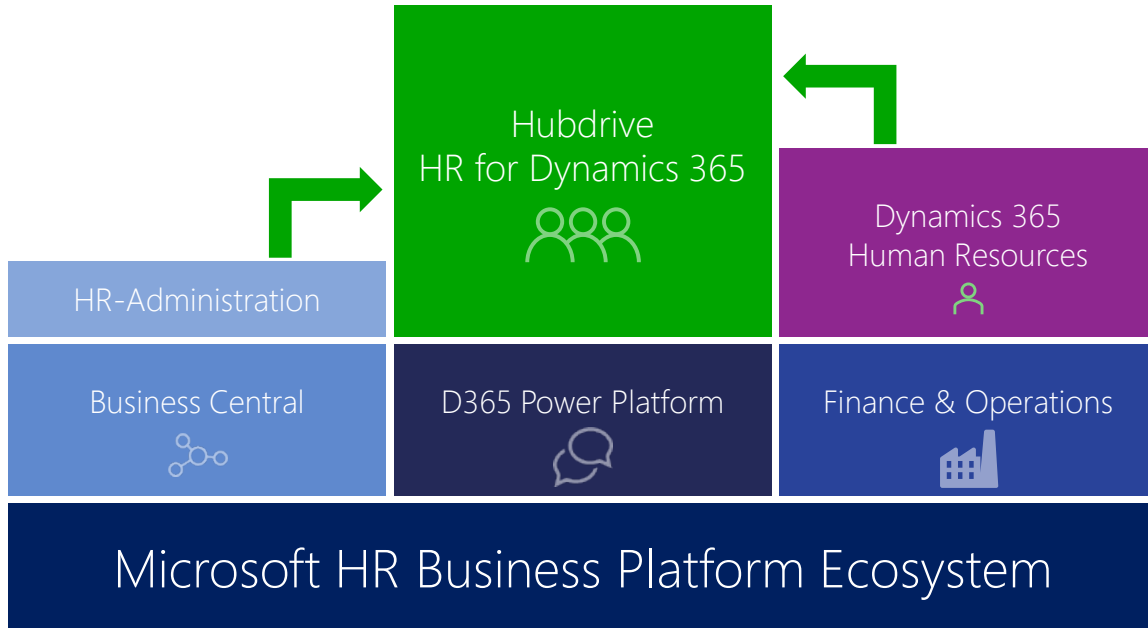
- Start with Microsoft Power Platform and Hubdrive HR for Dynamics



Benefits

- Automate the creation of reports and data analysis
- More comfort for managers and C-Level with self-service access to realtime dashboards
- Increase efficiency as individual Excel reports can be re-used with one-click data updates

Summary



Start improving your
HR processes today!