

# Payroll and Human Resources solution for MS Dynamics AX

## Service/solution

The Payroll and Human Resources solution for Microsoft Dynamics AX has been developed by Columbus IT Partner Estonia, which takes into account local legislation and market needs and is integrated into the Microsoft Dynamics AX software.

Columbus IT Partner Estonia provides rich functionality for up-to-date payroll and HR accounting processes. The solution is based on two modules:

- Wage
- Personnel

## Key indicators:

- Fully integrated payroll and HR accounting
- Payroll accounting based on employment relationship
- Primary data import from external systems
- User settings based on wages calculation; possibility of linking with other MS Dynamics AX modules
- System settings in accordance with the company's rules for the chart of accounts and profit and loss account
- Entries check before payroll confirmation
- Reports for state tax and statistics; electronic submitting
- Compulsory identity card information
- Unused vacation days and reserve accounts

The Payroll and HR solution is very flexible and users have exceptional freedom in making adjustments. The Columbus IT Partner Estonia Payroll and HR solution provides a reliable and logical payroll and accounting system.

## Benefits

The Payroll and Human Resources solution for MS Dynamics AX provides the company a complete system in order to help to achieve a complete overview of managing personnel and payroll accounting. The solution can be implemented according to the country's legislation rules (in Estonia, Latvia, Sweden etc.).

## References

Eesti Post AS, Wendre AS, Tallinna Kaubamaja Grupp AS, Tartu Linnavalitsus, Kuusakoski AS

## History, Facts and Future Development

Columbus IT Partner Estonia's experience in implementing the Payroll and HR solution stretches back to 1998, when the first solutions were developed for the product Concorde XAL. For the new generation product MS Dynamics AX, the Payroll module was first launched in 2001. The aim was that, in addition to the calculation of salaries, the system would be in line with the company's cost accounting system, and easily configurable and customizable, since business models vary greatly. Columbus IT Partner Estonia decided to introduce a payroll-based employment relationship with three periods (accrual, accounting and payment periods) to ensure the proper allocation of costs and the basis for reports. Enterprises often encounter situations where personnel department data differs from the data used in wage calculation and changes are not communicated from one accounting system to another. Therefore, payroll and personnel accounting have to be fully integrated with each other, in order to avoid double data entry and to ensure that all personnel changes are automatically reflected in the employee's salary. As data regarding former workers has to be maintained for several years after contracts have ended, a good accounting system has to provide the opportunity to change data so that the previously stored data can be preserved and archived.

All the new version introductions and the implementation of the legislative requirements are on behalf of Columbus IT Partner Estonia.

## Technologies

The Microsoft .NET and Microsoft SQL Server 2000 based system is integrated with Agresso ERP softwares and Oracle Business Suite.

## Partners, software development experience and contact

Columbus IT operates as a software and service company in the market for integrated business solutions based on Microsoft Dynamics – primarily for international, small and medium-sized companies. Columbus IT is one of the leading Microsoft Dynamics software companies, with a staff of over 1,000 in 27 countries, and with a total customer database of more than 5,000 small and medium-sized companies and units in large companies. Columbus IT is a Microsoft Gold Certified Partner and Microsoft Dynamics President's Club Member.

Read more at [www.columbusit.com](http://www.columbusit.com)

### Contacts:

**ARNE KAASIK**

+372 606 2600

[Columbus@columbusit.ee](mailto:Columbus@columbusit.ee)

[www.columbusit.ee](http://www.columbusit.ee)

### Republic of Estonia

Population – 1,34 million

Area – 45,228 km<sup>2</sup>

