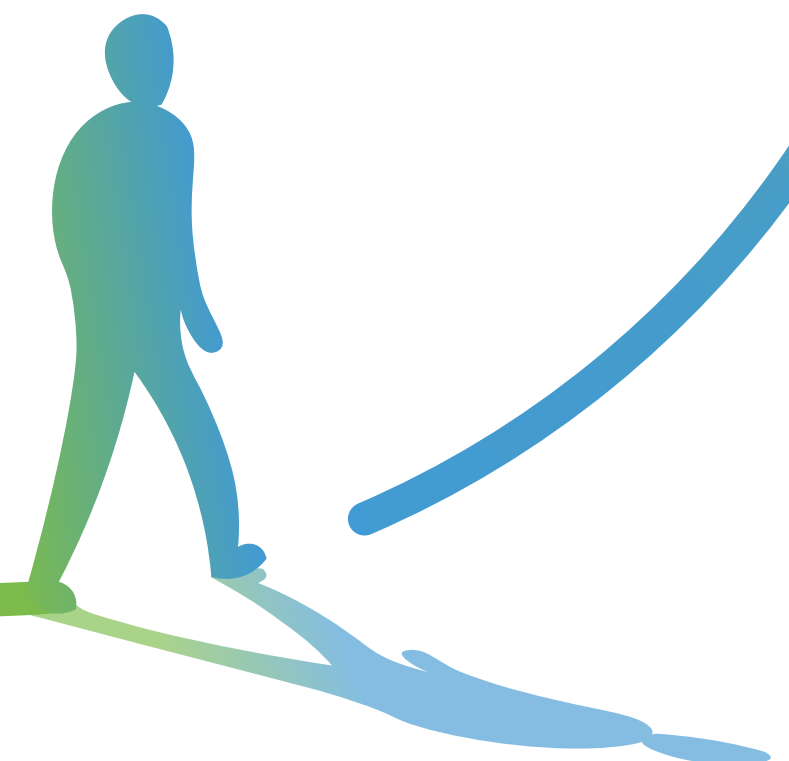


END TO END HR

Creating the ultimate
End-to-end HR solution



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Everything starts with HR

Do you ever get the feeling that your HR department isn't fully connected with your company's business? HR leaders often feel like their department could be adding so much more value throughout the company, if only they had the tools to integrate HR processes and data into all areas of the business. After all, human capital is at the core of every strategic move your company makes.

Unfortunately, many HR teams lack the tools they need to maximize their potential. Many companies are stuck using technologies and workflows that create a wall of separation around HR. As a result, HR performs its standard functions, but the company misses out on the deeper value that HR has to offer. What about the company's technology needs and strategic business planning, for example? Shouldn't HR have a seat at the table in those areas too?

HR-TEAM BUSINESS TECHNOLOGY EMPLOYEES

A different perspective

Fortunately, times are changing. [According to a 2022 survey by Gartner](#), investing in HR technology is the most common priority among HRMOs for the year ahead. With all this movement towards new technology, there's a growing trend towards purchasing HR solutions that enable HR to work more efficiently. Operational efficiency is definitely an improvement, but we believe that the best approach to HR technology must go beyond that: ideally, it should be an end-to-end approach.

End-to-end HR means using technology to meet the needs of stakeholders throughout the entire company: that means the HR team's needs, as well as employee needs, technology needs and business needs. This embeds HR into all areas of the business and makes HR processes easier for everyone to access. And it enables full alignment of HR strategy with the technology and business needs of the company.

The result of end-to-end HR is not only improved efficiency, but also a vast improvement in the employee experience and the ability to collect valuable data insights, every time employees interact with HR. In this paper, we share FourVision's approach to turning any company's HR technology into an end-to-end HR solution.

What is End-to-End HR?

In our experience as a Microsoft Gold Partner for over 10 years, we've learned that HR solutions need to serve many different roles within a company. That's why we've developed an end-to-end view of HR technology that seamlessly connects all **4 functional areas** that power every company. In addition, **Analytics & Reporting** are overarching processes that connect all the functional areas.

FUNCTIONAL AREAS

Talent Acquisition
Everything recruitment & hiring

Talent Management
Management from hire to retire

Organizational Excellence
From administrative to strategic HR

Employee Experience
People interacting with tools and people

Analytics & Reporting



Talent Acquisition

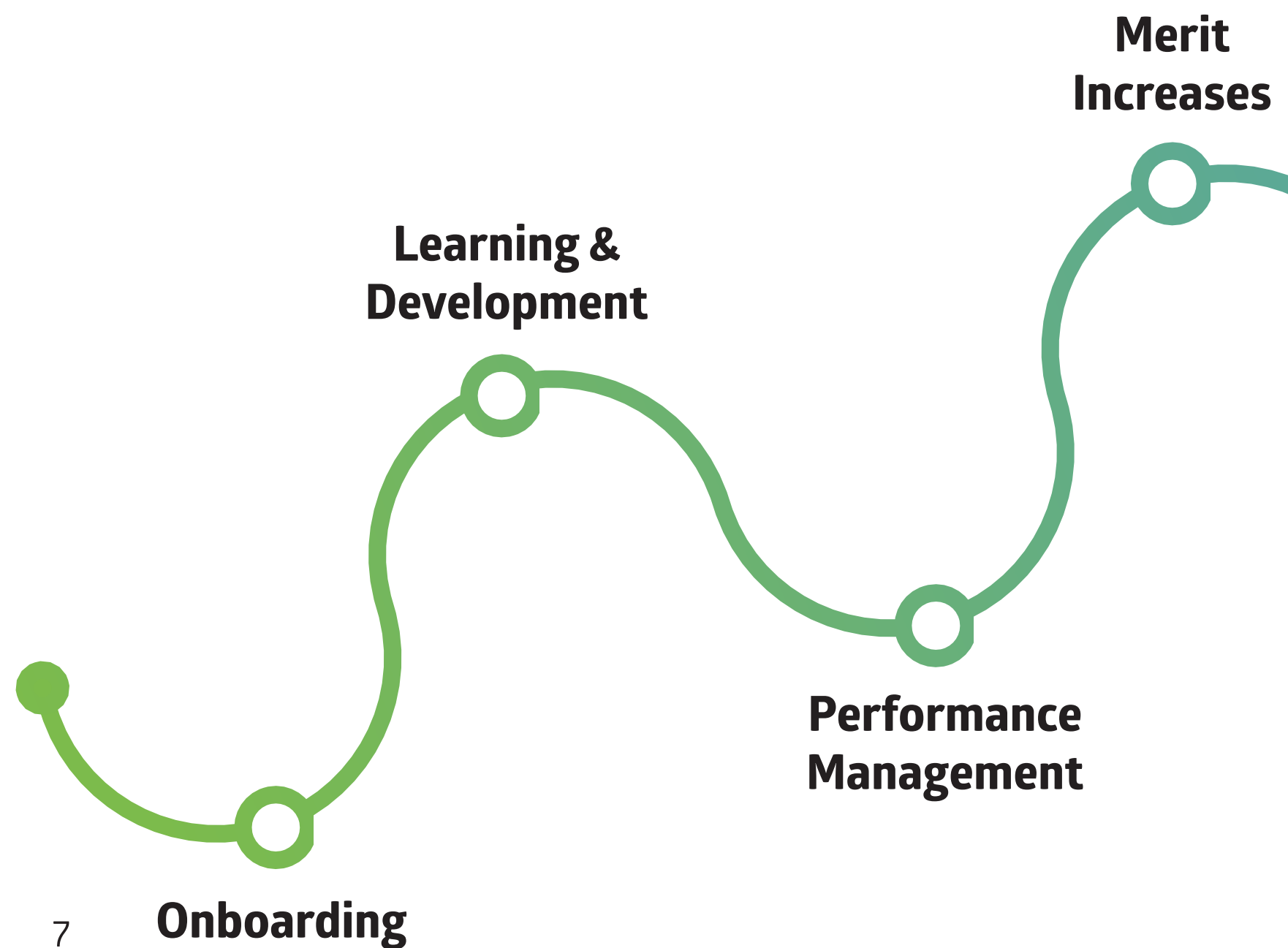
In today's tight labor market, it's harder than ever to attract the right talent. That means that providing the perfect candidate experience is crucial. Talent acquisition is one of HR's key tasks and it needs to be fully embedded in every company's technology infrastructure. **That means:**

- Creating effective lines of communication for job requisition
- Enabling strategic collaboration and communication between HR, hiring managers and candidates
- Connecting HR with Marketing and Branding to build employer branding and engaging careers sites
- Posting, monitoring and updating vacancies via the right channels to reach the right candidates
- Using seamless applicant management and Candidate Relationship Management (CRM) workflows throughout the hiring and interviewing process
- Optimizing every touchpoint that candidates have with your company, right up to the preboarding stage.

Talent Management

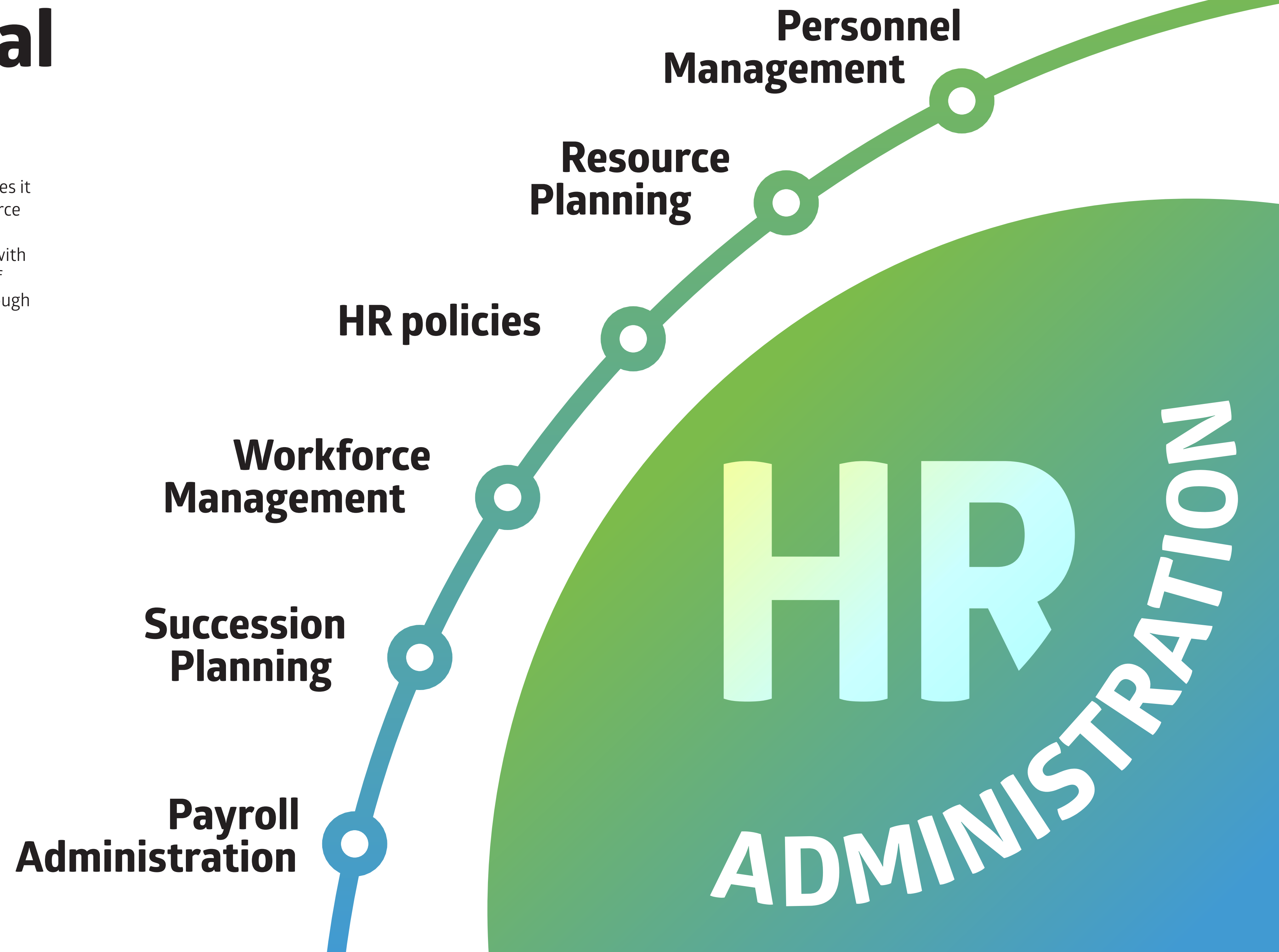
At many companies, outdated systems make it hard for HR to coordinate with all the different stakeholders involved in processes like onboarding, learning & development, performance management and merit-based salary increases. End-to-end HR turns your talent management into a streamlined process with no communication gaps. This ensures an efficient experience, which boosts employee satisfaction and helps employees keep on track with their professional growth.

Maximizing Employee Potential



Organizational Excellence

When HR is siloed off from the rest of the company, it makes it harder to perform crucial administration tasks like workforce planning and payroll. An end-to-end HR approach breaks down barriers between HR and all stakeholders involved with these key administrative processes. It creates clear lines of communication and lets everyone coordinate with HR through easy-to-use software tools.



Employee Experience

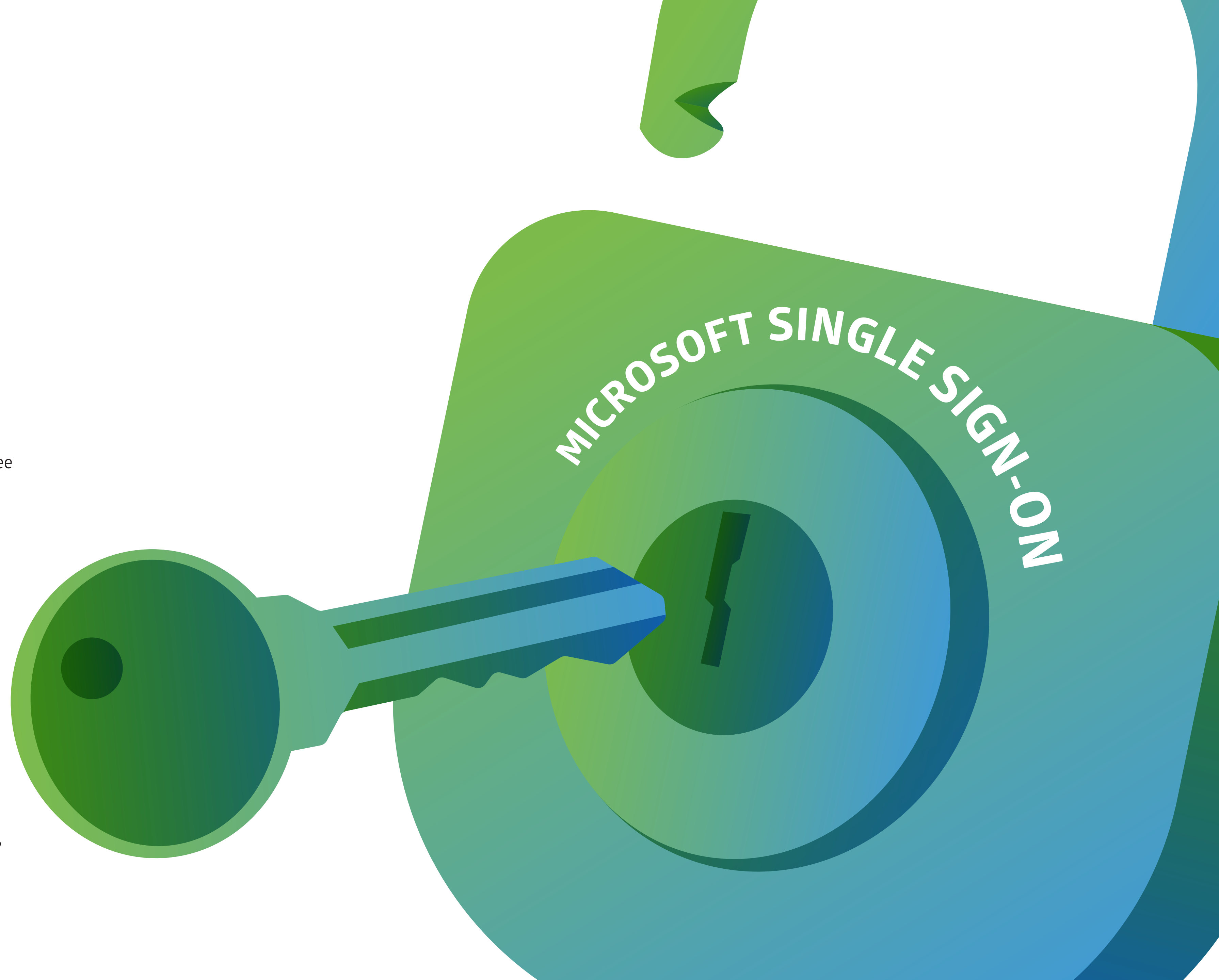
Many companies are still missing out on the opportunity to improve employees' day-to-day experience at work by leveraging the potential of HR data. The software tools and resources that employees use to do their job usually fall under the supervision of IT. Yet HR can serve as the missing link that gives employees seamless access to all the business applications and software tools they need.

With a single HR login, they can use all the tools and apps they need, instead of having to constantly flip back and forth between multiple systems and logins. The result: a hassle-free employee experience that improves satisfaction and engagement.

**Secure identity
management**

**Seamless employee
experience**

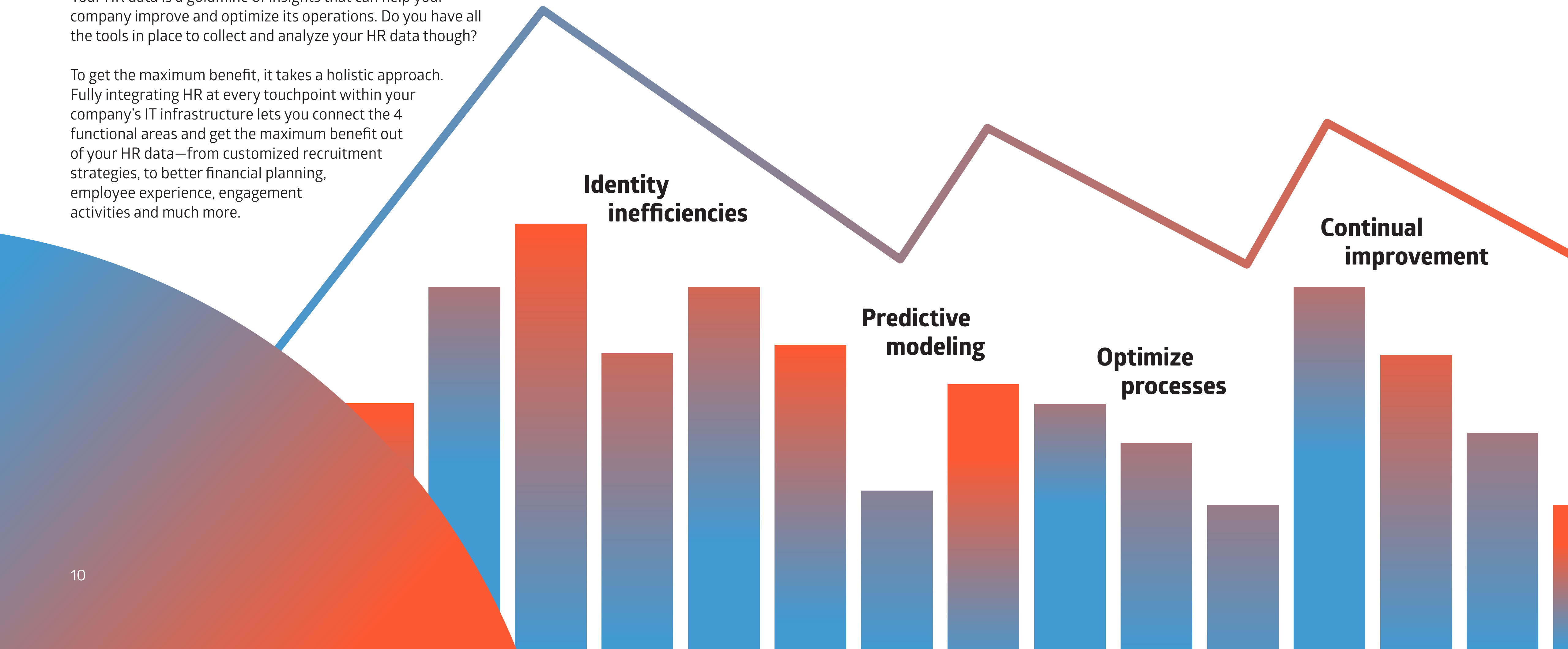
**Single sign-on for all
authorized systems
and apps**



Analytics & Reporting

Your HR data is a goldmine of insights that can help your company improve and optimize its operations. Do you have all the tools in place to collect and analyze your HR data though?

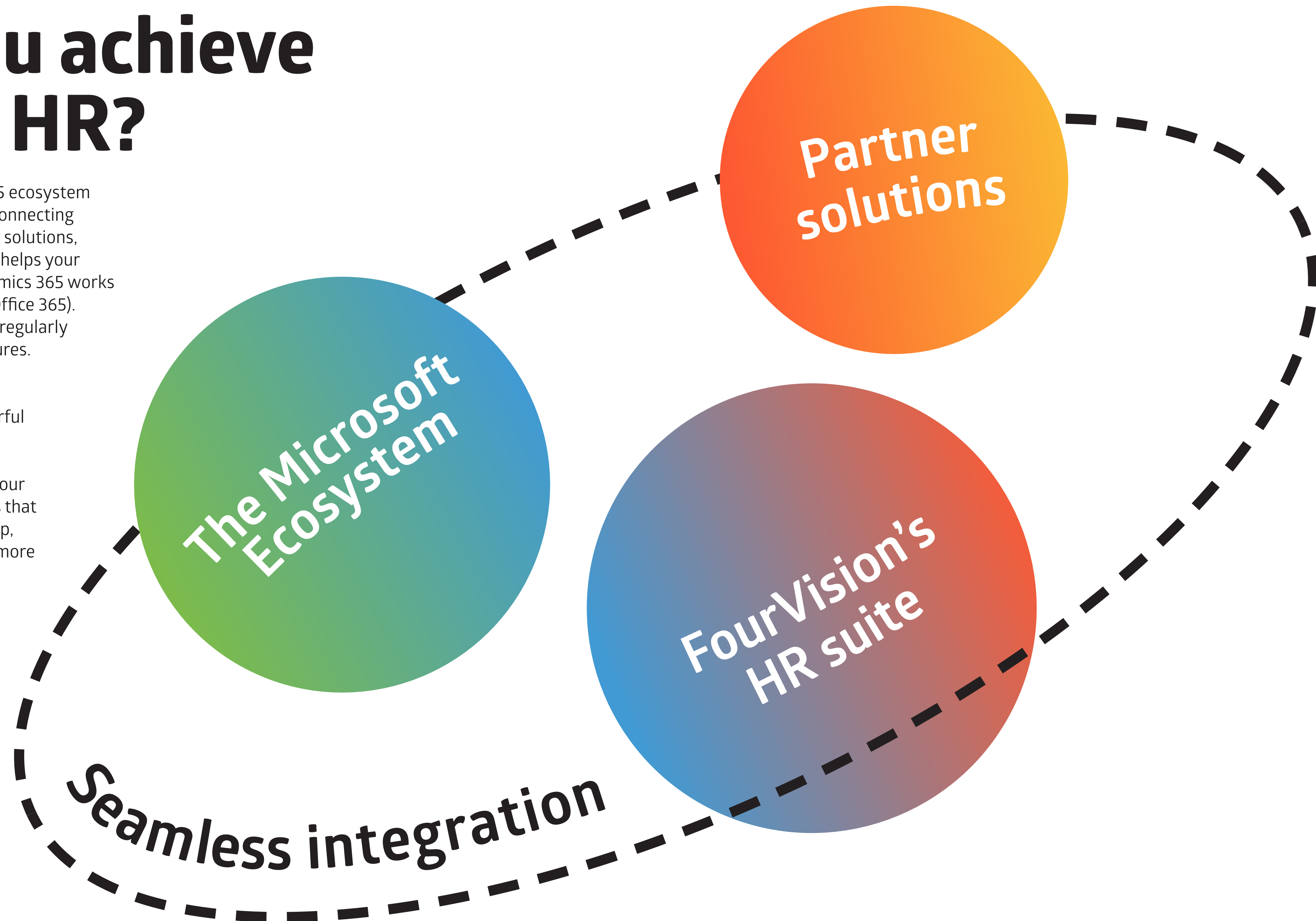
To get the maximum benefit, it takes a holistic approach. Fully integrating HR at every touchpoint within your company's IT infrastructure lets you connect the 4 functional areas and get the maximum benefit out of your HR data—from customized recruitment strategies, to better financial planning, employee experience, engagement activities and much more.



How can you achieve end-to-end HR?

Business software solutions like the Microsoft 365 ecosystem and Dynamics 365 provide a firm foundation for connecting HR throughout your company. Compared to other solutions, Microsoft excels in the platform that they offer. It helps your company maximize its investment, because Dynamics 365 works hand in hand with Microsoft 365 tools (formerly Office 365). It's also a future-proof system because Microsoft regularly provides updates to integrate new tools and features.

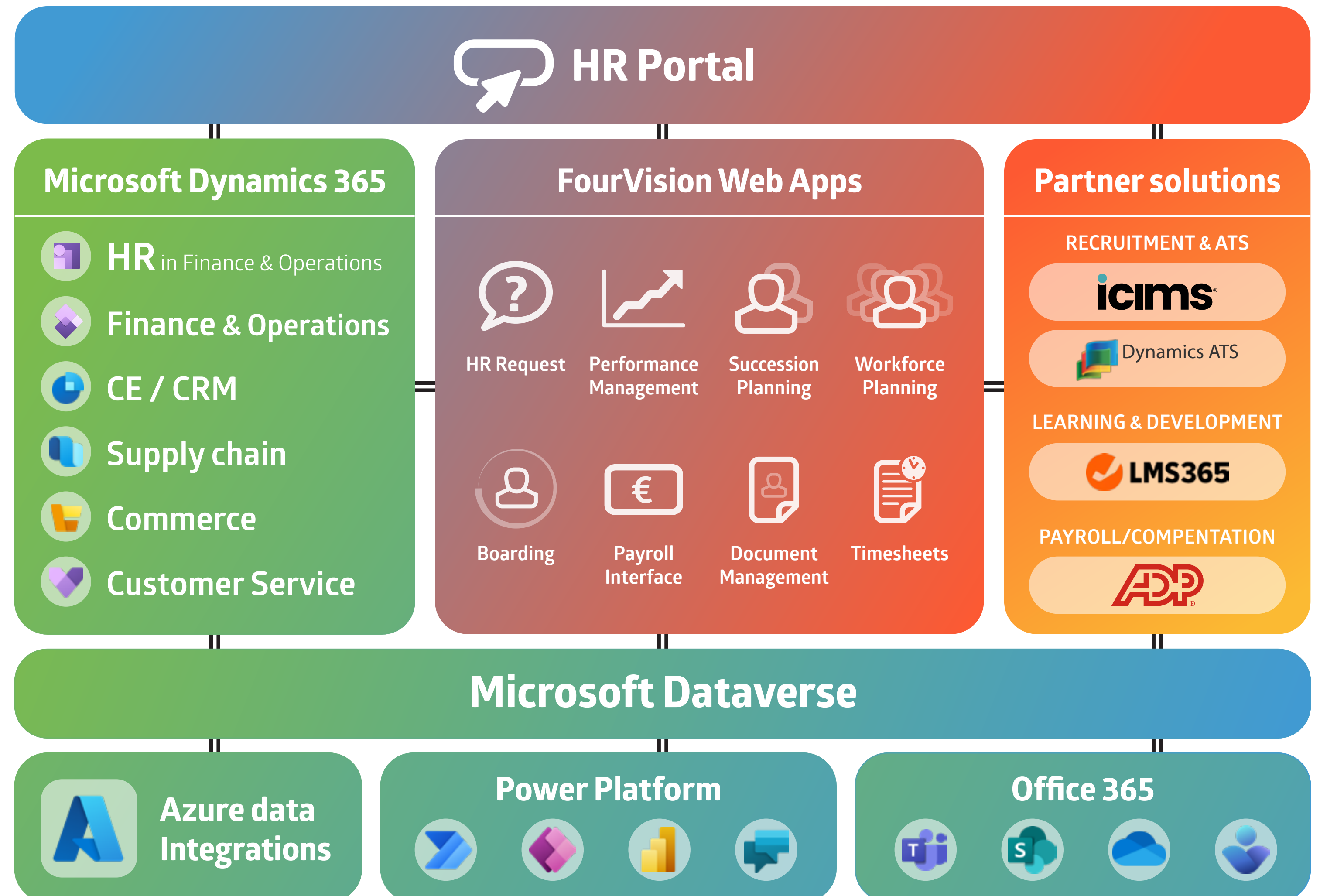
One of the main benefits of using Microsoft's HR management software is that it gives you a powerful platform that you can customize to meet your exact needs. FourVision builds onto the core HR functionalities of Dynamics 365 F&O. We develop our own web apps to specifically incorporate features that are missing from the standard Dynamics 365 setup, or to optimize standard features and make them more efficient and user friendly. We also offer solutions created by our partners which fully integrate into the Dynamics 365 platform.



What does an end-to-end HR solution look like?

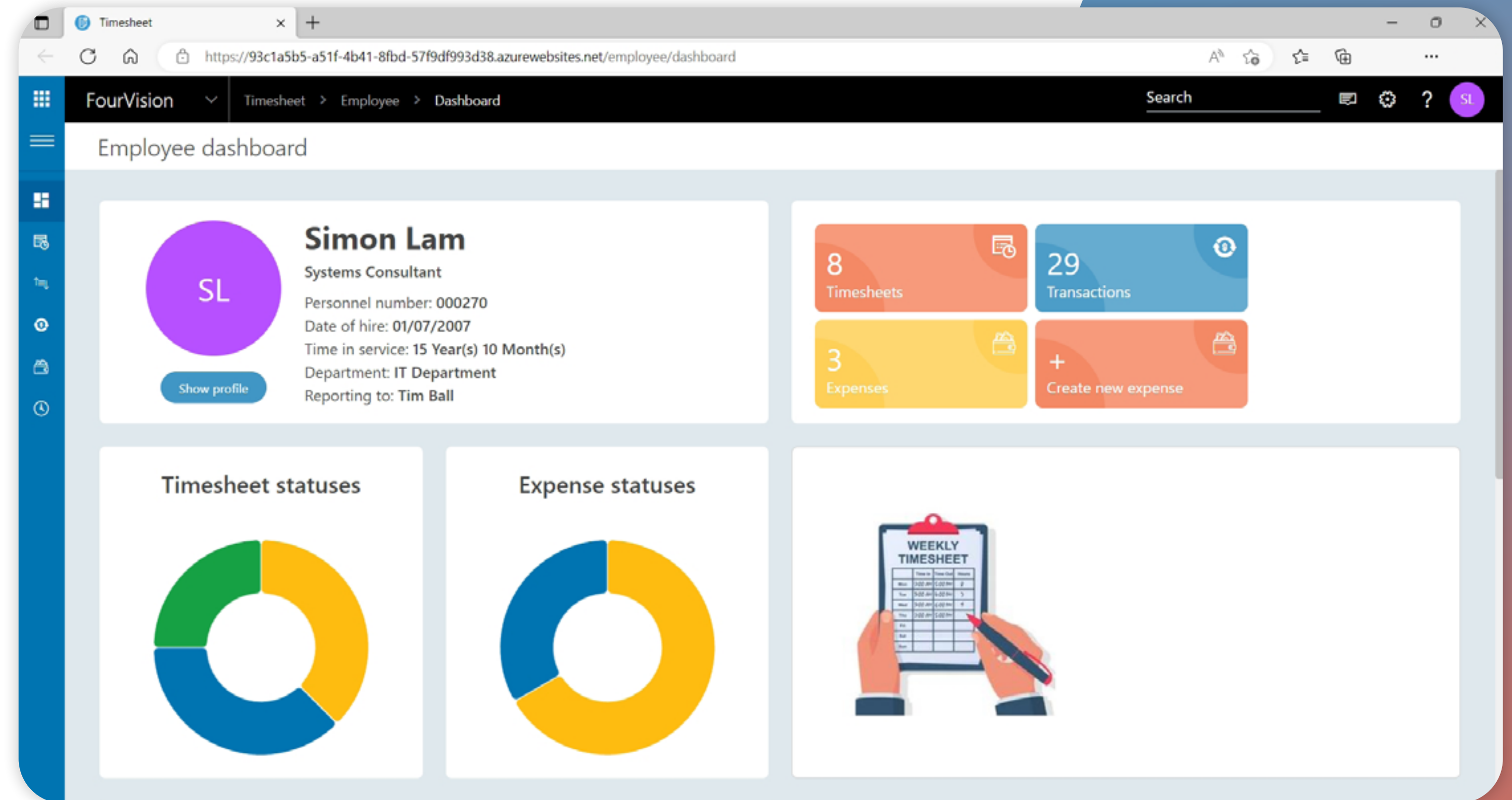
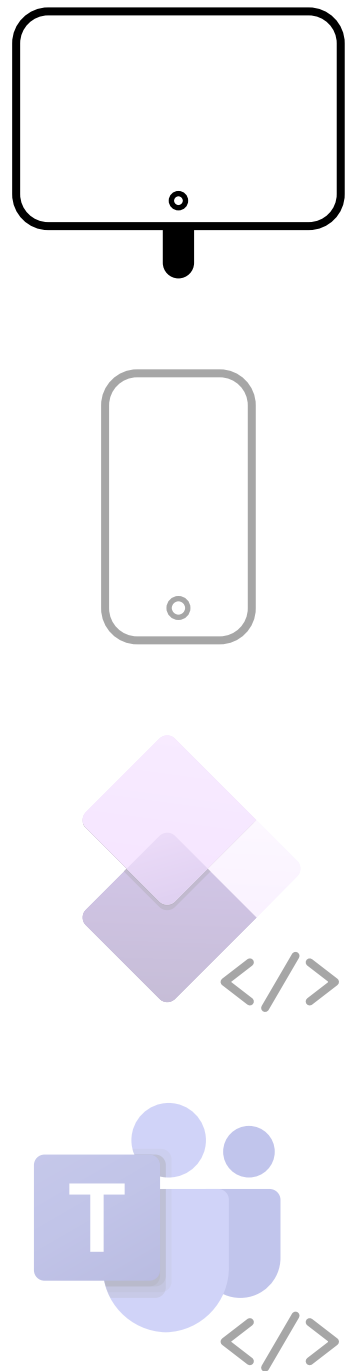
In practice, your end-to-end HR solution can be designed to cater to your company's structure and workflows:

- Whichever functionalities are missing from your current HR software solution can be filled in with FourVision web apps or integrations from our partners.
- Every component is designed for optimal, seamless integration, so your HR team and employees enjoy an easy, clutter-free user experience.
- This holistic approach to HR technology provides maximum benefits in terms of efficiency, employee experience and data analytics capabilities.



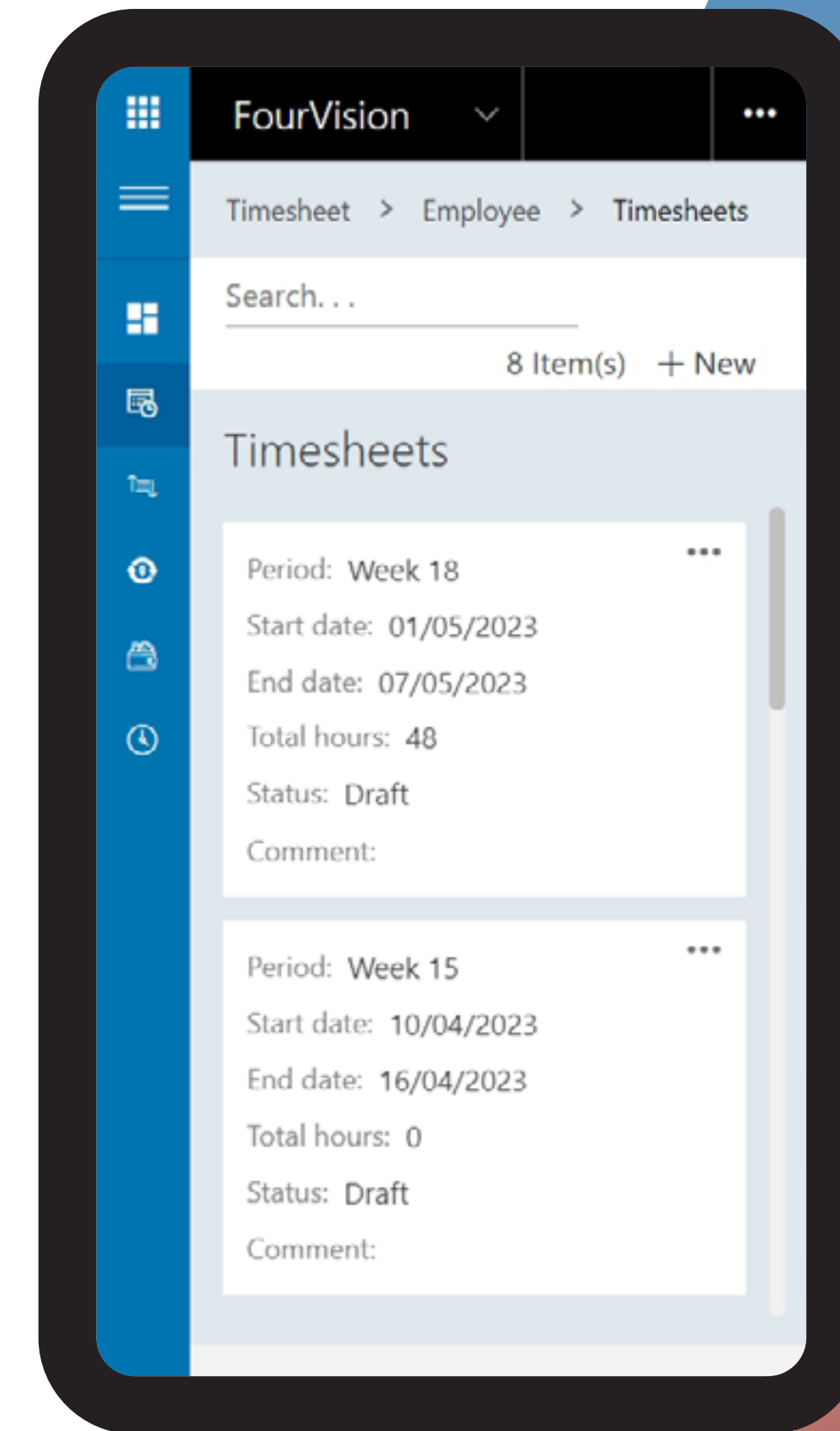
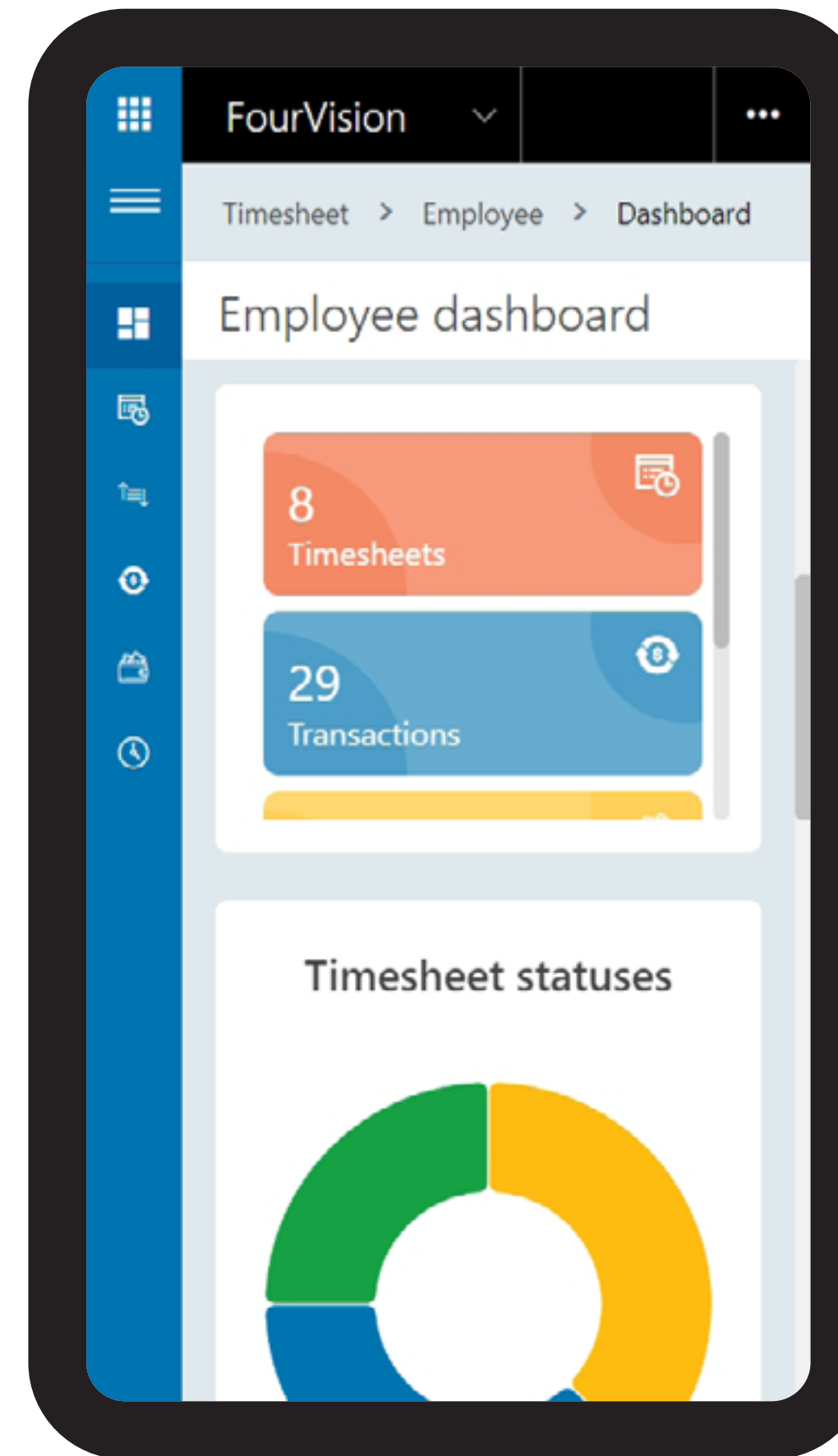
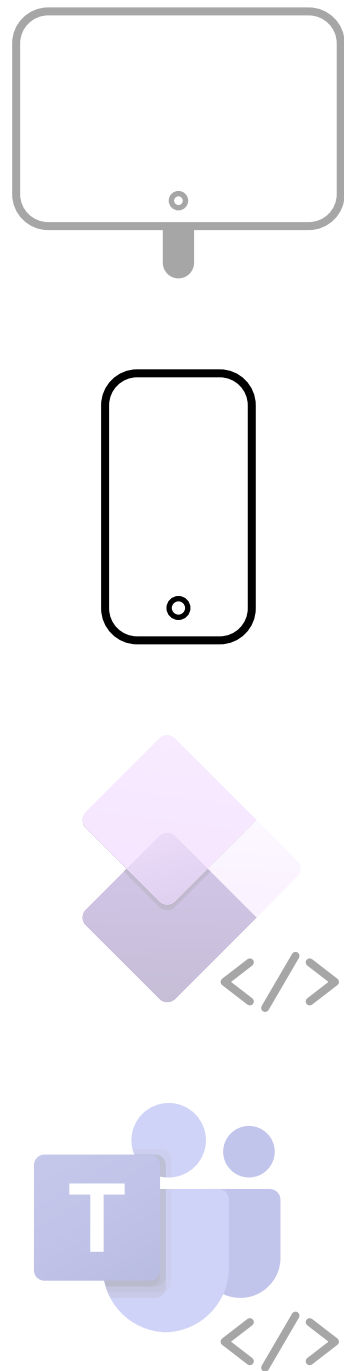
A multi-platform experience

As Microsoft's largest HR-tech partner, we are in the unique position to utilize the entire Microsoft Ecosystem to develop our own HR solution that is fully embedded with Dynamics 365, and usable from any Office 365 app and device.



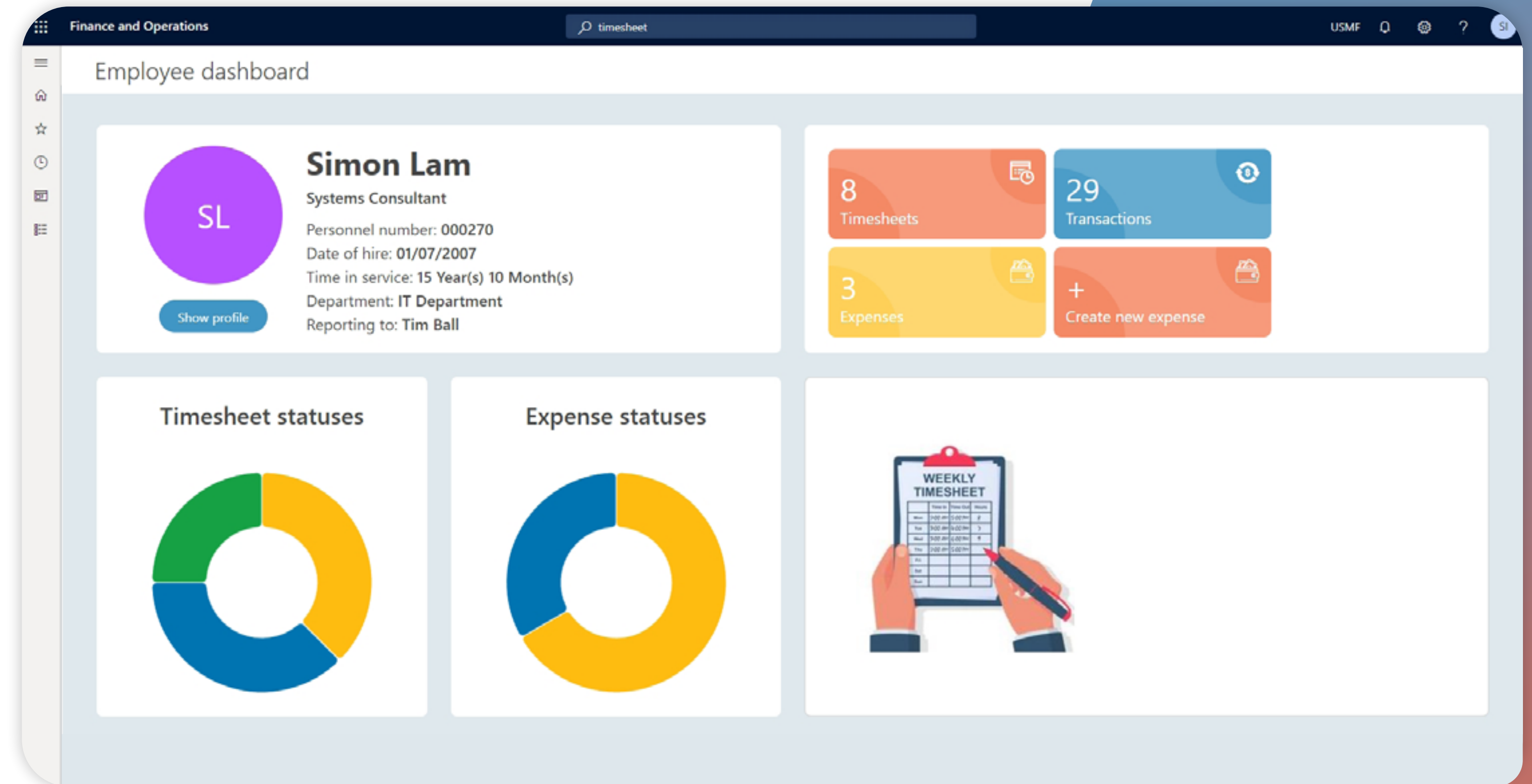
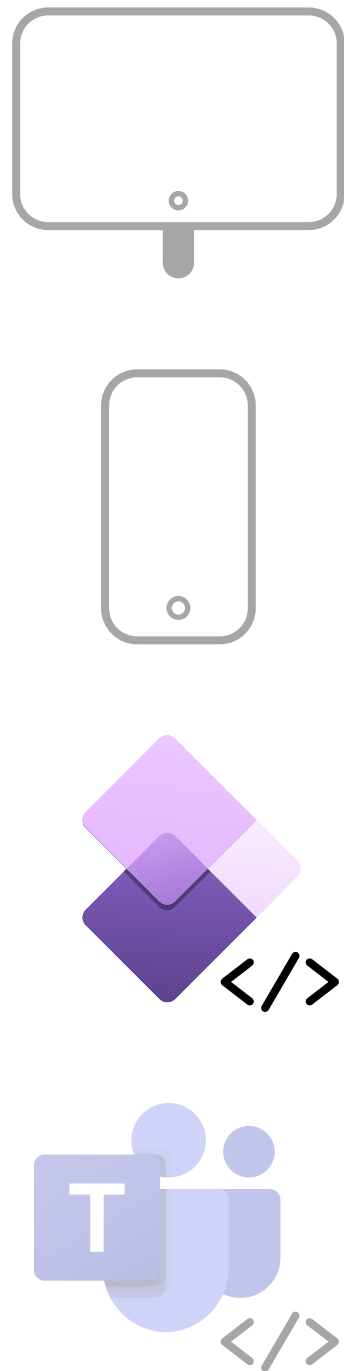
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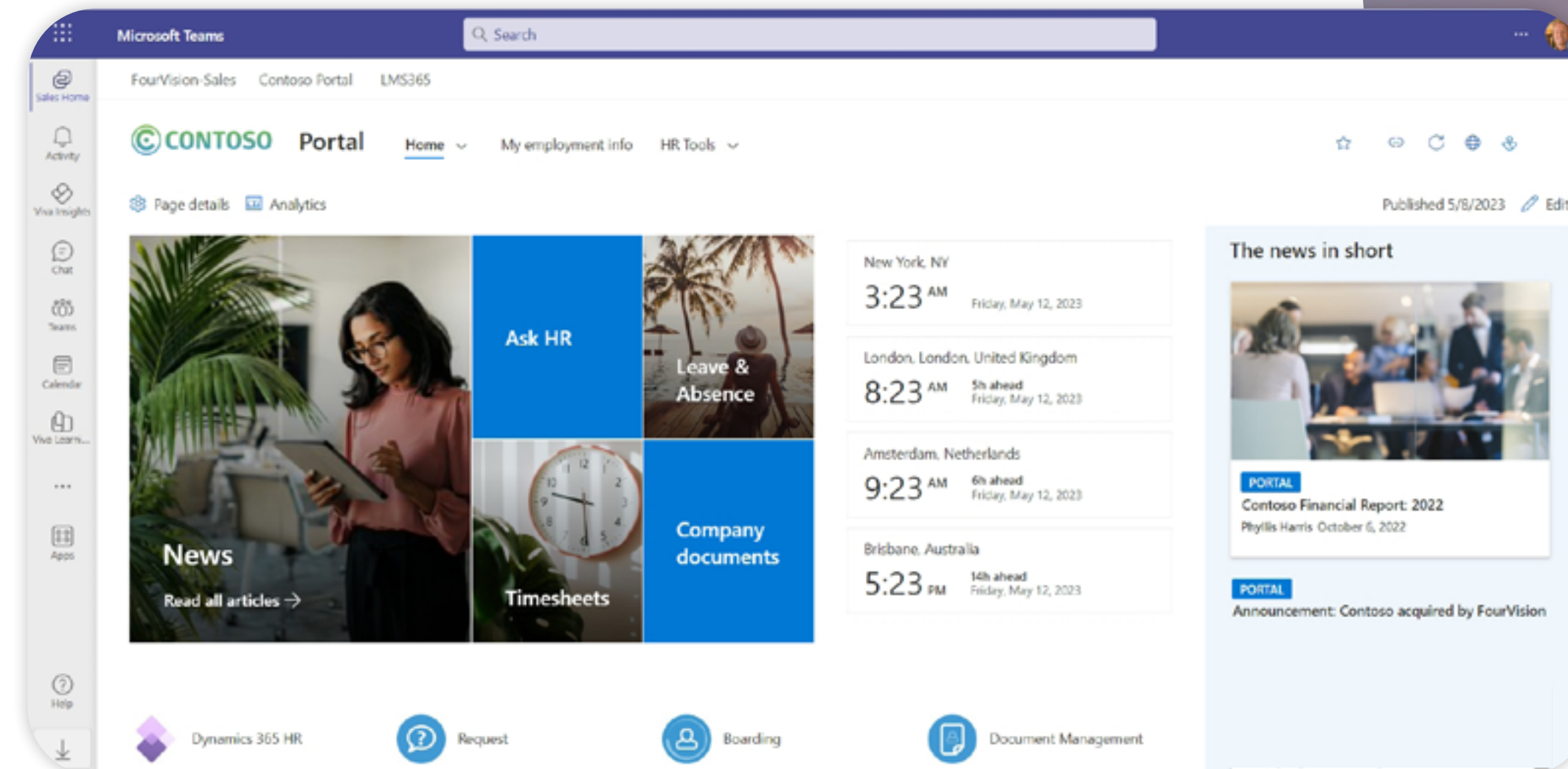
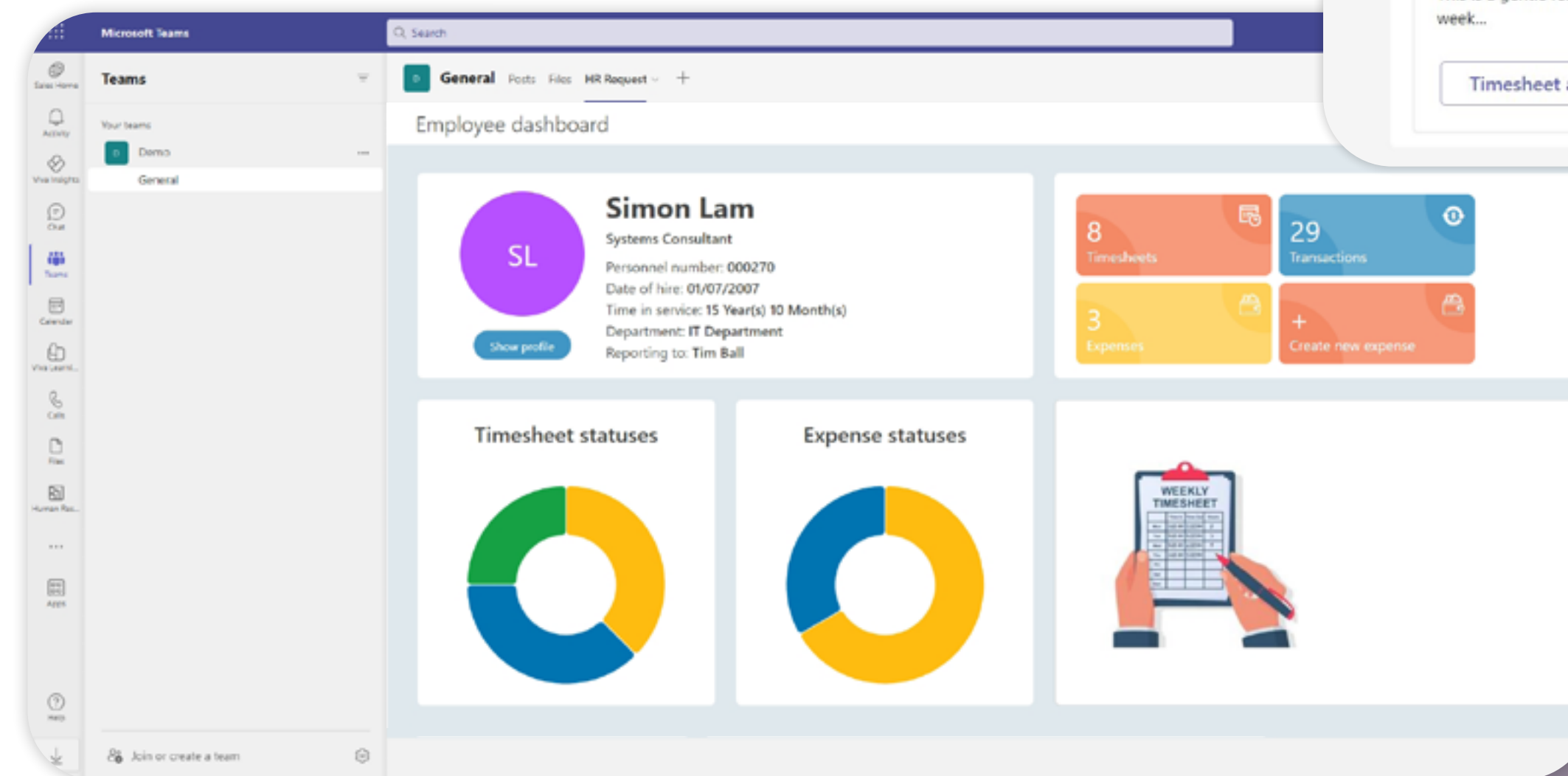
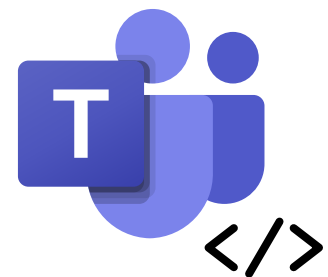
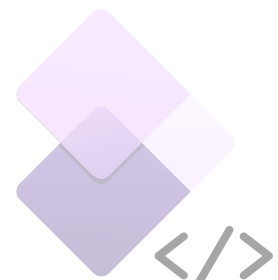
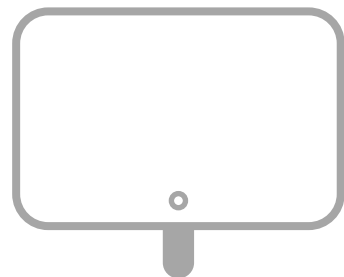
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Building your end-to-end HR solution

As Microsoft's largest HR-tech partner, FourVision is uniquely qualified to create end-to-end HR solutions based on Microsoft Dynamics 365. Our clients include organizations of all sizes and structures, from startups, to growing companies to established enterprises. Any company can benefit from our tailor-made end-to-end HR solutions.

At the same time, you enjoy total flexibility and the freedom to choose which solutions make the most sense. Unlike other suppliers (Workday, SAP, etc.), our solution can be adapted precisely to the way your company works. We offer a full range of standard components, our own unique web applications, and applications developed by our partners. This enables you to create your own plug-and-play solution. Maintenance is hassle-free too: all it takes is installing periodic updates.

Here's our 3-step process:

- 1. Assess:** We evaluate your current setup and identify your organization's specific needs.
- 2. Propose:** Next, we advise on selecting the right standard components and FourVision web applications to achieve the custom-made functionality that your organization requires.
- 3. Implement:** Lastly, we install the components and configure them to match your needs and preferences. The solutions are all so configurable, they can be adapted to your needs without any alteration of your system's existing software code.

In addition to our IT expertise, our team includes experienced HR experts who understand the real difficulties facing HR departments. We can guide you step by step through the process and support you in choosing the tools and functionalities that provide the greatest benefit.

With the right tools, you can bridge the communication gaps and remove the obstacles that make it hard for your HR team to do their job. At the same time, you boost transparency, improve the user experience and create smoother working processes for everyone. That's how FourVision helps organizations leverage the full power of HR.

Implement





Propose best-fit solution

Assess



Bring your HR to the next level!

Find us on:

-  LinkedIn: [FourVision](#)
-  Website: www.fourvision.com
-  YouTube: [FourVision HR Plus](#)
-  Spotify: [HR Vision podcast](#)

