NPS
A NOVENTIQ Company

Microsoft
Solutions Partner

Business Applications

HRM & Payroll in Serbia and Montenegro for Microsoft Dynamics 365 Business Central Short Guide

HRM & Payroll extension for Microsoft Dynamics 365 Business Central

Priorities

Our approach to developing Microsoft Dynamics 365 BC in the field of human resources and payroll is based on our extensive experience in ERP solutions. We actively monitor user needs and legislative changes to ensure that our solution always complies with the latest standards. Our goal is to enable efficient and accurate payroll calculation and management, allowing our users to focus on key management aspects.

We are focused on:

- Covering and incorporating all law and regulation changes.

- Providing simple implementations to our clients, with lower costs and efficient use of solutions.

- Solution standardization, respecting the rules and logic built into Microsoft Dynamics NAV / 365 BC solutions.

- Finding better ways to automate processes and optimize ease of use and quality solutions.

Feature description

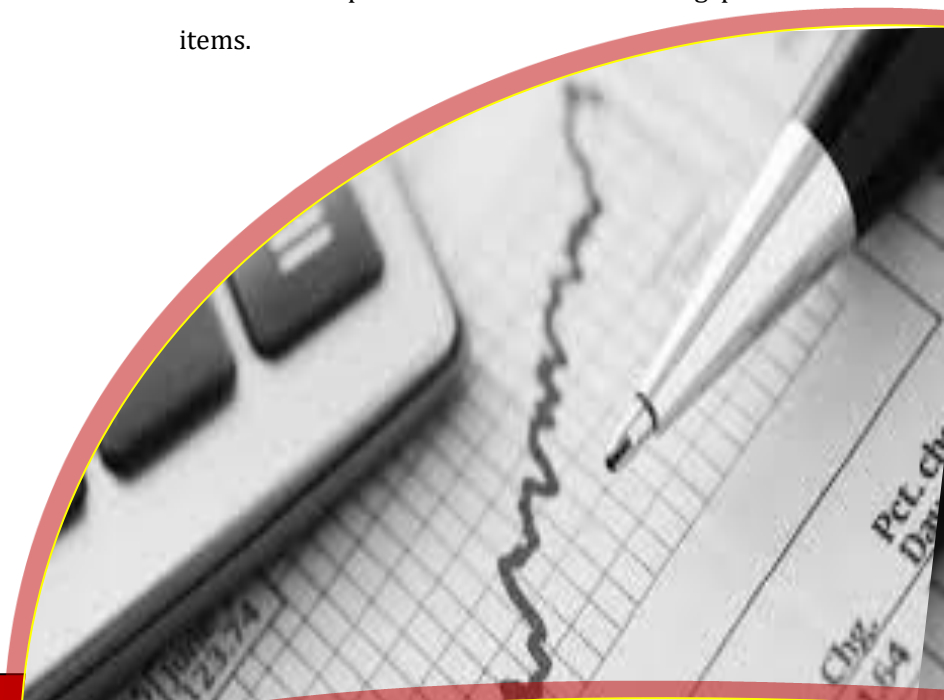| FEATURE	VER.	Description
Landing pages by roles		• HR Manager profile
Management of organization and employees	**09.0**	• Organization, systemization of job title • Information about employees, including skills base • Family member information • Employee past labor : revious employment, current employment, total work experience • Benefit labor • Employee - out of company • Calculation employee retirement date • Calculation jubilee awards • Ability to input multiple current accounts • Defining transport zones (monthly) • Defining daily transport pass • Registry of persons with disabilities • Employee education (occupation, title, school, skills)
Job title and positions	**09.0**	• Information about job title • Number of executors - a quick overview of vacant positions • Information about positions • Historical position data
Contractual earnings	**10.0**	• Gross /net amount • Gross /net coefficient • Gross /net in the currency • Shortened work • Specifies the value of the coefficient
Candidate Selection	**09.0**	• Candidate shortlisting • Analysis of the effectiveness of advertising media • Candidate analysis record
Personnel administration	**13.0**	• Contracts (regular work , traineeship contract, additional work, temporary jobs, job agreement, rent, movable things rent, scholarship...) • Anex • Ability to create group snnexes and contracts • Decision on vacation, decision on paid leave, decision on unpaid leave...

		• Certificate of employment, certificate of salary. • Mapping of average salary confirmations by banks • Decision (Solidarity Help, Jubilee Awards, Severance Pay...) • Ability to print labor-related documentation in Cyrillic/Latin
Absence management	**17.0**	• Defining categories of absences • Creating entitlements based on criteria for annual leave days and paid leave. • Work evidence list • Review of used and unused annual leave and paid leave days
Field Hours List	**16.0**	• Evidence of employee presence and absence • Transfer of hours from the absence record • Overview of all hours • Transfer of hours recorded for calculation • Settings for single evidence by sectors
Employee development and performance management	**13.0**	• Tracking employee skills and achieving their target • Connecting the employee's goals with the company's strategic target
Training	**24.0**	• Administration and management of training • Event organization • Review of employee skills and abilities before and after training • Keeping records and tracking the expiration of completed training certificates
Reports	**09.0**	• Employee list by job • Job title systematization • Parish register • Gifts list • Jubilee awards • Unused vacation • Staff turnover – come ande leave • Contract expiration • Review employees • CROSO - employee register • Calculation summary • Executes the recapitulation by banks action • IOPPD forms • OPP-ND forms • IPPO-1 forms • OPD 2 forms

		• Table displaying calculated and paid taxes and contributions (table 1)
Initial pages according to roles	**14.0**	• Payroll Manager Profile • Payroll Manager Profile MNE
Setting parameters for calculation	**09.0**	• Calculation groups (types of calculations) • Categories of wages, benefits, allowances and other income • Calculation period • Calculation parameters (non-taxable amounts: earnings, transportation, voluntary insurance, other income, minimum and maximum monthly contribution base, minimum work price) • Taxes • Municipal surtax rate • Calculation of progressive tax • Contributions • Defining expense and liability accounts for automatic posting • Label of income type • Income recipient code
Employee Calculations	**14.0**	• Advance payment calculation, once within the calculation period • Multiple final calculations • Correction to the minimun work price • Calculation of contributions based on the minimum and maximum base • Calculation of tax reduction for employment • Ability to import: hours, amounts, % of stimulation from excel into the calculation • Creating payment journal • Creating PPP PD • Creating general journal for payroll
Allowances Calculation	**09.0**	• Option to define both twelve-month average and without averaging • Calculation of contracted earnings • Calculation of allowances for the director • Other income • Calculation of the amount of participation of persons with disabilities
Calculation of Refundable Allowance	**14.0**	• Calculation of sick leave over 30 days and child care • Calculation of maternity leave • Calculation of military obligation

Calculation of other income	09.0	• Calculation of tax based on the hours fund • Calculation of tax based on hours worked • Calculation of jubilee awards • Calculation of authorship and job agreement • Calculation of all types of solidarity help • Calculation of severance pay • Calculation of real estate rent and movable things rent • Profit calculation for company owners • Steering and monitoring calculation
Deductions	14.0	• Ability to define deductions on gross/net • Credit control definition • Court deduction • Credit deductions • Child Support • Voluntary pension and health insurance • Creating deductions based on installments, amount (monthly or periodic), and percentage • Deductions group creating • Automatic deduction creation (import from Excel) • Creation of deductions in currency
Reporting	20.0	• Salary list (sending to mail) • Salary list employee • Deduction list by creditors (sending to mail) • Calculation summary • Calculation summary by categories of work • Calculation specification • Average hour list • Calculation summary by accounting period • Analytical employee sheet • Analytical card workers • Earnings certificate • Form OZ - 7 • Form OZ – 10 • PPP PO form (email sending) • Ability to create M-4 and M-12 • Form Rad – 1

List of available Apps

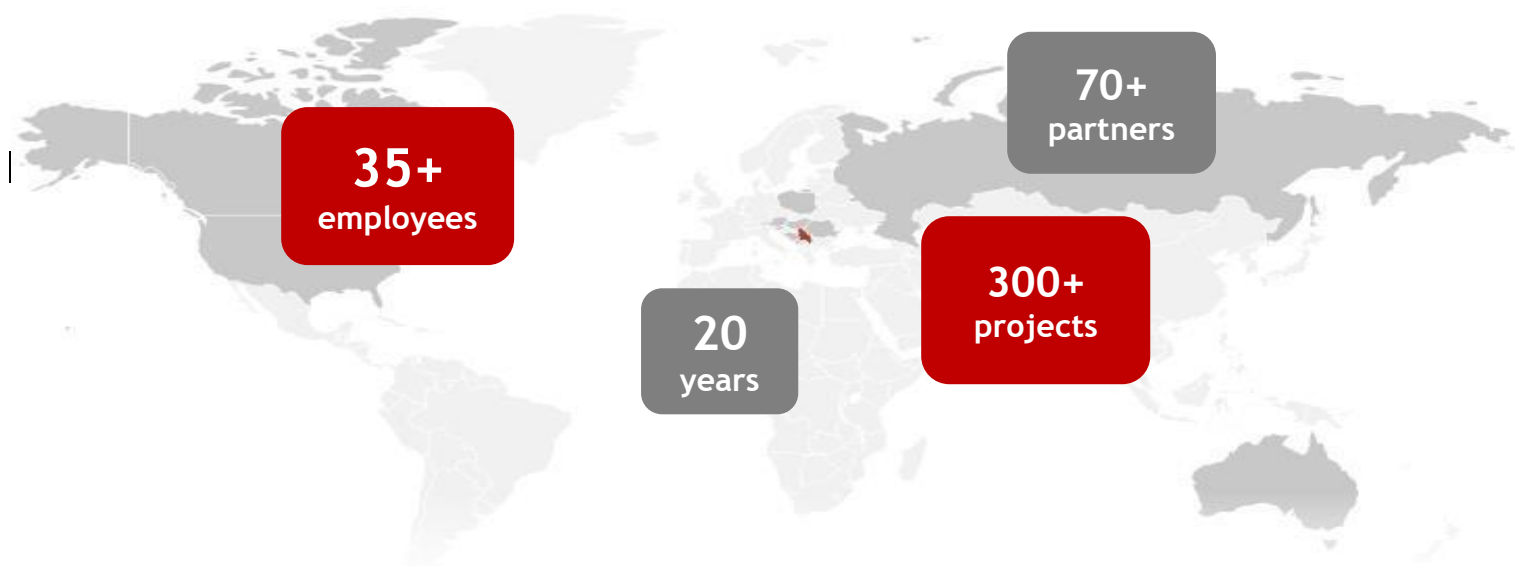| FEATURE	AVAILABLE ON APPSOURCE	DESCRIPTION
LOCALIZATION FEATURES (SERBIA)	• [Yes]	• All you need for running company in Serbia on Business Central, detailly described in this document.
SERBIAN LANGUAGE	• [Yes]	• Translation of Business Central in Serbian Latin language.
TRAVEL EXPENSES	• [Yes]	• Developed as a separate App for easier way to keep records on employees travel orders.
ADVANCED MANUFACTURING COST CALCULATION	• [Yes]	• Developed as a separate App for easier management of Cost in Manufacturing.
HRM AND PAYROLL (SERBIA)	• [Yes]	• Complete payroll and HR management solution inside your Business central.
E-INVOICING	• [Yes]	• Developed as a separate App to enable compliance with the Law of Electronic Invoicing.
PAYMENT DISCOUNTS	• [Yes]	• This App enables the calculation of payment discounts according to payment terms on sales documents, for which sales credit memos are generated per customer.
SALES PRICE INVENTORY VALUE	• [Yes]	• This App enables the calculation of the value of goods in retail and provides the accurate selling price of items.

Coming soon...

FEATURE	DESCRIPTION
CUSTOMS WAREHOUSE	• App that allows you to set up Location in the system as Customs location and provides additional functionality for managing that location
RETAIL FISCALIZATION FOR SERBIA	• POS and Store Management

About us

We have been collecting knowledge and experience, adopting, and selflessly sharing as a leading Microsoft Dynamics partner in the country and the region since our founding (1996 in Ljubljana / 2003 in Belgrade). In 2023 SAGA, our majority owner became part of Noventiq (https://noventiq.com/), a leading provider of digital transformation and cybersecurity solutions and services for emerging markets. Through intensive cooperation with members of the Noventiq group, and especially in synergy with SAGA d.o.o. (www.saga.rs), we are able to expand the range of products and services we offer to almost all products and services from the ICT segment ("one-stop-shop").

35+
employees

70+
partners

20
years

300+
projects

2011
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2014 Customer Excellence Award

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