



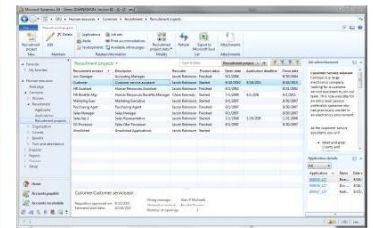
Talent Management in Microsoft Dynamics AX[®] 2012

Microsoft Dynamics AX 2012 provides a flexible talent management solution. The ability to attract, develop, inspire, and retain your workforce is critical for meeting changing company needs. Microsoft Dynamics AX 2012 Talent Management provides a comprehensive recruiting solution, compensation and rewards functionality, course management, and employee performance capabilities.

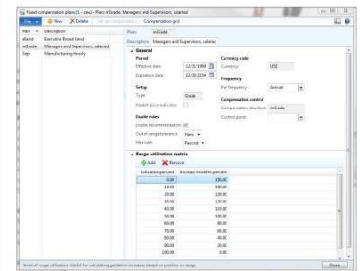
TALENT MANAGEMENT

The Microsoft Dynamics AX 2012 Human Capital Management (HCM) solution provides a set of talent management features for organizations. This solution offers key capabilities to help you recruit, retain, and develop the best talent for your organization.

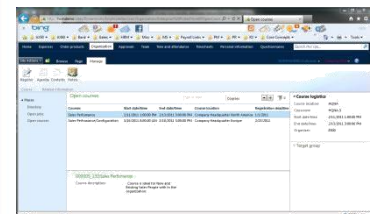
- **Recruitment:** Microsoft Dynamics AX 2012 helps you expand your recruiting reach through additional sourcing options and a centrally managed applicant pool. Applicants are shared across the enterprise, providing a powerful tool for any recruiter. Microsoft Dynamics AX 2012 now offers multiple options for advertising jobs and allowing applicants to submit applications. Internal and external applicants can apply through the online services for Microsoft Dynamics ERP recruitment solutions or through Microsoft Dynamics AX Enterprise Portal. Communication with applicants has also been enhanced. New templates and bookmarks are included to increase the efficiency of corresponding with applicants.
- **Compensation:** Rewarding employees is critical for remaining competitive and attracting and retaining top talent. Microsoft Dynamics AX 2012 allows for flexible fixed and variable compensation plans across the workforce. This includes grade, band, and step compensation structures, in addition to extensive pay for performance capabilities based on employee and organizational performance.
- **Learning (course management):** With Microsoft Dynamics AX 2012 course management, you gain access to worker's course history. You can also create and manage courses across the organization. Course management is accessible from anywhere through Enterprise Portal. The integration of course management with questionnaires allows for follow-up at the conclusion of a course through tests or surveys that relate to the course. Course information is stored for each employee upon completion.
- **Performance:** Performance is measured based on goals that are defined by managers and employees. Overall performance is determined by the degree to which the employee achieves each goal. Managers and employees can change and monitor goals by using Enterprise Portal.
- **Enterprise Portal:** Employee and manager self-service has been enhanced. Enterprise Portal provides a new user interface with which to view and update employee information. A single page displays all of the information related to employee competencies. Based on security settings that you define, employees and managers optionally have the ability to update information.
- Enterprise Portal (Employee Services) also provides users with the ability to:
 - Apply for jobs
 - Register for classes and manage waiting lists
 - Maintain performance goals
 - Initiate employee discussions
 - Maintain competencies
 - Maintain personal information
 - Take online questionnaires
 - Manage recruiting
 - Enter and approve absences
 - Manage travel and expenses, procurement, and approval limits



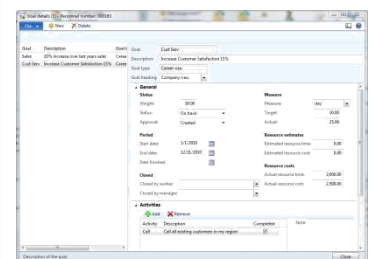
Recruitment



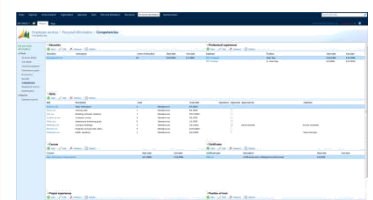
Compensation



Course



Performance



Enterprise Portal - self service

SUMMARY

The Microsoft Dynamics AX 2012 talent management solution provides a wide range of functionality that spans the breadth of talent management. Multiple recruiting options that include detailed tracking of skills, education, and experience help recruiters and hiring managers identify qualified candidates across the enterprise.

Compensation provides a complete solution for calculating and tracking many forms of compensation, including salary, hourly, stock, and bonuses, while eligibility rules define when a compensation plan is applicable for particular employees.

Performance and course management functionality are available to track employee's progress against their goals and to continue to enhance employee skills within the organization.

The self-service functionality in Enterprise Portal allows individuals access to relevant information across the talent management spectrum in a secure web-based environment.

Microsoft Dynamics is a line of integrated, adaptable business management solutions that enables you and your people to make business decisions with greater confidence. Microsoft Dynamics works like and with familiar Microsoft software, automating and streamlining financial, customer relationship and supply chain processes in a way that helps you drive business success.

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