

hrm4baltics.com



**BCS itera**  
HRM

The solution chosen by many of the leading companies in the Baltics – read more on our website!

# HRM4Baltics

All HRM and payroll tools in one solution

- Wide range of functionalities
- Unified workflow for process management
- End-to-end employee lifecycle – from recruitment to departure
- Customer-specific payroll configuration
- Self-service portal for paperless HRM
- Available in all three Baltic States
- Data comparable across countries

## Compatible with your ERP software

The HRM4Baltics solution can be interfaced with your existing enterprise resource planning (ERP) software. To import entries into the general ledger, both import files and automatic interfaces can be created.

We have created data files for AX, SAP, iScala, Movex, Monitor, StandardBooks, Epicor, Infor and other ERP applications, as well as an interface with Directo business software.

## Microsoft Dynamics 365 Business Central

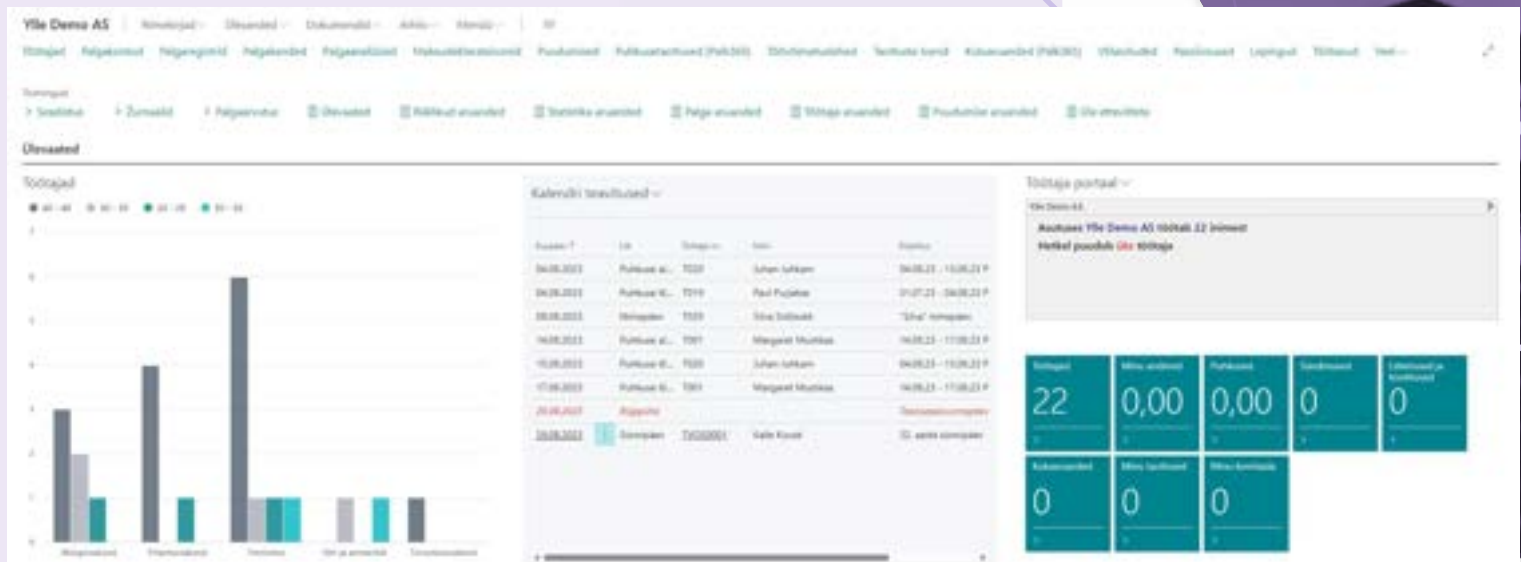
The HRM4Baltics payroll and HRM solution is based on the Microsoft Dynamics 365 Business Central ERP platform.

The solution can be used as a module of Business Central ERP software or as a standalone HRM and payroll solution.

PROVIDING STRUCTURES TO THE WORLD

## Why?

- Multifunctionality
- Payroll and HRM in one solution for the Baltics
- Compatibility with Microsoft solutions and Office applications
- Excellent reporting
- Latest functionality guaranteed through monthly updates
- User-based personalisation



# Advantages and functionalities

HRM4Baltics automates HRM and payroll processes within a company, specifically designed to meet the needs of demanding medium-sized and large enterprises.



All HRM processes are managed in one solution



Compatibility with Microsoft365 ecosystem



Customer-specific payroll configuration



Automatic calculation of remuneration types and benefits



Personal consultant and professional customer support



Data stored securely in one place



Comprehensive reporting, including HRM analysis, statistics and national reports



Fewer human errors and less manual work



Automated communication with the state – ETCB (employment register, TSD form), Pension Centre, Health Insurance Fund

Option to choose between three packages  
[each subsequent package includes the functionalities of previous packages!].

## Basic

- Basic data on employees
- Employment contracts and fees
- Flexible and configurable payroll
- Debt claims
- Contracts based on preset contract templates
- Absences and vacation schedule
- Working time calculation with approval rounds
- Reporting, including national and statistical reports
- Verification of second pillar participation
- API and OData v4 interfacing capabilities

**Compatible  
with your  
existing tools**

## Extended Basic +

- X-tee interfaces: employment register (TÖR), Health Insurance Fund, TSD form
- Training and training plans
- Occupational health (medical examinations, representatives of the working environment, occupational accidents and occupational diseases)
- Job requirements
- Employee warnings, recognitions
- Skills and instruction
- Assets
- Formations and vacancies
- HRM4Baltics self-service portal

### ADDITIONAL OPTIONS:

- \*HRM business intelligence
- \*Additional country

## Premium Basic + Extended +

- Recruitments
- Onboarding and offboarding
- Performance reviews

### ADDITIONAL OPTIONS:

- \*HRM business intelligence
- \*Additional country



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