



## ACCRUAL EXTENSIONS: HR and Payroll

This product addresses several features our customers requested to enhance Microsoft Dynamics GP Human Resources in order to better service their employees.

Read below to learn more!

- **Rule Based Accrual Methodology**

Several clients need the ability to base whether an employee is awarded benefits on how many hours they work during the given pay period. This functionality is designated as a percentage of hours being established through a setup table. During accrual calculation, actual hours worked vs. the hours the employee should work in a given pay period are compared and a decision is made on whether to accrue benefits or not.

- **Timecode Creation from Paycodes**

This offers several options for automating creation of Employee Timecode assignments based on Pay Code setups in HR.

- **Days to Clear Benefit Balances After Accrual**

The customer that requested this feature had a business rule surrounding holiday benefits that they capped the amount of time the employee had to use the benefit. At the end of the allowed period, if a balance remained for that employee, then a negative "hours available" adjustment should be generated for the remaining amount, thus reducing the hours available to zero.

- **Employee Benefit Balances on Payroll Disbursement Documents Option**

Functionality is provided to include Employee Benefit balances (based on Time and Attendance Accrual data) on MICR pay stubs, GP Payroll Checks and Direct Deposit Statement of Earnings.

- **YTD Deduction Detail on Payroll Disbursement Documents Option**

If a deduction wasn't taken in the current period but has a year-to-date balance, standard Microsoft Dynamics GP does not include the deduction information on the check stub. We have added functionality to print the deduction information as an option to this product.

Accrual Rules section of the window designates options and allows exclusion of pay codes from the hours worked calculation.

Time code assignments are keyed on Time code, Pay code and Position, an optional Accrual Schedule and Next Accrual Date can be assigned (but are not required). Work Hours Cap is for future use.

Timecode	R Days	Reason
HOLI	4	Balance Adjustment
SICK	60	Sick
	0	

  

Timecode	Paycode	Position	Wk. Hrs Cap	Accrual Schedule	Next Accrual Date
HOURLY	HOURL	ALL	1,040		3/25/2008
SICK	HOURL	ALL	000		3/25/2008
			0		3/31/2008

### Days to Clear Benefit Balances After Accrual

This feature allows you to designate timecodes to clear balances on in the event the employee did not use the benefit in a certain number of calendar days after the accrual occurred. The actual process related to this setup window kicks off in conjunction with the accrual process being run in Great Plains and occurs before the accruals for the current period occur.

## Have Questions? Interested In Purchasing?

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