

A photograph of three business professionals standing in a modern office with large windows overlooking a city. On the left, a man with glasses and a beard, wearing a light purple sweater over a white shirt, is laughing and touching his chin. In the center, a woman with long brown hair, wearing a white blouse, is smiling. On the right, a man in a dark suit and light blue shirt is smiling. A semi-transparent white banner is overlaid across the middle of the image, containing the title and subtitle.

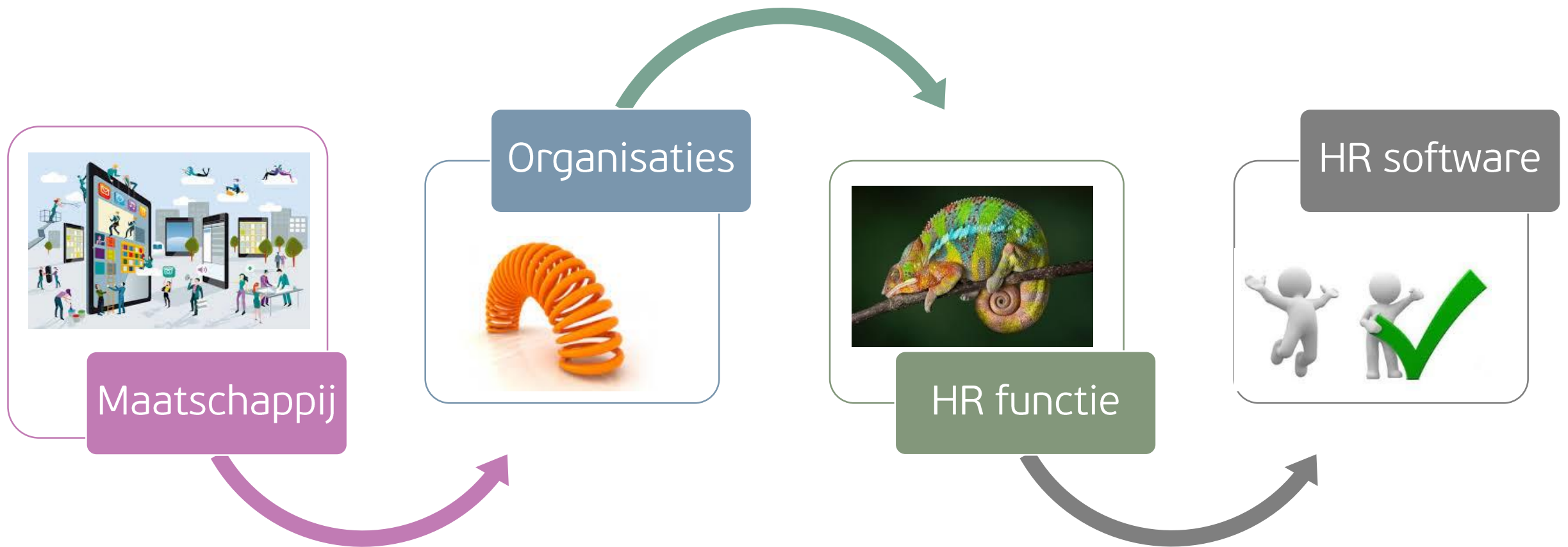
Van HR Strategie naar software

Harald Oostmeijer - Product- en marketingmanager

De ontwikkelagenda van 2015 - onderwerpen

- De oorsprong van de ontwikkelagenda voor Talent & Salaris/Payroll
- Veranderingen
- HR functie
- Strategie
- Roadmap 2015
- Concreet voor Talent & Salaris
- 2016 en verder

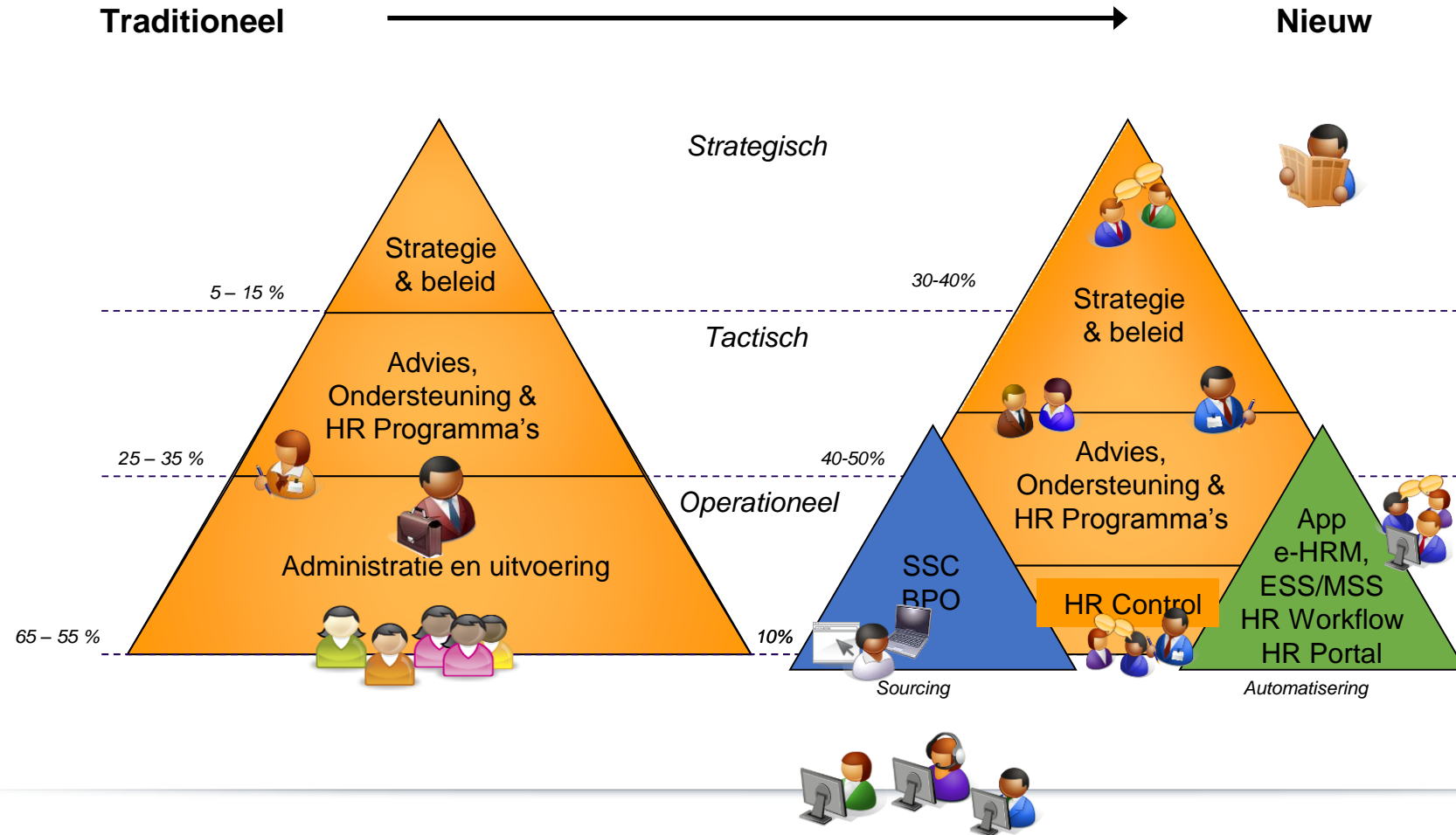
De oorsprong



Veranderingen



HR Functie



Strategie



Stel uw medewerkers, managers en professionals in staat deel te nemen aan HR processen binnen uw organisatie.



Ontzorg uw personeels- en salarisadministratie tegen lagere kosten.



Zet slimme HR instrumenten in waardoor uw HR functie daadwerkelijk een bijdrage kan leveren aan het realiseren van de doelstellingen



Beslisinformatie op het juiste moment.

2015 Roadmap



Gebruikersvriendelijkheid & startscherm.
Talent voor al uw medewerkers, managers en
professionals via selfservice.



Wettelijke wijzigingen, operationele efficiency
en digitale communicatie. **Ontwikkelen van
Visma.net Payroll**



Naast Recruitment een keuze op gebied van
LMS (opleidingen) of Performance
management (beoordelen)



Benutten van de bestaande mogelijkheden
van management informatie en kleine
optimalisaties

Concreet Talent & Salaris



UX - gebruikersvriendelijkheid

- Optimalisatie van het startscherm (dashboard stijl)
- Verbetering van de User eXperience
 - Navigatie verbeteren
 - Minder klikken
 - Slim zoeken
 - Favorieten
 - Sneller opstarten
 - Nieuw hamburger breadcrumb menu icon
- Initiëren workflow vanuit MijnTalent
- Employee status
- App toevoegingen



Wettelijk, operationele efficiency en digi com + Visma.net Payroll

- Massa mutaties
- Workflow+ & wizard Optimalisaties
- Interface UWV (Logius – digitale overheid)
- Nieuwe wet-en regelgeving
- Integratie met het communicatie portaal.
- flexibele pensioendatum
- Toevoegen van de kwartaaltabel ten behoeve van studenten en scholieren
- Start transitie naar Salaris naar **Visma.net Payroll**



HR instrumenten – Talent Management

- Werving & Selectie integratie met Talent
- Keuze LMS (Learning management Solution)



management informatie

- Verzuim Vangnet rapportage
- Kleine aanpassingen en optimalisatie in bestaande rapporten

Voorbeeld verbetering gebruikerservaring

Modules 'slim' zoeken & volgorde van de menu's zelf bepalen.

The screenshot displays the VISMA HRM system interface. The top navigation bar includes 'Download', 'Payroll', 'Settings', and 'HRM'. The user is logged in as 'My Talent' with 'Talent' and 'My Settings' options. The current user is 'TestCompany NL-AA (Anne 2)'. The main content area is titled 'Personnel Data' and 'Personal' (with a search in functions option). A search for 'Report' is active, showing a list of report modules: 'Report Sick', 'Change Report', 'Trend Analysis Band Report', 'Outstanding Workflow Report', 'Employee Overview Report', 'Leave & Absence Report', 'Leave Per Month Report', 'Appraisal Report', and 'Department Report'. The main content area also shows 'Personal Details' for 'O'Connor, Gillian (30073)', including birth date (06-Oct-1975), age (39), gender (Female), marital status (Married), nationality (Irish), language (English), employment start date (15-Apr-2000), and address (20, Henegouwerhof, DRIEBERGEN, 3417TH, IRELAND). Other sections include 'Address', 'Family', 'Bank Details', 'Legal Documents', and 'Employee notes'. The bottom of the screen shows the copyright notice: 'Copyright ©2014 Visma Software International AS'.

Voorbeeld verbetering gebruikerservaring

Favorieten Star icon met -
Voorgedefinieerd +
mogelijkheid voor
toevoegen en
bewerken.

The screenshot displays the VISMA HRM system interface for user O'Connor, Gillian (30073). The main area shows a calendar for 2014 with a 'Click on a day to enter a leave request.' prompt. Below the calendar is a 'Leave Entitlement' table:

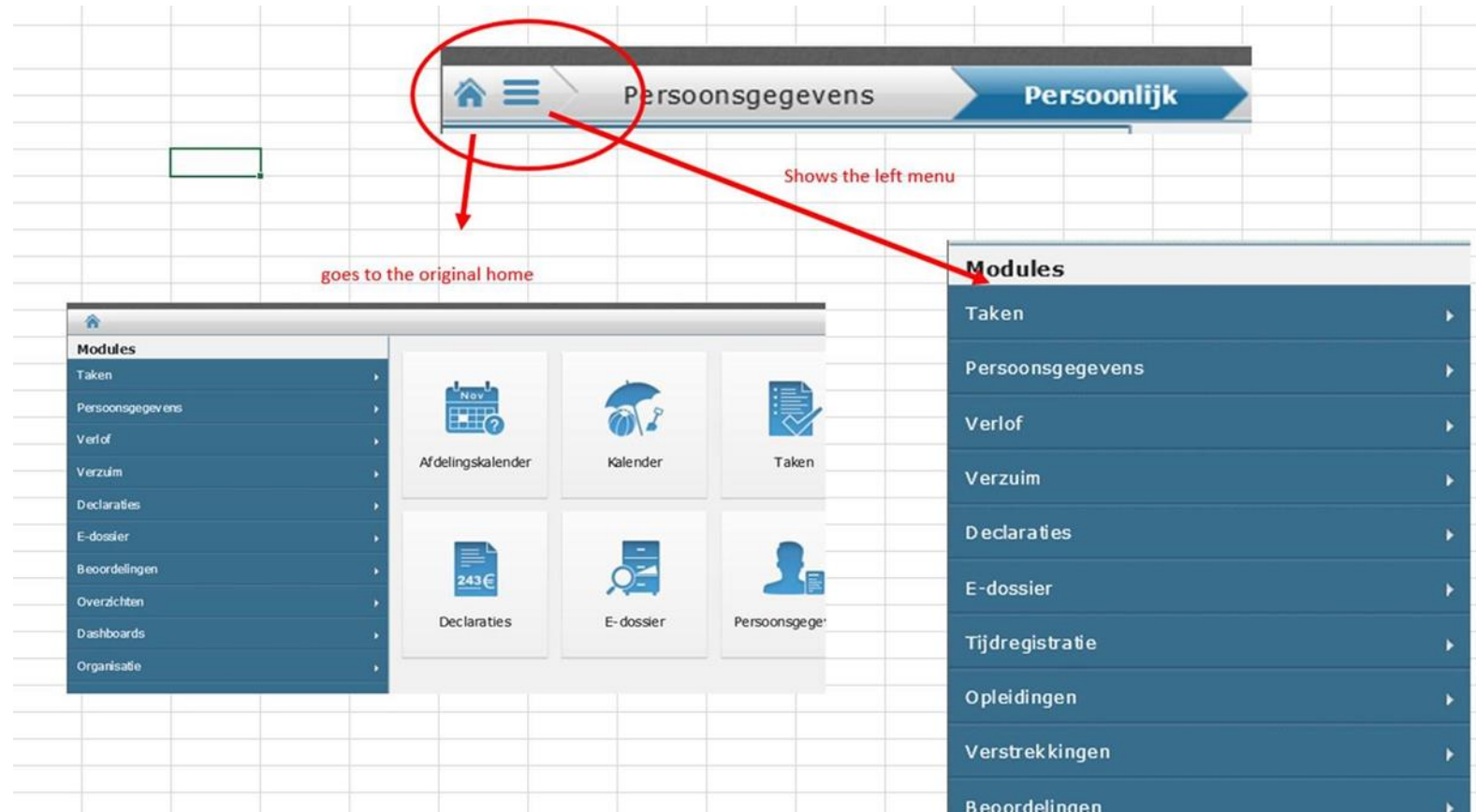
Name	Total	Type	Taken	Balance	Pending	Expiring	New Balance
Holidays (IE - days)	44.16	Day(s)	0	44.16	0	0	44.16
PB Test	164.1	Day(s)	0	164.1	0	0	164.1

Below the table is a 'Leave Request' form with 'From Date' and 'To Date' fields (format dd-MMM-yyyy) and a 'New Request' button. A 'Close' button is at the bottom left.

On the right side, a 'Talent Favourites' sidebar is visible, containing a 'Manage Favorites' button and a list of links: Request Leave, Personal Details, HRM Contract, Employee Education, Expense Overview, New Employee, Maintain Process Definitions, Maintain Employment Types, User Maintenance, MetaData, and Department Sickness.

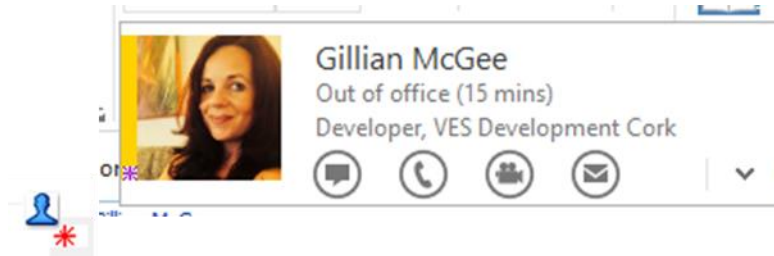
Voorbeeld verbetering gebruikerservaring

Nieuw 'breadcrumb' level menu.
De hamburger



Voorbeeld verbetering gebruikerservaring

Employee Status Indicator
Verlof en verzuim



Voorbeeld startscherf

Talent
(prototype)

Personnel Details

Employee Calendar

Tasks

Report Better

Change Sick Percentage

E-dossier

Latest Tasks

- Approve Leave Mike Dwyer 4-Jun-15
- Expense Claim Louise Geraghty 12-Mar-15
- Check Colm O'Sullivan Sick since 2-Mar-15
- Approve Education Gill Brown 20-Apr-15

Your Network (36 members)

- 3 Sick
- 5 on Leave
- 2 not rostered to work
- 1 reported better

Top Talent Activities

- Last accessed: Yesterday 12.40
- Time spent in Talent last 4 weeks : 16 hours
- Running 1 Employee Wizard 80% done
- New Employee Starting on 24 March 2015
- 4 Employee Birthdays next 4 weeks
- 3 Years of Services anniversaries next 4 weeks

Your Company Name

(upload your logo)

f t in

Upload PDF, newsletter

Company announcement

Links to other systems

Voorbeeld startscherf

Mijn Talent
(prototype)

The dashboard is divided into several sections:

- Top Left Grid:** Six icons for 'Apply for Leave', 'Tasks', 'Report Better', 'New Expense Claim' (with 243€), 'E-dossier', and 'My Details'.
- Top Right Card:** 'Your Leave for 2015' with three circular gauges: 'Left 13 Days' (blue), 'Taken 8 Days' (green), and 'Expiring 2 Days' (red). It also shows 'Next leave starts in 25 days' with an airplane icon and a 'Recent Request 08 Jun-12 Jun 5 days' with a checkmark.
- Bottom Left Card:** 'Latest Talent Activities' with a list of items: 'Last accessed Talent on : 4-Feb-15', 'Latest payslip', '3 people absent from your network', 'Expense Claim awaiting approval since 23-February -2015', 'Last item approved for you was a leave Request 08-Jun-15', and '30 days to your birthday'. Each item has a dropdown arrow.
- Bottom Right Card:** 'Visma Software Company' with the logo, social media icons for Facebook, Twitter, and LinkedIn, and a list of system updates: 'System upggrade 2.00 am (4 hours)', 'March News Bulletin', 'Hennessys Time Management External System', and 'JIRA'.

Einde presentatie

Bedankt en tot ziens

A photograph of three business professionals standing on a balcony or office floor with large windows in the background. On the left, a man with glasses and a beard, wearing a light purple sweater over a white shirt, is laughing and touching his chin. In the center, a woman with long brown hair, wearing a white blouse, is smiling. On the right, a man in a dark suit jacket over a light blue shirt and tie is smiling. A semi-transparent white banner is overlaid across the middle of the image, containing the text 'Visma.net Payroll'.

Visma.net Payroll

Visma PowerPoint Template

FORMAT 16:9



Respect
Reliability
Innovation
Competence
Team spirit