

SUCCESS CASES



The HUBEL group is made up of 10 companies, spread across different geographical locations, employing more than 200 people in peak season.



(...) In terms of salary processing, although the processes were common to the group, NAVHR proved to be flexible enough to adapt to the different legal and business realities typical of companies with such different business areas (...)

(...) The Success of this Implementation was based on three Fundamental Vectors: the quality of the NAVHR Product, following a proven winning implementation methodology and a cohesive, motivated project team focused on the defined objectives (...)

— *Dr^a Isabel Conceição,*
Director of the Hubel Group

The Hubel Group has always been recognized for the innovative solutions it develops and offers its clients. As far as information systems are concerned, it could not be less committed, having chosen NAVHR as its Human Resources Management solution. The implementation carried out by Arquiconsult proved to be a success, thanks to the real partnership that was established during the process.

Given the geographical dispersion and turnover inherent in highly seasonal sectors, a robust, reliable and optimized Human Resources solution was required that complied with the legal requirements in force. But the implementation of NAVHR didn't stop at salary processing. Once again, as a result of the innovative vision that characterizes the Hubel Group's positioning, the areas of Vacation Management, Performance Evaluation, Training Management and Expense Management were also implemented, based on the Employee Portal.

In this way, it was possible to combat the distance between employees and implement transparent and uniform Human Resources policies throughout the organization, greatly benefiting the entire organization by eliminating paper processes, decentralizing tasks and eliminating redundant information.

Situation

The Hubel Group, headquartered in Pechão, in the municipality of Olhão, is made up of 10 companies operating in the areas of "rational water use management" - Water Industry and Irrigation, and "agronomic engineering" - Plant Nutrition and Agricultural Production, with up to 200 employees at the time of peak workload and geographically distributed across several areas.



Geographical dispersion, as well as the diversity of business areas, presented themselves from the outset as a challenge that the Group set out to overcome.

(...) The Microsoft NAVHR solution has enabled us to have a global vision of the group's Human Resources, allowing us to implement Human Resources policies common to all the group's companies, by adopting tools that are transversal to the organization, such as the Employee Portal (...)

*— Dr^a Isabel Conceição,
Director of the Hubel Group*

On the other hand, the lack of a reliable and flexible Human Resources management tool, capable of incorporating the latest management paradigms and at the same time respecting the specific legislation of the different business areas, was identified as an obstacle to the Group's sustained growth.

It was in accordance with the vectors of flexibility, reliability and integration with the Microsoft Dynamics NAV ERP (ERP used by the Hubel Group) that the Hubel Group began an exhaustive analysis of the Human Resources solutions market, in particular because of the previously selected Human Resources management application:

It wasn't integrated with the Microsoft Dynamics NAV ERP, which generated additional work when it came to accounting integration;

It had very low reliability, particularly with regard to calculations for Social Security purposes. This meant that the amounts to be delivered had to be calculated manually;

It wasn't flexible enough to respond to the Hubel Group's different business areas, and salary processing for "agricultural" companies was carried out manually.

Solution

The decision to use the NAVHR solution, complemented by the Employee Portal, was made because:

- *It is a solution developed on the Dynamics NAV platform, duly certified by Microsoft and, as such, fully integrated with the rest of the ERP;*
- *It is a Global Human Resources Management solution, since it goes far beyond mere salary processing, responding to the various areas of personnel development;*
- *Its proven suitability for Portuguese legislation, proven by the numerous clients who use it;*
- *Its inherent flexibility and adaptability, which can be seen in its implementation in a wide range of business areas.*

The solution implemented is divided into two components, the application side based on NavHR and the extension of the information in a WEB environment for access by all the company's employees.

More than just an application for processing salaries, NAVHR is an important Human Resources management tool. With the possibility of characterizing the functional positions in the organisational structure and carrying out a cross-analysis of requirements, so that we can plan the training of its employees, thus also contributing to the definition of the performance appraisal model to be applied.

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*— Dr^a Isabel
Conceição, Director
of the Hubel Group*

The key to the success of this implementation was essentially down to three fundamental factors. Firstly, the intrinsic quality of the NAVHR/Employee Portal product; secondly, strict compliance with the implementation methodology adopted for projects of this nature, Microsoft SureStep Methodology, and lastly, and perhaps most importantly, genuine teamwork.

The involvement of those involved (consultants and users) was total, with none of them shirking their responsibilities, proactively contributing to the success of the project with their individual efforts.

In this way, and after an exhaustive diagnosis of the situation, the implementation of the various areas began, opting for the short wins strategy, i.e. overall planning was agreed, with each area being implemented sequentially, at intervals of one month, only and only after the previous one had been successfully completed and duly stabilized.

With this approach, it was possible to convey confidence to the project's various stakeholders, motivating the entire organization to actively participate in the project. The most visible examples of this were:

-- Three months ahead of the date on which the salary processing area went live - As a result of the results of the first month of salary processing, and the volume of additional work required by the previous application, it was immediately decided to consider this processing as effective, thus exceeding the 3 months of parallel time initially planned.

-- Massive availability of the organization to carry out pre-production tests of the Employee Portal - from the Group's board of directors to less experienced users, the entire organization made itself available to test the defined processes and subsequently to adopt the platform.

About the Hubel Group

The Hubel Group, based in Pechão, in the municipality of Olhão, is made up of 10 companies operating in the areas of the water industry and agricultural production, with up to 200 employees at peak times. *Distributed geographically over several areas, it is made up of:*

Hubel Irrigation Systems

Planning and design of irrigation solutions.

Hubel Water Industry

Dedicated to the installation of water supply, treatment and reuse solutions.

Hubel Verde

Specialized in providing services and marketing of engineering products and technology products.

Hubel Engineering and Services

Provides infrastructures and turnkey projects projects and support services in the areas of communication and information technologies.

Hubel Shared Services

Provides accounting, treasury, marketing, quality, human resources and planning and management control.

Hubgeste SGPS

Holding

Gaspar Suissas de Carvalho

Civil locksmithing and manufacture of mechanical components.

Hubel Produção Agrícola (3 companies)

Consisting of 3 holdings, the holding is production of strawberries, raspberries and blackberries, raspberry and blackberry.

(...) By opting for the NAVHR solution, the organization wants to have an evolutionary management support tool.

We want to have a single platform for a system that is perfectly integrated between the Human Resources area and the other management areas (financial, commercial, production, others), and which is at the same time versatile (...)

— Dr^a Isabel Conceição, Director of the Hubel Group

In more detail, the areas implemented were:

NAVHR
Salary processing;
Organizational structure (functions)
Performance evaluation

Training Management
Employee Portal
Registration Data
Vacation Management

Expense Management
Performance evaluation
Training

Benefits

In the end, the solution implemented enabled the following benefits, among others:

NAVHR

- Full registration of employees and their families;
- Control of the expiry of contracts, with automatic notifications via email;
- Detailed treatment of absenteeism, where absences are justified via the Portal;
- Reliable salary processing, adaptable to the Group's various realities and complying with all the legal requirements in force, with the possibility of extra processing for the payment of allowances, commissions or expenses;
- Automatic integration of salaries in the accounts, including the calculation of provisions/measurements for Holiday/Christmas Allowance, vacation month and corresponding charges;
- Unique and centralized employee data, allowing a global and integrated view of employees;
- Employee performance evaluation process, configurable from 180° to 360°, and according to the functions performed by each employee;
- Performance evaluation by objectives;
- Automated expense payment process, in accordance with internal procedures and the legal limits in force.

Employee Portal

- Decentralization of functions, as the employee can now consult/update their information at any time, without duplicating the recording of information;
- Employee Portal with vacation and absence registration module, with approval workflow and email notification;
- Easy and intuitive to use via browser;
- Elimination of paper and redundancy of processes, in particular through the possibility of consulting receipts via the portal;
- Registration of Performance Evaluations and compliance with objectives, via the Web, with a notification workflow for those involved;
- Possibility of recording expenses with email notifications of approval to the employee's hierarchy.

About NAVHR

A complete Human Resources solution in Microsoft Dynamics NAV for your company. It includes areas such as Payroll, Recruitment, Performance Evaluation, Employee Portal and a light version for small companies, among others.

NAVHR is designed for companies of any size and activity. It is a complete and flexible solution, adaptable to different business activities, from Services to Commerce, Distribution or Finance.

NAVHR, the solution developed and implemented by Arquiconsult for the Human Resources area, is the first and only Portuguese Microsoft Dynamics AddOn to obtain CfMD Certification, which guarantees compliance with Microsoft's highest standards when evaluating its partners' solutions.

NAVHR is also the best-selling Dynamics NAV AddOn in Portugal, recommended by more than 30 clients and already having been used in the market for 7 years. It is the only complete Human Resources solution in the Microsoft Dynamics universe.

ABOUT ARQUICONSULT

Arquiconsult is an information systems consulting company, based on Microsoft Dynamics technologies, with offices in Barcelona, Bilbao, Lisbon, Luanda, Madrid, OPorto, Riyadh, Salamanca, Seville and Vila Real.

Composed by the largest and most experienced team of consultants, having already implemented some of the most complex Microsoft Dynamics Business Solutions and being frequently referred to international clients for their implementations in our country.

Arquiconsult is constantly innovating its offer and has several verticals available, for several activity sectors, which add value to Microsoft Dynamics 365. Microsoft Dynamics AX is a clear example that allows us to make available to Portuguese and international companies the best and most complete integrated Management solution.

LOCATIONS

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