

What's New: Lawson V10 HCM



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- Infor Updates
- Lawson: Core S3 vs. Landmark GHR
- Landmark GHR Overview
- What's New In S3

- Enterprise-wide release that delivers enhancements in all of Infor's core product lines
 - New product features
 - Expanded analytics
 - Integrated social networking
 - Mobile applications
 - Infor product integrations

- LSF: Core transactional HR functions
- Landmark: New Development Platform
 - Talent Management Applications Developed
 - Core S3 functions being migrated
 - Position Management Available
 - Absence Management and Benefits some stage of Beta
 - Payroll in the future
 - Eventually all HCM will migrate to Landmark

- Significantly enhanced/new functionality
- Easy/Intuitive setup
- Better user interface (similar to Smart Office)
- Role-centric spaces to focus users on actions
- Pre-built notifications and approvals
- As-of Date allows for point in time inquiries
- Easier security administration, no technical knowledge required
- Far more fields and flexibility
- Powerful metrics capabilities

- Human Resources Foundations
- Personnel Administration
- Absence Management
- Payroll
- Benefits Administration
- Employee and Manager Self Service

- Maintains organizational data
 - Master tables such as currency
 - Competency management components
 - Custom Groups
 - Action reasons
 - Setup data for optional applications
- Features
 - As-of dating
 - Audit logs

- Compensation Management
- Talent Acquisition
- Competency Management
- Performance Management
- Goal Management
- Learning and Development
- Succession Management

General Navigation

— Data Area Verification

The screenshot displays the Infor HR11.1 interface. At the top left is the Infor logo. Below it are 'Bookmarks' and 'Favorites' menus. A search bar on the right contains 'hr11'. A central navigation pane shows 'Employee (HR11.1)' and 'Employee (PROD - HR11.1)'. A yellow arrow points to the 'Employee (HR11.1)' option. Below the navigation pane are input fields for 'Company' and 'Employee', and an 'Effective' date field. A horizontal menu includes 'Main', 'Assignment', 'Pay', 'Work', 'Personal', 'Address', 'Work Elig', 'User Flds', 'Tax', 'Pay Edits', 'Year End', 'Ben Dates', 'Ben Flags', and 'Plan Test'. The 'Main' tab is active, showing fields for 'Last Name', 'First Name', 'Middle Name', 'Name Title', 'Preferred Name', 'Social Number', 'Status', 'Hire Date', 'Adjusted Hire', 'Reported as New Hire', 'Anniversary', 'Seniority', 'First Day Worked', 'Last Day Paid', and 'Termination'. A 'Comments' button is located at the bottom right.

General Navigation

— Status Messages

The screenshot displays the Infor HR11.1 Employee form. At the top, there is a navigation bar with the Infor logo, a search bar containing 'hr11', and dropdown menus for 'Bookmarks' and 'Favorites'. Below this is the 'Employee (HR11.1)' header with a search icon. A toolbar contains 'Special Actions' (with icons for save, delete, and refresh) and an 'Inquire' dropdown. The main form area has a 'Company' dropdown, an 'Employee' dropdown, and an 'Effective' date field. A horizontal menu includes 'Main' (highlighted), 'Assignment', 'Pay', 'Work', 'Personal', 'Address', 'Work Elig', 'User Flds', 'Tax', 'Pay Edits', 'Year End', 'Ben Dates', 'Ben Flags', and 'Plan Test'. The form fields include 'Last Name', 'First Name', 'Middle Name', 'Name Title', 'Preferred Name', 'Hire Date', 'Adjusted Hire', 'Reported as New Hire', 'Anniversary', 'Seniority', 'First Day Worked', 'Termination', 'Last Day Paid', and 'Length of Service'. A 'Comments' button is also present. A large black-bordered box highlights the 'Inquiry Complete' message in the center of the form. A yellow arrow points to a smaller 'Inquiry Complete' message in the bottom left corner of the form area. The bottom right corner shows a zoom level of 115%.

Employee Groups

- Inactivation of Employee Groups
 - A status field has been added to classify groups as active or inactive.

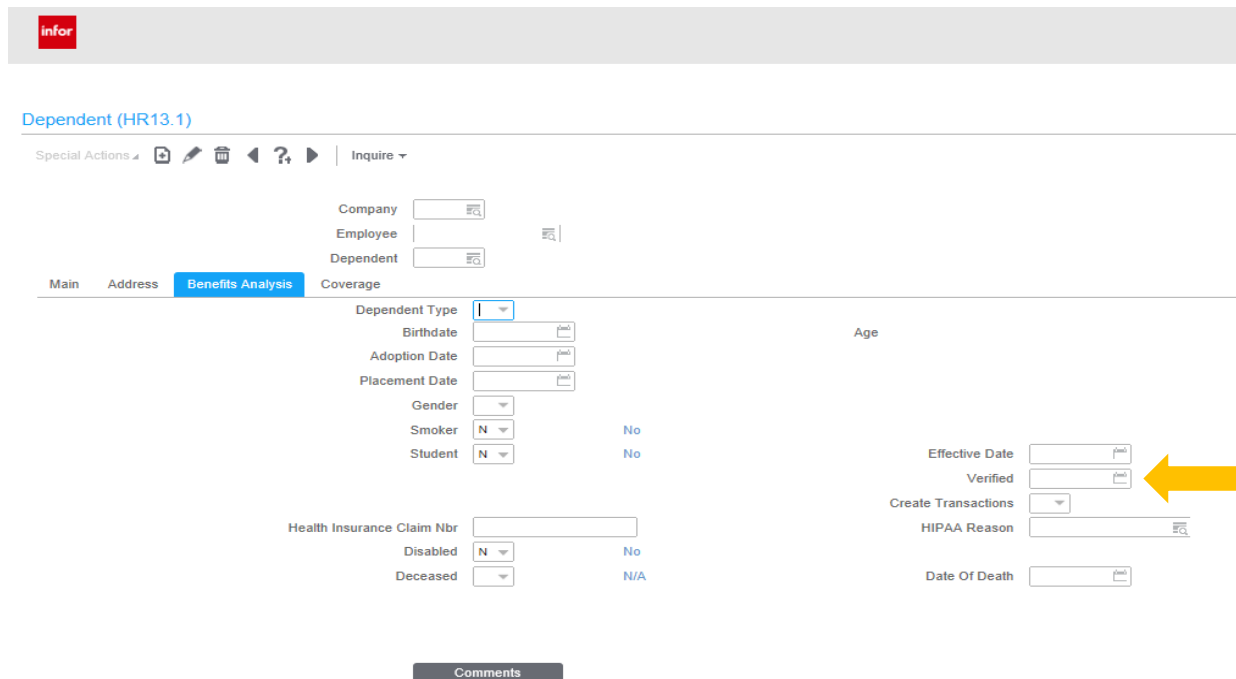
The screenshot shows the 'Employee Group Definition (HR55.1)' form in the Infor HR/PA system. The form is titled 'Employee Group Definition (HR55.1)' and includes a search bar with 'hr55' entered. Below the title bar, there are navigation icons and a 'Special Actions' menu. The main form area contains several fields: 'Company' (text input), 'Group Name' (text input), 'Benefits' (dropdown menu with 'N' selected), 'Absence Management' (dropdown menu with 'N' selected), 'Mimic Group' (text input), 'Topic' (dropdown menu), and 'Active' (dropdown menu with '1' selected). A yellow arrow points to the 'Active' dropdown menu. Below the main form area, there is a 'Selected Items' section with three columns of dropdown menus.

Employee Groups

- Updating Expanded
 - The default limit defined for the automated processing of employee groups has been increased from 800 to 2000.
 - This processing change impacts Employee and Personnel Action (PA52.X), Action Update (PA100), and Employee Group Update (HR155 and HR156).

Dependent Status

- Verification of Dependent Student Status
 - New field on HR13 to track date student status has been verified.



The screenshot shows the Infor HR13.1 'Dependent' form. The 'Benefits Analysis' tab is active. The 'Effective Date' field has a 'Verified' checkbox next to it, which is highlighted by a yellow arrow. Other fields include 'Company', 'Employee', 'Dependent', 'Dependent Type', 'Birthdate', 'Adoption Date', 'Placement Date', 'Gender', 'Smoker', 'Student', 'Health Insurance Claim Nbr', 'Disabled', 'Deceased', 'HIPAA Reason', and 'Date Of Death'.

Address Field Increased

- PA52 and HR511 are updated to allow entry of 57 characters for Home and Supplemental Address Line 1.

Drill Around shows Employee's Primary FTE instead of Position FTE

- When inquiring on Position Budget Inquiry (PA80) Position Code, it will now display the correct position level and Multiple Positions and Jobs (PA13) FTE for the employee.

Job and Position Descriptions Field Expansion

- Expanded from 30 to 60 characters

Attaching Documents

- Ability to attach documents to Employee HR11
- Ability to attach documents to Employee Grievance PA59

New Value field Increased

- New Value field on Personnel Actions PA52.x is expanded to support entry values of up to 60 characters now.

Payment Print PR160 Company Name

- New Company Field Name pulled from Company or Process Level

Payment Print	Laser Print	Checks & Receipts	ACH	Rerun
Create Labels				
Multiple Headers	Y	Yes		
Company Name	1	Company		
Originating DFI	1 - Company			
IAT	2 - Process Level			
Tape File Name				

Deduction Updates

- Deduction Update Enhanced Changes Report
 - PR115 has been updated to provide more detail information about the changes when the update is run.

Positive Pay File

- Delivered Positive Pay File for Checks Generated in PR

infor

Positive Pay File Creation (CB170)

Special Actions | Inquire ▾

Submit **Reports** **Job Sched** **Print Mgr**

Job Name

Job Description

User Name

Data Area/ID **TEST**

— Parameters

Main Options

Cash Code

or Cash Code Group

or Cash Code List

Transaction Code

Report Option **D** ▾ Detail

Filename

Deduction Audit

- Enhanced Parameters on PR280 Deduction Audit Report
 - New Parameters: Employee Group, Process Level, Department, Deduction Code, Fields by Number, User ID.

Retroactive Pay Calculation

- Retroactive Pay Calculation allows current home distribution account
 - PR131 now includes an additional tab and field labeled Memo.

Standard Time Record

- PR134 Standard Time Record skips New Hires with Mid-Pay-Period Hire date.
 - Exception Report will be own separate report.

Payment Register

- Create CSV Parameter added to Payment Register PR162

FMLA Calculation


- Automation of FMLA Rolling 12 Month Entitlement Calculation
 - Code changes have been put in place to automatically restore the employee's 12 week entitlement when completing 12 months of work after returning from leave.

Negative Balance Processing








- Enhancement to time record processing allows for negative balance processing with Linked Plan Rules
 - It will no longer move an existing negative balance to the next plan in the linked sequence. Existing negative balances will be treated as a zero balance for this processing.

New Program for Closing Unprocessed Service Date

— LP199



Close Unprocessed Service Records (LP199)

Special Actions       | Inquire 

Submit

Reports

Job Sched

Print Mgr

Job Name

Job Description

User Name

Data Area/ID TEST

- Parameters

Company

Processing Group

Process Level

Employee Group

Record Dates -

Object IDs -

Include

Service Class

Reason Class

Update

Report Option

Sort Option

Report Only

Detail

Employee

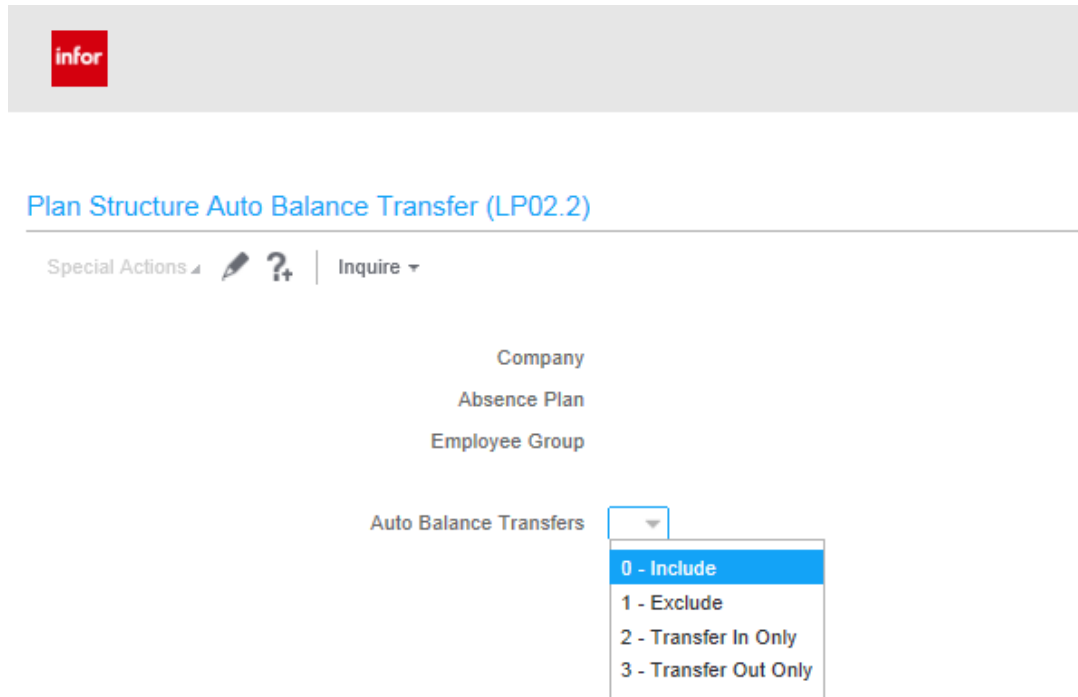
Absence Plan Calc for Accruals and Allotments

- Added 8th Processing Option on LP140 for Accruals and Allotments only.

The screenshot displays the 'Absence Plan Calc' interface. A dropdown menu for 'Processing Options' is open, showing eight options. Option 8, 'Accruals and Allotments Only', is highlighted. Other options include 'All Processing', 'Manual Transactions Only', 'Event Transactions Only', 'Manual & Event Transactions Only', 'All Except Manuals and Events', 'Carryover Only', and 'Retroactive Accruals Only'. The interface also includes fields for 'Retroactive Accruals', 'Process Through Date', 'Rerun', 'Report Selections', 'Transaction Summary', 'Negative Balance', 'Exclude', 'Allotment', 'Reserve', 'Carryover', 'Employee Sequence', and 'Create CSV'.

Automatic Balance Transfer Option

- LP02.2 created for omitting specified plans from Mass Absence Plan Transfer LP180.



Drill Around on Employee LOA Record Fields

- Users can drill around on the Employee Leave of Absence (LP51) when history logging is enabled.

Close | 🔍 Find Next | Reset | 🖨️

DRILL EXPLORER

<ul style="list-style-type: none"> 📁 Leave Status 📁 Classification 📁 Dates 📁 Address 📁 Printed Comments 📁 Private Comments (Do Not Print) 📁 Leave Documents 	<p>Employee: 9876 Employee Status: L1 Employee Term Date:</p> <p>Leave Number: 1 Leave Status: EE REQUEST Employee requested FMLA</p> <p>Request Date: 01/31/2014 Leave Begins: 02/01/2014 Estimated Return: 04/05/2014 Leave End Date:</p> <p>Leave Reason: FMLA SELF Leave FMLA - Self Intermittent: No Reason Class: Service Date: Hire Date</p> <p>Physician Release: Return to Work: Restricted Duty: No Restricted Through: Memo:</p>
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Domestic Partner

- New Option for Tracking Domestic Partner Status on Dependent HR13

The screenshot shows a software interface with a navigation bar containing 'Main', 'Address', 'Benefits Analysis', and 'Coverage'. The 'Benefits Analysis' tab is active. Below the navigation bar, there are several fields: 'Dependent Type' (a dropdown menu), 'Birthdate', 'Adoption Date', 'Placement Date', and 'Gender' (a dropdown menu). The 'Dependent Type' dropdown menu is open, showing three options: 'S - Spouse', 'P - Domestic Partner', and 'D - Dependent'. The 'P - Domestic Partner' option is highlighted.

Employee Benefits Statements

- The BN242 One Page Benefits Statement has been enhanced with parameters to enable the user to create multiple benefits statements.

Enhanced Beneficiary Listing

- Additional Parameter selection criteria added on BN247 for filtering by Employee Group or Employee

Provide Minimum Dependent Enrollment Role

- Enhancement on BN15 enforces a minimum dependent requirement to prevent employees from enrolling in wrong plan.

BN105 Updates

- The BN105 now only updates the audit stamps (date, time, user ID) when the record is actually updated.

Nurse Professional Profiles

- Nurse Profile Employee view includes higher education

Length of Service Rules

- New Feature offered on EMSS Length of Service Rules (HS16) to allow user to select date to calculate Length of Service that displays in MSS

Dependent and Smoker Status Updates

- Benefit Enrollment Rules (BS01.1) now guide employee to their current Dependent information for any applicable updates.

Web User ID Captured on Dependent Changes

- The employee's ID is captured in the database, preceded by a W.

New Personal Email Field

- New Personal Email field for employee to track and update.

Added Verified Flag to TR03 Course Certifications

- New parameter on Course Certification and Competencies (TR03.1) to indicate if the “certification” courses have been verified at the time of session completion (TR22.1).
- Upon Session Completion, the Certifications (PA22) verified flag will be updated to reflect what is selected on the Course Certification and Competencies.



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