

Oracle® Labor Distribution

User Guide

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Oracle Labor Distribution User Guide, Release 11i

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Send Us Your Comments

Oracle Labor Distribution User Guide, Release 11i

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Oracle welcomes customers' comments and suggestions on the quality and usefulness of this document. Your feedback is important, and helps us to best meet your needs as a user of our products. For example:

- Are the implementation steps correct and complete?
- Did you understand the context of the procedures?
- Did you find any errors in the information?
- Does the structure of the information help you with your tasks?
- Do you need different information or graphics? If so, where, and in what format?
- Are the examples correct? Do you need more examples?

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Preface

Intended Audience

Welcome to Release 11i of the *Oracle Labor Distribution User Guide*.

This guide assumes you have a working knowledge of the following:

- The principles and customary practices of your business area.
- Oracle HRMS.

If you have never used Oracle HRMS, Oracle suggests you attend one or more of the Oracle HRMS training classes available through Oracle University

- Oracle Self-Service Web Applications.

To learn more about Oracle Self-Service Web Applications, read the *Oracle Self-Service Web Applications Implementation Manual*.

- The Oracle Applications graphical user interface.

To learn more about the Oracle Applications graphical user interface, read the *Oracle Applications User's Guide*.

See Related Documents for more information about Oracle Applications product information.

See Related Documents on page xv for more Oracle Applications product information.

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Related Information Sources

Oracle HRMS shares business and setup information with other Oracle Applications products. Therefore, you may want to refer to other user guides when you set up and use Oracle HRMS.

You can read the guides online by choosing Library from the expandable menu on your HTML help window, by reading from the Oracle Applications Document Library CD included in your media pack, or by using a Web browser with a URL that your system administrator provides.

If you require printed guides, you can purchase them from the Oracle store at <http://oraclestore.oracle.com>.

Guides Related to All Products

Oracle Applications User's Guide

This guide explains how to enter data, query, run reports, and navigate using the graphical user interface (GUI). This guide also includes information on setting user profiles, as well as running and reviewing reports and concurrent processes.

You can access this user's guide online by choosing "Getting started with Oracle Applications" from any Oracle Applications help file.

Guides Related to This Product

OA Personalization Framework and OA Extensibility Framework

Learn about the capabilities of the 5.6 Framework technologies.

Oracle Human Resources Management Systems Enterprise and Workforce Management Guide

Learn how to use Oracle HRMS to represent your enterprise. This includes setting up your organization hierarchy, recording details about jobs and positions within your enterprise, defining person types to represent your workforce, and also how to manage your budgets and costs.

Oracle Human Resources Management Systems Workforce Sourcing, Deployment, and Talent Management Guide

Learn how to use Oracle HRMS to represent your workforce. This includes recruiting new workers, developing their careers, managing contingent workers, and reporting on your workforce.

Oracle Human Resources Management Systems Payroll Processing Management Guide

Learn about wage attachments, taxes and social insurance, the payroll run, and other processes.

Oracle Human Resources Management Systems Compensation and Benefits Management Guide

Learn how to use Oracle HRMS to manage your total compensation package. For example, read how to administer salaries and benefits, set up automated grade/step progression, and allocate salary budgets. You can also learn about setting up earnings and deductions for payroll processing, managing leave and absences, and reporting on compensation across your enterprise.

Oracle Human Resources Management Systems Configuring, Reporting, and System Administration in Oracle HRMS

Learn about extending and configuring Oracle HRMS, managing security, auditing, information access, and letter generation.

Oracle Human Resources Management Systems Implementation Guide

Learn about the setup procedures you need to carry out in order to successfully implement Oracle HRMS in your enterprise.

Oracle Human Resources Management Systems FastFormula User Guide

Learn about the different uses of Oracle FastFormula, and understand the rules and techniques you should employ when defining and amending formulas for use with Oracle applications.

Oracle Self-Service Human Resources Deploy Self-Service Capability Guide

Set up and use self-service human resources (SSHR) functions for managers, HR Professionals, and employees.

Oracle Human Resources Management Systems Deploy Strategic Reporting (HRMSi)

Implement and administer Oracle Human Resources Management Systems Intelligence (HRMSi) in your environment.

Oracle Human Resources Management Systems Strategic Reporting (HRMSi) User Guide

Learn about the workforce intelligence reports included in the HRMSi product, including Daily Business Intelligence reports, Discoverer workbooks, and Performance Management Framework reports.

Implementing Oracle Approvals Management

Use Oracle Approvals Management (AME) to define the approval rules that determine the approval processes for Oracle applications. Download this guide from Oracle *MetaLink*, Note: 282529.1.

Oracle iRecruitment Implementation Guide

Set up Oracle iRecruitment to manage all of your enterprise's recruitment needs.

Oracle Learning Management User Guide

Set up and use Oracle Learning Management to accomplish your online and offline learning goals.

Oracle Learning Management Implementation Guide

Implement Oracle Learning Management to accommodate your specific business practices.

Oracle Time and Labor Implementation and User Guide

Learn how to capture work patterns such as shift hours so that this information can be used by other applications such as General Ledger.

Installation and System Administration

Oracle Applications Concepts

This guide provides an introduction to the concepts, features, technology stack, architecture, and terminology for Oracle Applications Release 11i. It provides a useful first book to read before an installation of Oracle Applications. This guide also introduces the concepts behind Applications-wide features such as Business Intelligence (BIS), languages and character sets, and Self-Service Web Applications.

Installing Oracle Applications

This guide provides instructions for managing the installation of Oracle Applications products. In Release 11*i*, much of the installation process is handled using Oracle Rapid Install, which minimizes the time to install Oracle Applications and the Oracle technology stack by automating many of the required steps. This guide contains instructions for using Oracle Rapid Install and lists the tasks you need to perform to finish your installation. You should use this guide in conjunction with individual product user guides and implementation guides.

Upgrading Oracle Applications

Refer to this guide if you are upgrading your Oracle Applications Release 10.7 or Release 11.0 products to Release 11*i*. This guide describes the upgrade process and lists database and product-specific upgrade tasks. You must be either at Release 10.7 (NCA, SmartClient, or character mode) or Release 11.0, to upgrade to Release 11*i*. You cannot upgrade to Release 11*i* directly from releases prior to 10.7.

"About" Document

For information about implementation and user document, instructions for applying patches, new and changes setup steps, and descriptions of software updates, refer to the "About" document for your product. "About" documents are available on *OracleMetaLink* for most products starting with Release 11.5.8.

Maintaining Oracle Applications

Use this guide to help you run the various AD utilities, such as AutoUpgrade, Auto Patch, AD Administration, AD Controller, AD Relink, License Manager, and others. It contains how-to steps, screenshots, and other information that you need to run the AD utilities. This guide also provides information on maintaining the Oracle applications file system and database.

Oracle Applications System Administrator's Guide

This guide provides planning and reference information for the Oracle Applications System Administrator. It contains information on how to define security, customize menus and online help, and manage concurrent processing.

Oracle Alert User's Guide

This guide explains how to define periodic and event alerts to monitor the status of your Oracle Applications data.

Oracle Applications Developer's Guide

This guide contains the coding standards followed by the Oracle Applications development staff and describes the Oracle Application Object Library components that are needed to implement the Oracle Applications user interface described in the *Oracle Applications User Interface Standards for Forms-Based Products*. This manual also provides information to help you build your custom Oracle Forms Developer forms so that the forms integrate with Oracle Applications.

Oracle Applications User Interface Standards for Forms-Based Products

This guide contains the user interface (UI) standards followed by the Oracle Applications development staff. It describes the UI for the Oracle Applications products and how to apply this UI to the design of an application built by using Oracle Forms.

Other Implementation Documentation

Oracle Applications Product Update Notes

Use this guide as a reference for upgrading an installation of Oracle Applications. It provides a history of the changes to individual Oracle Applications products between Release 11.0 and Release 11*i*. It includes new features, enhancements, and changes made to database objects, profile options, and seed data for this interval.

Oracle Workflow Administrator's Guide

This guide explains how to complete the setup steps necessary for any Oracle Applications product that includes workflow-enabled processes, as well as how to monitor the progress of runtime workflow processes.

Oracle Workflow Developer's Guide

This guide explains how to define new workflow business processes and customize existing Oracle Applications-embedded workflow processes. It also describes how to define and customize business events and event subscriptions.

Oracle Workflow User's Guide

This guide describes how Oracle Applications users can view and respond to workflow notifications and monitor the progress of their workflow processes.

Oracle Workflow API Reference

This guide describes the APIs provided for developers and administrators to access Oracle Workflow.

Oracle Applications Flexfields Guide

This guide provides flexfields planning, setup, and reference information for the Oracle HRMS implementation team, as well as for users responsible for the ongoing maintenance of Oracle Applications product data. This guide also provides information on creating custom reports on flexfields data.

Oracle eTechnical Reference Manuals

Each eTechnical Reference Manual (eTRM) contains database diagrams and a detailed description of database tables, forms, reports, and programs for a specific Oracle Applications product. This information helps you convert data from your existing applications, integrate Oracle Applications data with non-Oracle applications, and write custom reports for Oracle Applications products. Oracle eTRM is available on *OracleMetalink*.

Oracle Applications Message Manual

This manual describes all Oracle Applications messages. this manual is available in HTML format on the documentation CD-ROM for Release 11*i*.

Do Not Use Database Tools to Modify Oracle Applications Data

Oracle STRONGLY RECOMMENDS that you never use SQL*Plus, Oracle Data Browser, database triggers, or any other tool to modify Oracle Applications data unless otherwise instructed.

Oracle provides powerful tools you can use to create, store, change, retrieve, and maintain information in an Oracle database. But if you use Oracle tools such as SQL*Plus to modify Oracle Applications data, you risk destroying the integrity of your data and you lose the ability to audit changes to your data.

Because Oracle Applications tables are interrelated, any change you make using an Oracle Applications form can update many tables at once. But when you modify Oracle Applications data using anything other than Oracle Applications, you may change a row in one table without making corresponding changes in related tables. If your tables get out of synchronization with each other, you risk retrieving erroneous information and you risk unpredictable results throughout Oracle Applications.

When you use Oracle Applications to modify your data, Oracle Applications automatically checks that your changes are valid. Oracle Applications also keeps track of who changes information. If you enter information into database tables using database tools, you may store invalid information. You also lose the ability to track who has changed your information because SQL*Plus and other database tools do not keep a record of changes.

Oracle Labor Distribution

Product Overview

This chapter provides an overview of Oracle Labor Distribution. The topics include:

- Definition, page 1-1
- Overview, page 1-1

Definition

Oracle Labor Distribution provides a flexible approach to the following:

- Scheduling employees
- Encumbering labor costs
- Distributing labor costs

Labor Distribution enables organizations to schedule, create, correct, and certify labor cost distribution without a timecard system.

Overview

Labor Distribution is fully integrated with Oracle Human Resources, Oracle Payroll, Oracle General Ledger, Oracle Projects, and Oracle Grants Accounting.

Labor Distribution provides organizations and institutions with the ability to perform the following:

- Create and update employee labor schedules
- Distribute pay amounts
- Encumber salary and wages
- Provide interfaces to non-Oracle payroll and timecard systems
- Adjust posted labor distribution
- Create and approve or certify employee effort reports
- Route effort reports for review and approval or certification
- Route distribution adjustment for approval

Labor Distribution supports OMB A-21 Effort Reporting for institutions receiving federal research funding.

Labor Distribution includes the following features:

- Create and Maintain Labor Distribution Schedules, page 1-2
- Distribute Pay Amounts, page 1-2
- Provide Interfaces to Other Payroll and Timecard Systems, page 1-3
- Distribution Adjustments, page 1-3
- Create and Approve or Certify Effort Reports, page 1-3
- Labor Encumbrances, page 1-3
- Auto-Population of Expenditure Type and Natural Account, page 1-3
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- Integration of Labor Distribution with Oracle Public Sector Budgeting, page 1-5
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Create and Maintain Labor Distribution Schedules

Labor Distribution enables managers or effort report initiators to create labor schedules for each employee assignment. These labor schedules are the basis for payroll labor distribution and encumbrances.

Each labor schedule provides a set of charging instructions that reflects the percentage of earnings to be charged to General Ledger, Grants Accounting, or Projects. You enter charging instructions on a schedule line that identifies the start and end date and the percent of effort to be charged to one of the target accounts. You can enter additional information about schedules and funding sources in a flexfield. Each employee assignment can have unlimited labor schedule lines. You can modify labor schedules at any time to reflect changes in charging instructions.

To simplify schedule line data entry, Labor Distribution includes default labor schedules for specific organizations and a user-defined schedule hierarchy. You can create default schedules for a department, and charge the pay for all the employees in that department on the basis of the default schedule.

Schedule hierarchies enable you to create schedules at the employee assignment, element group, and element levels. Labor Distribution uses the schedule hierarchy to determine which labor schedule to use.

Distribute Pay Amounts

Labor Distribution enables you to distribute all types of pay to General Ledger accounts, Grants Accounting awards, and Projects based on the labor schedules you define for the employee assignment. The application calculates distribution amounts on a daily basis.

Provide Interfaces to Other Payroll and Timecard Systems

Labor Distribution integrates with other non-Oracle payroll systems by providing open interfaces to import non-Oracle payroll data and charging instructions that time management systems create. You write non-Oracle payroll to an interface table. You can edit payroll entries before distributing them to their target accounts. You can use and adjust these distributions in effort reporting.

Distribution Adjustments

Labor Distribution enables you to adjust posted payroll distributions. If you adjust distributions, then you must reverse them, and create new distributions. You must provide an explanation for adjustments.

Adjustments are subject to appropriate security approvals. The Workflow routes adjustment approvals to appropriate personnel. The adjustments are posted to General Ledger, Grants Accounting, or Projects. After the appropriate person approves the distribution adjustments and the application processes the adjustments, you can generate new effort reports and approve them to certify the correct effort distribution for the effort report period.

Create and Certify Effort Reports

Effort reporting ensures accurate disbursement of labor charges. Effort reports summarize the labor distributions made over a period of time. Certification of the effort report by an employee or supervisor verifies distributions made against actual work performed. The Oracle Approvals Management Workflow routes effort reports to approvers for review, and approval depending on how you configure the workflow.

You can customize effort reports to meet your institution's or organization's requirements. You can do all this using the Effort Report Template Pages.

In a typical effort report process flow, administrators set up the effort report templates, initiators create the effort report, approvers approve the effort report, and the final recipients receive the consolidated and approved effort reports to print and archive.

Labor Encumbrances

Labor Distribution encumbers salary and wages and posts the encumbrances to General Ledger and Grants Accounting. By reserving funds from a budget for expenses committed yet not expended, you can see what funds are available and plan accordingly. As payroll charges are distributed to the target accounts, you can liquidate encumbrances, and apply the burden rate of the original encumbrance line to the liquidated encumbrance line.

You can select employee assignments for encumbrance by selecting the payrolls to encumber, thereby including all assignments in the selected payroll. You can encumber different charging instructions for differing time periods based on a 100% time period definition for each organization. Labor Distribution creates encumbrance lines for the future based on the employee's organization and other setup information.

Auto-Population of Expenditure Type and Natural Account

Auto-population of expenditure type and natural account automatically populates expenditure type and natural account fields during labor distribution. You can define and modify the auto-fill mapping rules using a wide range of parameters.

Reconciliation Reports

A series of reconciliation reports enable you to view the step-by-step distribution of labor costs. Totals for each step are compared with totals from the previous step to verify accurate labor cost distribution.

Scheduling and Distribution Reports

Scheduling and Distribution reports show details about labor schedules, default labor schedules, default accounts, suspense accounts, and actual distributions.

Multiple Organization Compliance

Multiple Organizations enable you to define multiple organizations and the relationship among them in a single installation and to secure access to data so that you can access only the information that is relevant to them.

Without multiple organizations, organizations with multiple business entities must install Labor Distribution multiple times within the same database. Multiple Organizations supports a single installation with any number of different logical business entities.

Summarize and Transfer Adjustments

Summarize and Transfer Adjustments enable you to approve defined distribution adjustment batches without automatically transferring approved distribution adjustments to General Ledger, Grants Accounting, or Projects.

Summarize and Transfer Adjustments provide the following benefits:

- Approve distribution adjustment batch without automatically running the Summarize and Transfer Adjustments process
- Summarize and transfer approved distribution batches at one time
- Redefine distribution adjustments for rejected adjustments during the Summarize and Transfer Adjustments process

Rollback of Labor Distribution Processes

Rolling back Labor Distribution processes enables you to correct errors after running each process. This reduces the requirement to create distribution adjustments.

Rollback of Labor Distribution processes provide you the following benefits:

- Roll back of Oracle and Non-Oracle Payroll Import processes enable you to re-import the same payroll
- Rollback of Create Distribution Lines enable you to recreate distribution lines for lines that are not summarized and transferred.

Error Recovery Processes

If a system crash or abnormal termination due to database failures occurs during certain processes, Labor Distribution provides easy error recovery. In most cases, you need only restart the failed process (after you have fixed the error).

All restart and recovery processes used in previous releases have been obsoleted. When you experience an error condition:

- Correct the issue that caused the failure (if necessary)

- Rerun the process that failed. The failed processes will skip the phases that had completed successfully and will continue with the pending phase.

To recover the Summarize and Transfer Distribution Adjustments process, run its corresponding restart process.

Enhanced Workflow

Labor Distribution is integrated with Workflow to facilitate the approval processes in effort reporting and distribution adjustments. Workflow automates the approval processes.

Security

Labor Distribution uses standard Oracle Applications security. Access and approvals are controlled through responsibilities that you create and assign to users.

Integration of Labor Distribution with Oracle Public Sector Budgeting

The integration of Labor Distribution with Public Sector Budgeting enables you as a Public Sector Budgeting user to access a labor schedule from Labor Distribution instead of Oracle Human Resource Management Systems. This integration includes the following features:

- Ability to bring salary distribution lines information into Public Sector Budgeting from Labor Distribution
- Ability to facilitate successful completion of budget worksheet with position budgeting

For detailed information on the integration of Public Sector Budgeting with Labor Distribution, see Using HRMS Budgeting, *Oracle HRMS Enterprise and Workforce Management Guide*.

Integration of Labor Distribution with Position Control in Human Resource Management Systems

Integration between Labor Distribution and Position Control functionality in Oracle Public Sector HRMS ensures the following:

- Position encumbrances created by Position Control are removed from Grants Accounting before Labor Distribution sends payroll encumbrances for employee assignments
- Ability to manage the budgets, encumbrances, and distribution of costs associated with positions and employee assignments

For detailed information on Position Control, see Enterprise Modeling, *Oracle HRMS Enterprise and Workforce Management Guide*

Setting Up Oracle Labor Distribution

Setting Up Oracle Labor Distribution

Overview

This chapter provides a checklist of setup steps in Labor Distribution.

Complete all required setup steps for the following applications before beginning the Labor Distribution setup steps.

- Oracle Applications System Administration
- Oracle General Ledger
- Oracle Human Resource Management Systems
- Oracle Grants Accounting

Note: Grants Accounting is optional.

- Oracle Projects

Note: Oracle Projects is optional.

- Oracle Workflow

Labor Distribution Setup Checklist

Table 1, page 2-2 shows the Labor Distribution setup checklist.

Note: The sequence indicated for the setup checklist applies to the Labor Distribution setup process only. For each application installed, consult the guides for that application to determine the sequence of setup steps.

You must complete all required setup steps in this checklist.

Labor Distribution Setup Checklist

Step Number	Setup Step	Type	Oracle Applications
Oracle Applications System Administration			
1.	Set up System Administration	required	System Administration
Oracle General Ledger			
2.	Define Account Combinations	required	General Ledger
Oracle Human Resource Management Systems			
3.	Define Cost Allocation Flexfield	required	HRMS

Step Number	Setup Step	Type	Oracle Applications
4.	Create Locations	required	HRMS
5.	Create Organizations	required	HRMS
6.	Define Jobs	required	HRMS
7.	Define Payrolls	required	HRMS
8.	Define Elements and Input Values	seeded/ user-defined	HRMS
9.	Define Elements Links	required	HRMS
10.	Define a Salary Basis	required	HRMS
Oracle Grants Accounting			
11.	Set Up Grants Accounting	optional	Grants Accounting
Oracle Projects			
12.	Set Up Projects	optional	Projects
Workflow			
13.	Set Up Workflow	required	Workflow
Labor Distribution, Labor Scheduling Setup			
14.	Set Up Organization Suspense Accounts	optional	Labor Distribution
15.	Set Up Organization Default Labor Schedule	optional	Labor Distribution
16.	Set Up Organization Default Accounts	optional	Labor Distribution
17.	Set Up Elements Imported	required	Labor Distribution
18.	Set Up Global Element Override	optional	Labor Distribution
19.	Set Up Element Groups	optional	Labor Distribution
20.	Set Up Payroll Sources	optional	Labor Distribution
21.	Set Up Begin Date Auto-fill Parameters	optional	Labor Distribution
22.	Set Up End Date Auto-fill Parameters	optional	Labor Distribution
23.	Set Up Clearing Account	required	Labor Distribution

Step Number	Setup Step	Type	Oracle Applications
Labor Distribution, Salary Cap Setup			
24	Set up Salary Cap Rates	optional	Labor Distribution
25	Set Up Project Overrides	optional	Labor Distribution
26	Set Up an Organization Excess Salary Account	optional	Labor Distribution
27.	Set Up a Generic Excess Salary Account	required	Labor Distribution
Effort Reporting Setup			
29	Set up descriptive flexfields to enter additional effort report information	Optional	HRMS
Labor Encumbrance Setup			
30.	Set Up Encumbrance Payroll and Assignment Selection	required if you use encumbrances	Labor Distribution
31.	Set Up Default Encumbrance End Date	required if you use encumbrances	Labor Distribution
32.	Set Up Encumbrance Element Selection	required if you use encumbrances	Labor Distribution
33.	Set Up Creation Options for GL	required if you use encumbrances	Labor Distribution
34.	Set Up Database Triggers and the Functional Area	required if you use encumbrances	HRMS
Expenditure Type and Natural Account Auto- Population Setup			
35.	Set Up Lookups Table	required if auto-population enabled	Labor Distribution
36.	Define Expenditure Type Auto-Population Rules	required if auto-population enabled	Labor Distribution
37.	Define Natural Account Auto-Population Rules	required if auto-population enabled	Labor Distribution

Step Number	Setup Step	Type	Oracle Applications
38.	Set Up By-Pass Table	required if auto-population enabled	Labor Distribution
39.	Set Up Autopop Segment	required if Natural Account auto-population enabled	Labor Distribution

Labor Distribution Setup Steps

To set up Labor Distribution, perform the following steps.

1. Set Up System Administration.

Set up System Administration.

To set up System Administration, see System Administration Setup, page 3-2 and *Oracle Applications System Administrator's Guide*.

2. Define Account Combinations

Accounting flexfield combinations must be defined to use Labor Distribution.

Warning: You cannot select accounting flexfield combinations for the labor schedule if the application fails to post journals for those value combinations. For example, if you do not set up the accounting flexfield combination and enable it, then you cannot close the accounting flexfield window when you set up labor schedule lines.

See: Defining Accounts, *Oracle General Ledger User Guide*.

3. Define Cost Allocation Flexfield

To use Labor Distribution, you must define the cost allocation flexfield and map it to Oracle General Ledger.

Warning: The cost allocation flexfield segments to General Ledger segment mapping must populate all fields of the General Ledger accounting flexfield structure. Otherwise, payroll costing does not post to General Ledger and you cannot import payrolls to Labor Distribution.

See: Key Flexfield Segments Window and Cost Allocation Flexfield, *Oracle Applications Flexfields Guide* and Cost Allocation Key Flexfield, *Oracle HRMS Enterprise and Workforce Management Guide*.

See: Running the Transfer to GL Process, *Oracle HRMS Enterprise and Workforce Management Guide*.

4. Create Locations

To use Labor Distribution, you must set up one or more locations in Oracle Human Resources.

See: Setting Up Locations, *Oracle HRMS Enterprise and Workforce Management Guide*.

5. Create Organizations

Organizations must be defined in Human Resources to use Multiple Organizations in Labor Distribution.

For information on creating organizations, see *Creating an Organization, Oracle HRMS Enterprise and Workforce Management Guide*.

6. Define Jobs

Jobs must be defined in Human Resources to use Labor Distribution. If using Grants Accounting, each employee assignment must have a job assigned to it.

To define jobs, see *Defining a Job, Oracle HRMS Enterprise and Workforce Management Guide*.

7. Define Payrolls

Payrolls must be defined in Human Resources to use Labor Distribution.

Warning: Labor Distribution imports and redistributes all employee assignments on a payroll for the elements selected. If users want to exclude certain employees from labor distribution, these employees must be assigned to a separate payroll that is not to be imported to Labor Distribution.

Within Oracle Human Resources and Oracle Payroll, labor costs can be assigned at the following hierarchical levels:

- Payroll
- Element link
- Organization
- Assignment
- Element entry

For payroll imported to Labor Distribution, it is recommended that costing be done at the Payroll level. When distributing labor costs to General Ledger, Projects, or Grants Accounting charging instructions, Labor Distribution journals against the costing account setup for the payroll.

Warning: The costing account must be one of the clearing accounts selected in Labor Distribution; otherwise the payroll selected for import cannot be processed.

Note: The following settings must be defined as follows.

- A payroll clearing costing account must be entered in the Costing field.
- An appropriate General Ledger suspense account must be entered in the Suspense field.

For information on accounting transactions, see *Labor Distribution Accounting Example*, page I-1.

To define payroll groups, see *Defining a Payroll, Oracle HRMS Payroll Processing Management Guide*.

Note: Users are required to perform the following setup procedure if the following circumstances apply:

- the user intends to import Oracle Payroll into Labor Distribution
- the payroll effective date is outside the payroll date range

If the effective date of the payroll is outside the payroll date range, users must set the effective date in Oracle Payroll to date earned.

To set the effective date in Oracle Payroll to date earned, change the parameter value for TGL_DATE_USED to E in the PAY_ACTION_PARAMETERS table.

Warning: If users do not change the parameter name, TGL_DATE_USED, to a value of E in the PAY_ACTION_PARAMETERS table, the accounting date of the payroll transfer to General Ledger defaults to the effective date of the payroll, which results in an effective date inconsistency between Oracle Payroll and Labor Distribution.

8. Define Elements and Input Values

Warning: Labor Distribution performs special calculations on the element Regular Salary to account for changes in salary or wages. If users create other elements for these types of pay, no special calculations are performed for those elements.

For information on defining elements and inputs, see *Defining an Element, Oracle HRMS Compensation and Benefits Management Guide* and *Defining an Element's Input Values, Oracle HRMS Compensation and Benefits Management Guide*.

9. Define Element Links

Warning: Labor Distribution imports and redistributes all pay amounts for employees on the selected payrolls for the elements selected. If users do not want the pay amount distributed, a separate element that is not selected for import to Labor Distribution can be used.

Warning: For elements to be imported to Labor Distribution, if costing is set up at this level, the costing account must be identical to the clearing account selected in Labor Distribution; otherwise, the payroll selected for import cannot be processed.

For information on defining element links, see *Defining Element Links, Oracle HRMS Compensation and Benefits Management Guide*.

For information on accounting transactions, see *Labor Distribution Accounting Example*, page I-1.

10. Define a Salary Basis

A salary basis must be defined in Labor Distribution to use Labor Distribution.

To define salary bases, see Defining a Salary Basis, *Oracle HRMS Compensation and Benefits Management Guide*.

11. Set Up Grants Accounting

Set up Grants Accounting. This step is optional.

To set up Grants Accounting, see Oracle Grants Accounting Setup Overview, *Oracle Grants Accounting User's Guide*.

12. Set Up Projects

Set up Projects. This step is optional.

To set up Projects, see Planning Your Implementation in Oracle Projects Implementation Guide.

13. Set Up Workflow

Set up Workflow to enable the effort reporting and distribution adjustments workflow processes.

To set up Workflow, see Overview of Setting Up, *Oracle Workflow Administrator's Guide*.

14. Set Up Organization Suspense Accounts

Define Grants Accounting and Projects charging instructions and General Ledger accounting flexfields to set up Organization Suspense Accounts.

To set up Organization Suspense Accounts, see Labor Scheduling Setup, page 4-2.

15. Set Up Organization Default Labor Schedule

Define Grants Accounting and Projects charging instructions and General Ledger accounting flexfields and percentages to set up Organization Default Labor Schedule.

To set up Organization Default Labor Schedule, see Labor Scheduling Setup, page 4-2.

16. Set Up Organization Default Accounts

Define Grants Accounting charging instructions and General Ledger accounting flexfields to set up Organization Default Accounts.

To set up Organization Default Accounts, see Labor Scheduling Setup, page 4-2.

17. Set Up Element Imported

Select payroll elements that you want to import during the payroll import process.

See: Labor Scheduling Setup, page 4-2.

18. Set Up Global Element Override

Define a set of charging instructions for a particular element that overrides all of the employee, organization, and assignment schedule hierarchy selections.

See: Labor Scheduling Setup, page 4-2.

19. Set Up Element Groups

Define element groups at the site level.

See: Labor Scheduling Setup, page 4-2.

20. Set Up Payroll Sources

Define source codes for the payroll source.

See: Labor Scheduling Setup, page 4-2.

21. Set Up Begin Date Auto-fill Parameters

Select an auto-fill option for the begin date field.

See: Labor Scheduling Setup, page 4-2.

22. Set Up End Date Auto-fill Parameters

Select an auto-fill option for the end date field.

See: Labor Scheduling Setup, page 4-2.

23. Set Up Clearing Account

Set up a clearing account to maintain balancing transactions.

See: Labor Scheduling Setup, page 4-2.

24. Set Up Salary Cap Rates

Set up the annual salary cap rates of the sponsor to enable the Create Distribution Lines process to compute the salary cap.

See: Setting Up Salary Cap Rates, page 9-11

25. Set Up Project Overrides

Set up project overrides to enable the Create Distribution Lines process to override the annual salary cap rate, and use the salary cap rate that you defined for the project.

See: Setting Up Project Overrides, page 9-11

26. Set Up Organization Excess Salary Accounts

Set up organization excess salary accounts to enable the Create Distribution Lines process to transfer funds that exceed the salary cap.

See: Setting Up an Organization Excess Salary Account, page 9-12

27. Set Up a Generic Excess Salary Account

Set up a generic excess salary account. The application transfers excess salaries to this account if the organization excess salary account does not exist or is not valid.

See: Setting Up a Generic Excess Salary Account, page 9-11

28. Set Up Descriptive Flexfields to Enter Additional Effort Report Information

You must set up the Effort Report Information descriptive flexfield to enter additional information in the Headers section. You must also set up the Effort Approval Information descriptive flexfield to enter additional information in the Details section.

29. Set Up Encumbrance Payroll and Assignment Selection

Set up encumbrance payroll and assignment selection to select specific payroll names for encumbrance.

See: Labor Encumbrance Setup, page 5-2.

30. Set Up Default Encumbrance End Date

Set up the default encumbrance end date.

See: Labor Encumbrance Setup, page 5-2.

31. Set Up Encumbrance Element Selection

Select elements to include in encumbrances.

See: Labor Encumbrance Setup, page 5-2.

32. Set Up Creation Options for GL

Select the effective date to post encumbrance transactions to Oracle General Ledger.

See: Labor Encumbrance Setup, page 5-2.

33. Set Up Database Triggers and the Functional Area

To use encumbrances, you must select the Generated and Enabled check boxes of the following dynamic triggers in the Dynamic Trigger Generation window:

- PSP_ASG_CHANGES_ARD
- PSP_ASG_CHANGES_ARU

See: Defining Dynamic Triggers, *Oracle HRMS Payroll Processing Management Guide*

In addition, you must set the legislation and the business group of the PSP_ASG_CHANGES_ARD and PSP_ASG_CHANGES_ARU triggers for the PSP Update Encumbrance functional area in the Functional Area Maintenance window.

See: Grouping Dynamic Triggers into Legislative Functional Areas, *Oracle HRMS Payroll Processing Management Guide*

34. Set Up Lookup Tables

Seed all parameters and their associated information into a lookup table.

See: Expenditure Type and Natural Account Auto-Population Setup, page 6-2.

35. Define Expenditure Type Auto-Population Rules

Define auto-population rules for expenditure types.

See: Expenditure Type and Natural Account Auto-Population Setup, page 6-2.

36. Define Natural Account Auto-Population Rules

Define auto-population rules for natural accounts.

See: Expenditure Type and Natural Account Auto-Population Setup, page 6-2.

37. Set Up By-Pass Table

Set up the By-Pass table to define expenditure types to be passed over by auto-population.

See: Expenditure Type and Natural Account Auto-Population Setup, page 6-2.

38. Set Up Autopop Segment

Set up Autopop Segment to use auto-population.

See: Expenditure Type and Natural Account Auto-Population Setup, page 6-2.

System Administration Setup

System Administration Setup

Overview

This section describes the setup steps that are required for System Administration in Labor Distribution.

Use the *Oracle Applications System Administrator's Guide* with this guide to complete or modify System Administration setup.

System Administration Setup Checklist

Table 1, page 3-2 shows the System Administration setup checklist.

You must completed all required setup steps in this checklist. The following section System Administration Setup Steps, page 3-4 describes and displays in bold italics, the setup steps that require specific settings or additional information to implement Oracle Labor Distribution.

System Administration Setup Checklist

Step Number	Setup Step	Oracle Applications System Administration	Oracle Labor Distribution
Step 1.	Create an Oracle Applications User	required	required
Step 2.	Create New Responsibilities	optional	required
Step 3.	Implement Function Security	optional	required
Step 4.	Create Additional Users	required	required
Step 5.	Set Up Printers	required	required
<i>Step 6.</i>	<i>Specify Site-Level and Application-Level Profile Options</i>	<i>required with defaults</i>	<i>required with defaults</i>
Step 7.	Define Concurrent Managers	optional	optional
Step 8.	Define Request Sets	optional	optional
Step 9.	Set Up AuditTrail	optional	optional
Step 10.	Modify Language Prompts	optional	optional

Step Number	Setup Step	Oracle Applications System Administration	Oracle Labor Distribution
Step 11.	Modify Territory LOV Values	optional	optional
Step 12.	Enable the following Descriptive Flexfields: <ul style="list-style-type: none"> Adjustment Distributions Information - Labor Distribution Distribution Interface Information - Labor Distribution Employee Labor Schedule Information - Labor Distribution Global Elements Information - Labor Distribution Non Oracle Interface Information - Labor Distribution Organization Accounts Information - Labor Distribution Organization Default LS Information - Labor Distribution Enter Journals: Lines (Oracle General Ledger) Encumbrance Items Descriptive Flex Field (Oracle Grants Management) Expenditure Items (Oracle Projects) 	optional	optional

For more information about descriptive flexfields, see User Definable Descriptive Flexfields, *Oracle HRMS Implementation Guide*.

System Administration Setup Steps

You must complete all required System Administration setup steps to use Labor Distribution.

Use the *Oracle Applications System Administrator's Guide* with this guide to complete all required setup steps that are not described in this section.

Specify Site-Level and Responsibility-Level Profile Options

This section includes the following parts:

- Set Up Profile Option Levels, page 3-4
- Set Up Profile Option Values, page 3-5
- Set Up Configuration Options, page 3-9

Set Up Profile Option Levels

You must specify the common user profile options for Oracle Applications as part of the Oracle Applications System Administration setup. You can set a profile at the Site, Application, Responsibility, or User level. Most profiles are seeded with default values at the site-level that serve as the default until you override them at other levels.

If you use a single organization, the profile options are set at the site level. If you implement Multiple Organizations, you must set all Labor Distribution profile values at the responsibility level.

Table 2, page 3-4 describes the profile option levels.

Profile Option Levels

Feature	Profile Option Name	Site	Appli- cation	Re- sponsi- bility	User
Labor Scheduling	PSP: Use Organization Default Labor Schedule, page 3-5	x		x	
	PSP: Use Organization Default Account, page 3-6	x		x	
	PSP: Display Organization Default Account, page 3-6	x		x	
	PSP: Generic Suspense Account Organization, page 3-6	x		x	
Labor Scheduling	PSP: Organization to be shown in reports, page 3-6	x		x	
	GL: Set of Books, page 3-6	x		x	
	HR: Business Group, page 3-6	x		x	
	MO: Operating Unit, page 3-7			x	
	HR: Query Only Mode, page 3-7			x	
Summarize Distribution Lines and Transfer	PSP: Enable Summarize & Transfer User Hooks, page 3-7	x		x	

Feature	Profile Option Name	Site	Appli- cation	Re- sponsi- bility	User
Distribution Adjustments and Maintenance of Non-Oracle and Pre-generated Distribution Lines	PSP: Use Default GL Posting Override Date, page 3-7	x		x	
Distribution Adjustments	PSP: Adjustment Approval Timeout in Days, page 3-7	x		x	
	HR: Query Only Mode, page 3-7			x	
Maintenance of Non-Oracle Sub-lines	PSP: Use Non-Oracle Effective Date, page 3-7	x		x	
Maintenance of Pre-generated Distribution Lines	PSP: Use Suspense Account for Pre-Gen Import, page 3-8	x		x	
Encumbrance Summarize and Transfer	PSP: Enable GL Summarization, page 3-8	x		x	
Labor Encumbrance	PSP: Integrate LD Encumbrances with Position Control, page 3-8	x		x	
Reports	File Server: Enabled, page 3-8	x		x	
	Concurrent: Save Output, page 3-8	x		x	
	Concurrent: Report Copies, page 3-9	x		x	
	Printer, page 3-9	x		x	

Set Up Profile Option Values

Table 3, page 3-5 describes the profile option values.

Labor Distribution Profile Option Values

Profile Option Name	Value	Description
PSP: Use Organization Default Labor Schedule	yes or no	This profile option enables you to use the Organization Default Labor Schedule. If you enable this profile option, then the application selects the Organization Default Labor Schedule check box in the Labor Scheduling window for every employee assignment.
For information on the Organization Default Labor Schedule, see Scheduling Hierarchy Process, page B-1.		<p>Note: If the application does not detect labor schedules at the employee level, it uses the labor schedule you defined at the Organization Default Labor Schedule.</p>

Profile Option Name	Value	Description
PSP: Use Organization Default Account	yes or no	<p>If enabled, then the organization default account is included in the schedule hierarchy</p> <p>Note: If there are no labor schedules at a lower level, labor schedules at the Organization Default Account level are used.</p>
PSP: Display Organization Default Account	yes or no	<p>If you enable this profile option, then the application includes the organization default account in the schedule hierarchy.</p> <p>Note: If you set this profile option to Yes, then you must also set the Organization Default Account Profile option to Yes.</p>
PSP: Generic Suspense Account Organization	generic suspense account	<p>Use this profile option to identify an Organization as the Generic Suspense Account Organization. You must set up this profile option at the responsibility level.</p> <p>Note: If you implement Multiple Organizations, then you must enable this profile option. You must also link a generic suspense account to each responsibility.</p>
PSP: Organization to be shown in reports	organization name	<p>This profile option allows you to select the organization that you want to want the application to display in reports as the institution name.</p>
GL: Set of Books	set of books	<p>This profile option enables you to use the set of books in Labor Distribution. You can set up this profile option at the Site level or the Responsibility level.</p> <p>Note: If you implement Multiple Organization, then you must link the set of books to a specific Labor Distribution responsibility.</p>
HR: Business Group	business group	<p>Enables business group to be used; must be set up at the Responsibility level</p> <p>Note: If Multiple Organizations is implemented, data relating to the employee assignments and organizations is secured by the specific business group to which the Labor Distribution responsibility is linked.</p>

Profile Option Name	Value	Description
MO: Operating Unit	operating unit	If you implement Multiple Organization, then this profile option enables you to link an operating unit to a Labor Distribution responsibility. You must set up this profile option at the Responsibility level.
HR: Query Only Mode	Yes or No	Use this to set read-only or update access to the Schedule Lines and the Distribution Adjustments windows.
PSP: Enable Summarize & Transfer User Hooks	yes or no	If you enable this profile option, then the application detects user hooks when you run the Summarize and Transfer Payroll Distributions process.
PSP: Use Default GL Posting Override Date	yes or no	<p>If you set this profile option to Yes, then the application uses the system date as the effective date for all General Ledger transactions. You cannot override this date. If you enable this profile option, then you cannot modify the GL Date fields in the Distribution Adjustments window.</p> <p>If you set this profile option to No, then you can specify the override date for the application to post transactions to Oracle General Ledger. For example, if the original transaction occurs on 10-Jan-2000, and you set the GL override date to 31-Jan-2000, then the application uses 31-Jan-2000 as the effective date for Oracle General Ledger transactions. If you do not specify an override date, then the application performs the transactions using the original date.</p>
PSP: Adjustment Approval Timeout in Days	number	This profile option enables you to specify when a distribution adjustment workflow approval notification must time out. The default value is zero days, which indicates that the approval notification never times out.
PSP: Use Non-Oracle Effective Date	yes or no	If you enable this profile option, then the application uses the Non-Oracle effective date from the interface table. If you do not enable this profile option, then the application uses the end date of the payroll period as the effective date.

Profile Option Name	Value	Description
PSP: Use Suspense Account for Pre-Gen Import	yes or no	If you enable this profile option, the Import process uses the Suspense Account for Pre-Generated distribution lines that have invalid accounts.
PSP: Enable GL Summarization	yes or no	If you enable this profile option, then the application creates the summary journals at the General Ledger account level instead of the employee assignment level.
PSP: Integrate LD Encumbrances with Position Control	yes or no	<p>This profile option enables you to integrate Oracle Labor Distribution and the Position Control functionality in Oracle HRMS.</p> <p>If you enable this profile, Labor Distribution will:</p> <ul style="list-style-type: none"> • Relieve the Position Control commitments for the date range when it computes its own encumbrances for the assignment. • Convey to Position Control that Labor Distribution is computing the assignment encumbrances and Position Control does not need to compute the commitments. • Provide Position Control with the encumbrance amount that Labor Distribution computes for the assignment, element, and date range with the charging instructions. <p>if you do not want to use the Position Control functionality, then set this profile option to No.</p> <p>Note: To use the Position Control feature, you must install and implement Oracle HRMS.</p>
File Server: Enabled	yes or no	This profile option enables you view reports in the concurrent manager.
Concurrent: Save Output	yes or no	If you enable this profile option, then the application uses the default value in the Printing Options window that you use to print a report.

Profile Option Name	Value	Description
Concurrent: Report Copies	number	This profile option enables you to specify the default value for the number of copies to appear in the Printing Options window, which the application uses to print the report.
Printer	printer	This profile option enables you to specify the default printer to appear in the Printing Options window.

Set Up Configuration Options

Table 4 , page 3-9 describes the configuration options available in Labor Distribution. Use the Configuration Values page to set these options.

See: Configuring Values in Labor Distribution, page 3-10

Labor Distribution Configuration Options

Configuration Option Name	Value	Description
Defer Auto-population at assignment or element group level	yes or no	Set to yes to defer Auto-population rule invocation, at the assignment or element group level, until after you submit the batch.
Show 100% distributions for each element	yes or no	Set to yes to show 100% summation for each element in the Distribution Adjustments window.
Use DFF columns when creating summary lines for payroll distributions	yes or no	Set to yes to enable the Descriptive Flexfields (DFF) and to send information collected from these DFFs to Oracle General Ledger, Oracle Projects, and Oracle Grants Accounting
Use DFF columns when creating summary lines for encumbrances	yes or no	Set to yes to enable the DFF and to send information collected from these DFFs to Oracle General Ledger, Oracle Projects, and Oracle Grants Accounting
Assign Generic Organization for Excess Salary Account	NA	Use this to identify an organization as a generic organization so that you can create a generic excess salary account. The application transfers excess funds to this account if the organization excess salary account does not exist or is not valid.

Configuration Option Name	Value	Description
Enable Salary Cap	yes or no	Set to Yes, to enable salary cap processing in Labor Distribution.
Map Sponsor Code to Sponsor	NA	Use this to associate the sponsor name with the predefined sponsor cap details. The application processes salary cap for this sponsor.
Enter the overriding element set	NA	Use this to select an element set to specify the elements that the application uses to process the salary cap. By default the application uses the salary element associated with an employee's salary basis.
Create Effort Report using PTAE0 details in GL_CODE_COMBINATIONS table	yes or no	This indicates how the application processes GL charging instructions. If you select Yes, then the application retrieves and converts information in GL Segments to display as Project, Task, Award, Expenditure Type, Expenditure Organization (PTAE0) information in the effort report. If you select No, then the application does not convert the PTAE0 information and displays it as GL segments.
Select the columns in GL_CODE_COMBINATIONS table that store PTAE0 details	NA	Use this to select the GL Segments you use to store PTAE0 information.
Enable Auto-Population	NA	Use this to enable auto-population rules at any level of the scheduling hierarchy.

Configuring Values for Labor Distribution

Use the Configuration Values page to choose settings for the following modules:

- Distribution Adjustments, page 3-10
- Effort Reporting, page 3-11
- Salary Cap, page 3-11
- Summarize and Transfer, page 3-12

For details of these configuration values, see: Set Up Configuration Options, page 3-9

To configure values for Distribution Adjustments:

1. Search for Distribution Adjustments as the Module Name.

2. Select **Defer Auto-population** at assignment or element group level as the Configuration Type.
3. In the **Defer Auto-population** at assignment or element group level region, select **Yes** to enable auto-population at assignment or element group level for your business group. Click **Apply**.

See: Configuration, page 14-10

4. Select **Show 100% distributions** for each element as the Configuration Type.
5. In the **Show 100% distributions** for each element region, select **Yes** to display the distribution percentages summed to 100% for each element rather than across all elements.

See: Distribution Adjustment at the Element Group Level, page 14-4

To configure values for Effort Reporting:

1. Search for **Effort Reporting** as the Module Name.
2. Select **Create Effort Report** using **PTAEO details** in **GL_CODE_COMBINATIONS** table as the Configuration Type.
3. In the **Create Effort Report** using **PTAEO details** in **GL_CODE_COMBINATIONS** table region, select **Yes** if you store PTAEO information in GL segments in the Accounting Flexfield.
4. Click **Apply**.
5. Select **Select the columns** in **GL_CODE_COMBINATIONS** table that store PTAEO details as the Configuration Type.
6. Click **Add Configuration Value**.
7. In the **Select the columns** in **GL_CODE_COMBINATIONS** table that store PTAEO details region that displays, select the GL segment you use to store each type of information (Project ID, Task ID, Award ID, Expenditure Organization ID, and Expenditure Type).
8. Click **Apply**.

See: Create Effort Report Templates, page 16-3

To configure values for Salary Cap:

1. On the **Configuration Values** page, select **Salary Cap** as the Module Name.
2. Select **Enable Salary Cap Processing** as the Configuration Type.
3. In the **Enable Salary Cap Processing** region that displays, select **Yes** to enable salary cap processing for your organization.
4. Click **Apply**.
5. On the **Configuration Values** page, select **Map Sponsor Code to Sponsor** as the Configuration Type.
6. Click **Add Configuration Value**.
7. Enter a Configuration Name.
8. Select a Sponsor Code. This is the list of predefined sponsors.

9. Select a Sponsor Name. This is the sponsor to whom you want to apply the salary cap. The list that displays is the list of sponsors defined in Oracle Grants.
10. Click Apply.
11. On the Configuration Values page, select Override Element Set as the Configuration Type.
12. Click Add Configuration Value.
13. In the Override Element Set region that displays, select an Override Element Set from the list.
14. Click Apply.

See: Salary Cap, page 9-4

To configure values for Summarize and Transfer:

1. On the Configuration Values page, select Summarize and Transfer as the Module Name.
2. Select Use DFF columns when creating summary lines for encumbrances as the Configuration Type.
3. In the Use DFF columns when creating summary lines for encumbrances region that displays, select Yes to enable the application to use DFF columns to create encumbrance summary lines.
4. Click Apply.
5. On the Configuration Values page, select Use DFF columns when creating summary lines for payroll distributions as the Configuration Type.
6. In the Use DFF columns when creating summary lines for payroll distributions region, select Yes to enable the application to use DFF Columns to create distribution summary lines.

See: Summarize and Transfer Payroll Distributions Procedures, page 10-2

Labor Scheduling Setup

Labor Scheduling Setup

Definition

The labor scheduling setup options provide users with flexibility in labor scheduling.

Overview

With this process you set up Oracle Labor Distribution to distribute payroll costs to one or more charging instructions in Oracle Grants Accounting, Oracle Projects, or Oracle General Ledger.

Table 1, page 4-2 shows the charging instructions you must enter for Projects and Grants Accounting.

Projects and Grants Accounting Charging Instructions

Field	Projects	Grants Accounting
Project	x	x
Expenditure Organization	x	x
Expenditure Type	x	x
Task	x	x
Award		x

Process

The labor scheduling setup process includes setting up:

- Generic Suspense Account, page 4-2
- Organization Suspense Accounts, page 4-3
- Organization Default Labor Schedule, page 4-3
- Organization Default Accounts, page 4-4
- Elements Imported, page 4-4
- Global Element Override, page 4-4
- Element Groups, page 4-5
- Payroll Sources, page 4-5
- Begin Date and End Date Auto-fill Parameters, page 4-5
- Clearing Account, page 4-6

Generic Suspense Account

The system administrator selects the Generic Suspense Account organization. For information on selecting the Generic Suspense Account Organization, see System Administration Setup, page 3-2.

Rules

Choosing a Generic Suspense Account is mandatory. After the System Administrator selects Generic Suspense Account organization, users can specify Grants Accounting and Projects charging instructions and General Ledger accounting flexfields. Users specify the effective date range of the organization suspense account.

Once you save an organization suspense account, the following rules apply:

- You cannot delete the Generic Suspense Account if you have imported payrolls for the date range of the suspense account.
- You cannot modify the begin date.
- You can charge the Generic Suspense Account organization to a different organization by having the System Administrator select a different organization as a Generic Suspense Account organization.

Note: There can only be one Generic Suspense Account organization at one time.

For information on validation rules, see Data Entry Validations Process, page D-1.

Organization Suspense Accounts

Rules

Setting up Organization Suspense Accounts is optional. You can specify Grants Accounting and Projects charging instructions and General Ledger accounting flexfields. You specify the effective date range of the organization suspense account.

Once you save an organization suspense account, the following rules apply:

- You cannot delete an organization suspense account if you have imported payrolls for the date range of the suspense account.
- You cannot modify the begin date.

For information on validation rules, see Data Entry Validations Process, page D-1.

Organization Default Labor Schedule

Setting up the Organization Default Labor Schedule is optional. You make this determination when setting up system profile options.

For information on setting up system profile options, see System Administration Setup, page 3-2

The Organization Default Labor Schedule setup procedure defines the organization default labor schedule by specifying Grants Accounting and Projects charging instructions and General Ledger accounting flexfields and percentages. You specify the effective date range of the default labor schedule.

Rules

Once you have saved the default labor schedule, the following rules apply:

- You cannot delete the default labor schedule if you have imported payrolls for the date range of the default labor schedule.

- You cannot modify the begin date.

For information on validation rules, see *Data Entry Validations Process*, page D-1.

Organization Default Accounts

Setting up Organization Default Accounts is optional. You can make this determination when setting up system profile options.

For information on setting up system profile options, see *System Administration Setup*, page 3-2.

The Organization Default Accounts setup procedure sets up an organization default account by specifying Grants Accounting and Projects charging instructions and General Ledger accounting flexfields. You specify the effective date range of the default account.

Rules

Once you save the default account, the following rules apply:

- You cannot delete the default if you have imported payrolls for the date range of the organization default account.
- You cannot modify the begin date.

For information on validation rules, see *Data Entry Validations Process*, page D-1.

Elements Imported

The Elements Imported setup procedure enables users to define which payroll elements the payroll import process imports and the effective date range of the element. Some examples of payroll elements are earnings, deductions, and benefits. You can add or delete elements from the Elements Imported setup window. You cannot delete the element if you have imported payrolls for the defined dates, but you can end-date it.

Note: You can use only elements selected for import in the Scheduling Hierarchy region of the Schedule Lines window.

The following rules apply to Elements Imported:

- The same element can occur more than once as long as the periods do not overlap.
- You can extend the end date of an element as long as the new period does not overlap with that of an already existing period of the same element.
- Once you save an element import setup, you cannot modify the begin date of an element.

For information on validation rules, see *Data Entry Validations Process*, page D-1.

Global Element Override

The Global Element Override setup procedure creates a specific set of charging instructions for a particular element (such as earnings, deductions, and benefits). The global element overrides all of the employee and assignment schedule hierarchy selections. You cannot delete the global element if there are payrolls imported for the defined dates, but you can end-date it.

The user specifies Grants Accounting and Projects charging instructions and General Ledger accounting flexfields and percentages. The user also specifies the effective date range of the override.

Rules

When you save the override schedule, the following rules apply:

- You cannot delete the override schedule if you have payrolls imported for the defined dates, but you can end-date it.
- You cannot modify the begin date.

For information on validation rules, see Data Entry Validations Process, page D-1.

Element Groups

You define element groups at the site level and use them to group elements. These classification groups identify a common distribution group of all elements within a classification that are scheduled and distributed for an employee assignment.

Rules

The following rules apply to the element groups:

- An element can be active in only one group for a given day.
- Once you save an element group, you cannot modify its begin date. However, you can end-date it.

For information on validation rules, see Data Entry Validations Process, page D-1.

Example

Create a single schedule for an employee assignment at the element group level of Regular Salary, where Regular Salary includes the elements of Regular Pay, Overtime, and Shift. Any Regular Pay, Overtime, and Shift element paid to that employee assignment uses the labor schedule defined for the Regular Salary element group. This means that the user does not have to individually create a labor schedule for each element.

For information on scheduling hierarchies, see Scheduling Hierarchy Process, page B-1.

Payroll Sources

Use the Payroll Sources setup procedure to define source codes for payroll sources other than Oracle. Use the Source Type source code for validations on the import of non-Oracle payroll sources and pregenerated distribution lines. You can have more than one source code for each payroll source type.

Begin Date and End Date Auto-fill Parameters

Use the Begin Date and End Date Auto-fill Parameters setup procedures to select one of three options to auto-fill the begin date field and end date field in the Schedule Lines window for each charging instruction to Grants Accounting, Projects, and General Ledger:

- No auto-fill: The Begin Date is not auto-filled.
- User-specified: Use the user-defined Begin Date for auto-fill.

- System-generated: If you have installed Grants Accounting, the auto-filled Begin Date is the latest date between the current system date, the employee assignment Begin Date, the award Begin Date/project Begin Date, and the day after the last Payroll Process Date. If you have General Ledger installed, the auto-filled Begin Date is the latest date between the current system date, the employee assignment Begin Date, and the day after the last Payroll Process Date.
- System-generated: If you have installed Grants Accounting, the auto-filled End Date is the latest date between the current system date, the employee assignment Begin Date, the award Begin Date/project Begin Date, and the day after the last Payroll Process Date. If you have General Ledger installed, the auto-filled End Date is the latest date between the current system date, the employee assignment Begin Date, and the day after the last Payroll Process Date.

Clearing Account

Use the clearing account in Labor Distribution for all types of balancing transactions. The clearing account maintains a balance of zero as Labor Distribution processes transactions. You can use the clearing account to verify that transactions are processing correctly by returning to a zero balance.

The clearing account is usually the same General Ledger account that was charged with employee payroll costs when they were transferred to General Ledger from Oracle Payroll. Use the Clearing Account setup procedure to change the clearing account.

For information on accounting transactions, see Labor Distribution Accounting Example, page I-1.

For information on defining payrolls, see Labor Scheduling Setup, page 4-2.

Setting Up Organization Suspense Accounts Procedure

Setting up Organization Suspense Accounts includes:

- Entering a General Ledger Accounting Flexfield, page 4-6
- Entering a Grants Accounting or Projects Instruction, page 4-7

To set up organization suspense accounts, perform the following steps.

1. In Labor Distribution, navigate to the Organization Suspense Accounts window as follows:
Setup > Organization Suspense Accounts
2. Perform one of the following tasks:
 - To set up a generic suspense account, select the Generic Suspense Account check box.
 - To set up an organization suspense account, in the Organization field, select an organization from the list of values.

Entering a General Ledger Accounting Flexfield

If entering a General Ledger accounting flexfield, perform the following steps:

1. In the GL Account field, select a General Ledger account from the list of values. A pop-up find window appears.

2. In the Shortcut Code field, select a code from the list of values, and click OK. The Parameters pop-up window appears.
3. Enter data in each field as required from the list of values, and click OK.
4. In the Begin Date field, enter the start date for the use of the General Ledger account specified by the accounting flexfield.
5. Optionally, in the End Date field, enter the end date for the use of the General Ledger account specified by the accounting flexfield.

For information on end date validation rules, see Data Entry Validations Process, page D-1.

6. Repeat steps 1 through 5, page 4-6 until completed.

Note: You must end-date records before you can create additional records.

7. Optionally, in the Comments field, enter comments.

Entering a Grants Accounting or Projects Instruction

To enter a Grants Accounting or Projects charging instruction, perform the following steps:

1. Enter data in the following fields as described in Table 2, page 4-7:

- Project Number
- Task Number
- Award Number, for Grants Accounting only
- Exp Org
- Exp Type
- Begin Date
- End Date

2. Repeat Step 1 until completed.

Note: You must end-date records before you can create additional records.

3. Save or save and continue.
4. Close the window.

Organization Suspense Accounts Window Description

Organization Suspense Accounts Window Description

Field Name	Type	Features	Description
Organization	required	list of values	Organization name.

Field Name	Type	Features	Description
Generic Suspense Account	display only	check box	Indicates if you are using this organization as a generic suspense account. Corresponds to the organization you selected as PSP: Generic Suspense Account Organization profile option.
Account Details Region			
GL Account	conditionally required	list of values: pop-up window	General Ledger accounting flexfield; required if there are no Grants Accounting or Projects charging instructions.
Project Number	conditionally required	list of values	Grants Accounting or Projects project number charging instruction; required if there are no General Ledger accounting flexfields.
Task Number	conditionally required	list of values	Grants Accounting or Projects task number charging instruction; required if there are no General Ledger accounting flexfields
Award Number	conditionally required	list of values	Grants Accounting award number charging instruction; required if there are no General Ledger accounting flexfields; not required if entering a Projects charging instruction. Only the awards belonging to the selected project are available for selection.
Exp Org	conditionally required	list of values	Grants Accounting or Projects expenditure organization charging instruction; required if there are no General Ledger accounting flexfields.
Exp Type	conditionally required	list of values	Grants Accounting or Projects expenditure type charging instruction; required if there are no General Ledger accounting flexfields.

Field Name	Type	Features	Description
Begin Date	required	list of values: pop-up calendar	Effective start date of suspense account. You cannot modify or delete this date.
End Date	optional	list of values: pop-up calendar	Effective end date of the suspense account.
Comments	optional	n/a	User setup comments.

Setting Up Organization Default Labor Schedule Procedure

Setting up Organization Default Labor Schedule includes the following:

- Entering a General Ledger Accounting Flexfield, page 4-9
- Entering a Grants Accounting or Projects Charging Instruction, page 4-9

To set up organization default labor schedules:

1. In Labor Distribution, navigate to the Organization Default Labor Schedule window as follows:
Setup > Org. Default Labor Schedules
2. In the Organization field, select an organization from the list of values.
3. In the Begin Date field, enter the effective start date for the Organization Default Labor Schedule from the list of values.
4. Optionally, in the End Date field, enter the effective end date for the Organization Default Labor Schedule from the list of values.

For information on deletion and end date validation rules, see Data Entry Validations Process, page D-1.

Entering a General Ledger Accounting Flexfield

To enter a General Ledger accounting flexfield:

1. In the GL Account field, select a General Ledger account from the list of values. A pop-up find window appears.
2. In the Shortcut Code field, enter a code from the list of values, and click OK. The Parameters pop-up window appears.
3. From the list of values, enter data in each field as required, and click OK.
4. In the % field, enter the distribution percentage to be applied to this accounting flexfield.
5. Repeat steps 1 through 4, page 4-9 until completed.

Note: You must end-date records before you can create additional records.

Entering a Grants Accounting or Projects Charging Instruction

To enter a Grants Accounting or Projects charging instruction:

1. Enter data in the following fields as described in Table 3, page 4-10:
 - Project Number
 - Task Number
 - Award Number, for Grants Accounting only
 - Exp Org
 - Exp Type
 - %
2. Repeat step 1 until completed.

Note: You must end-date records before you can create additional records.
3. Save or save and proceed.
4. Close the window.

Organization Default Labor Schedule Window Description

Organization Default Labor Schedule Window Description

Field Name	Type	Features	Description
Organization	required	list of values	Organization name.
Begin Date	required	list of values: pop-up calendar	Effective start date for default labor schedule. You cannot modify or delete this date.
End Date	optional	list of values: pop-up calendar	Effective end date for default labor schedule.
Default Schedules Region			
GL Account	conditionally required	list of values: pop-up window	General Ledger accounting flexfield. This is required if there are no Grants Accounting or Projects charging instructions.
Project Number	conditionally required	list of values	Grants Accounting or Projects project number charging instruction. This is required if there are no General Ledger accounting flexfields.
Task Number	conditionally required	list of values	Grants Accounting or Projects project task number charging instruction. This is required if there are no General Ledger accounting flexfields.

Field Name	Type	Features	Description
Award Number	conditionally required	list of values	Grants Accounting project award number charging instruction. This is required if there are no General Ledger accounting flexfields. It is not required if you are entering a Projects charging instruction. Only the awards belonging to the selected project are available for selection.
Exp Org	conditionally required	list of values	Grants Accounting or Projects project expenditure organization charging instruction. This is required if there are no General Ledger accounting flexfields.
Exp Type	conditionally required	list of values	Grants Accounting or Projects project expenditure type charging instruction. This is required if there are no General Ledger accounting flexfields.
%	required	n/a	Distribution percentage applied to the schedule line for the dates specified.
Comments	optional	n/a	User setup comments.

Setting Up Organization Default Accounts Procedure

Setting up Organization Default Accounts includes the following:

- Entering a General Ledger Accounting Flexfield, page 4-11
- Entering a Grants Accounting or Projects Instruction, page 4-12

To set up organization default accounts:

1. In Labor Distribution, navigate to the Organization Default Accounts window as follows:
Setup >Organization Default Accounts
2. In the Organization field, select an organization from the list of values.

Entering a General Ledger Accounting Flexfield

If entering a General Ledger accounting flexfield:

1. In the GL Code field, select a General Ledger account from the list of values. A pop-up find window appears.
2. In the Shortcut Code field, enter a code from the list of values, and click OK. The Parameters pop-up window appears.

3. From the list of values, enter data in each field as required, and click OK.
4. In the Begin Date field, enter the start date for the use of the General Ledger account specified by the accounting flexfield.
5. Optionally, in the End Date field, enter the end date for the use of the General Ledger account specified by the accounting flexfield.

For information on end date validation rules, see Data Entry Validations Process, page D-1.

6. Repeat steps 1 through 7, page 4-11 until completed.

Note: You must end-date Records must be end-dated before additional records can be created.

Entering a Grants Accounting or Projects Instruction

When entering a Grants Accounting or Projects charging instruction:

1. Enter data in the following fields as described in Table 4, page 4-12:
 - Project Number
 - Task Number
 - Award Number, for Grants Accounting only
 - Exp Org
 - Exp Type
 - Begin Date
 - End Date
 - Comments
2. Repeat Step 1 until completed.

Note: You must end-date Records must be end-dated before additional records can be created.

3. Save or save and proceed.
4. Close the window.

Organization Default Accounts Window Description

Organization Default Accounts Window Description

Field Name	Type	Features	Description
Organization	required	list of values	Organization name.

Account Details Region

Field Name	Type	Features	Description
GL Account	conditionally required	list of values: pop-up window	General Ledger accounting flexfield. This is required if there are no Grants Accounting charging instructions.
Project Number	conditionally required	list of values	Grants Accounting or Projects project number charging instruction. This is required if there are no General Ledger accounting flexfields.
Task Number	conditionally required	list of values	Grants Accounting or Projects project task number charging instruction. This is required if there are no General Ledger accounting flexfields.
Award Number	conditionally required	list of values	Grants Accounting award number charging instruction. This is required if there are no General Ledger accounting flexfields. This is not required if you are entering a Projects charging instruction. Only the awards belonging to the selected project are available for selection.
Exp Org	conditionally required	list of values	Grants Accounting or Projects expenditure organization charging instruction. This is required if there are no General Ledger accounting flexfields.
Exp Type	conditionally required	list of values	Grants Accounting or Projects expenditure type charging instruction. This is required if there are no General Ledger accounting flexfields.
Begin Date	required	list of values: pop-up calendar	Effective start date of the default account. You cannot modify this date.
End Date	optional	list of values: pop-up calendar	Effective end date of the default account.
Comments	optional	n/a	User setup comments.

Setting Up Elements Imported Procedure

To set up elements, perform the following steps.

1. In Labor Distribution, navigate to the Elements Imported window as follows:
Setup >Element Types
2. Enter data in each field of the Elements Imported window as described in Table 5, page 4-14.
3. To add a new line, place the cursor in the Element Name field. A new line appears.
4. Select an element from the list of values.
5. Repeat Step 2, page 4-14.
6. Save or save and proceed.
7. Close the window.

Elements Imported Window Description

Elements Imported Window Description

Field Name	Type	Features	Description
Element Name	required	list of values	All payroll elements appear in this list of values.
Begin Date	required	list of values: pop-up calendar	Effective import start date.
End Date	optional	list of values: pop-up calendar	Effective import end date.
Adjust	conditionally required	check box	If you select this, you can adjust the element in the Distribution Adjustments window.
Comments	optional	n/a	User setup comments.

Setting Up Global Element Override Procedure

Setting up Global Element Override includes the following:

- Entering a General Ledger Accounting Flexfield, page 4-15
- Entering a Grants Accounting or Projects Instruction, page 4-15

To set up a global element override:

1. In Labor Distribution, navigate to the Global Element Override window as follows:
Setup > Global Elements
2. In the Element field, select an element from the list of values.
3. In the Begin Date field, enter the effective start date for the global element override from the list of values.

4. Optionally, in the End Date field, enter the effective end date for the global element override from the list of values.

For information on end date validation rules, see Data Entry Validations Process, page D-1.

Entering a General Ledger Accounting Flexfield

If entering a General Ledger accounting flexfield:

1. In the GL Account field, select a General Ledger account from the list of values. A pop-up find window appears.
2. In the Shortcut Code field, enter a code from the list of values. The Parameters pop-up window appears.
3. Click OK.
4. From the list of values, enter data in each field as required.
5. Click OK.
6. In the % field, enter the distribution percentage to be applied to the accounting flexfield.

Entering a Grants Accounting or Projects Instruction

If entering Grants Accounting or Projects charging instructions, perform the following steps.

1. Enter data in the following fields as described in Table 6, page 4-15:
 - Project Number
 - Task Number
 - Award Number, for Grants Accounting only
 - Exp Org
 - Exp Type
 - %
2. Save or save and proceed.
3. Close the window.

Global Element Override Window Description

Global Element Override Window Description

Field Name	Type	Features	Description
Element	required	list of values	Element.
Begin Date	required	list of values: pop-up calendar	Effective start date of the override. You cannot modify or delete this date.

Field Name	Type	Features	Description
End Date	optional	list of values: pop-up calendar	Effective end date of the override.
Account Details Region			
GL Account	conditionally required	list of values: pop-up window	General Ledger accounting flexfield. This is required if there are no Projects or General Ledger charging instructions.
Project Number	conditionally required	list of values	Grants Accounting or Projects project number charging instruction. This is required if there are no General Ledger accounting flexfields.
Task Number	conditionally required	list of values	Grants Accounting or Projects project task number charging instruction. This is required if there are no General Ledger accounting flexfields.
Award Number	conditionally required	list of values	Grants Accounting project award number charging instruction. This is required if there are no General Ledger accounting flexfields. This is not required if you are entering a Projects charging instruction. Only the awards belonging to the selected project are available for selection.
Exp Org	conditionally required	list of values	Grants Accounting or Projects project expenditure organization charging instruction. This is required if there are no General Ledger accounting flexfields.
Exp Type	conditionally required	list of values	Grants Accounting or Projects project expenditure type charging instruction. This is required if there are no General Ledger accounting flexfields.
%	required	n/a	Distribution percentage applied to schedule line for dates specified.
Comments	optional	n/a	User setup comments

Setting Up Element Groups Procedure

To set up an element group:

1. In Labor Distribution, navigate to the Element Groups window as follows:
Setup >Element Groups
2. Enter data in each field of the Element Groups window as described in Table 7, page 4-17.
3. Save or save and proceed.
4. Close the window.

Element Groups Window Description

Element Groups Window Description

Field Name	Type	Features	Description
Element Group	required	n/a	Element group name.
Begin Date	required	list of values: pop-up calendar	Effective start date for group. You cannot modify or delete this date.
End Date	optional	list of values: pop-up calendar	Effective end date for group.
Comments	optional	n/a	User setup comments.
Elements Region			
Element Name	required	list of values	Element to be grouped under classification. This can be active in only one group for a given day.
Begin Date	display only	n/a	Effective start date for element as part of group.
End Date	display only	n/a	Effective end date for element as part of group.

Setting Up Payroll Sources Procedure

Perform the following steps to set up payroll sources.

1. In Labor Distribution, navigate to the Payroll Sources window as follows:
Setup >Payroll Sources
2. To enter a new payroll source, enter data in each field as described in Table 8, page 4-18.
3. Save or save and proceed.
4. To query all available payroll sources records, navigate as follows:
View >Find All

5. Close the window.

Payroll Sources Window Description

Payroll Sources Window Description

Field Name	Type	Features	Description
Header Region			
Payroll Source Type	required	list of values	Payroll source type name.
Source Codes Region			
Source Code	required	n/a	User-defined source code.
Description	required	n/a	User description of source code.

Setting Up Begin Date Auto-fill Parameters Procedure

To set up the begin date auto-fill parameter:

1. In Labor Distribution, navigate to the Begin Date Auto-fill Parameters window as follows:
Setup >Auto-fill Begin Date
2. Enter data in each field of the Begin Date Auto-fill Parameters window as described in Table 9, page 4-19.
3. Save or save and proceed.
4. Close the window.

Begin Date Auto-fill Parameters Window Description

Begin Date Auto-fill Parameters Window Description

Field Name	Type	Features	Description
Begin Date Auto-Fill Parameters Region			
System-generated	optional	radio button	Indicates if begin date field automatically populated based on defined parameters.
User-specified	optional	radio button	Indicates if users specify begin date.
No Auto-filled	optional	radio button	Indicates if there is no begin date.
User-specified Date	optional	list of values: pop-up calendar	Users specify auto-fill begin date.
Description of Selected Auto-Fill Parameter Region			
Description of Selected Auto-Fill Parameter	display only	n/a	Displays the auto-fill parameter rules for selected begin date auto-fill parameter.
Comments	optional	n/a	User comments.

Setting Up End Date Auto-fill Parameters Procedure

To set up the end date auto-fill parameter:

1. In Labor Distribution, navigate to the End Date Auto-fill Parameters window as follows:
Setup > Auto-fill End Date
2. Enter data in each field of the End Date Auto-fill Parameters window as described in Table 10, page 4-20.
3. Save or save and proceed.
4. Close the window.

End Date Auto-fill Parameters Window Description

End Date Auto-fill Parameters Window Description

Field Name	Type	Features	Description
End Date Auto-Fill Parameters Region			
System-generated	optional	radio button	Indicates if the end date field is automatically populated based on defined parameters.
User-specified	optional	radio button	Indicates if the users must specify an end date.
No Auto-filled	optional	radio button	Indicates if there is no end date.
User-specified Date	optional	list of values: pop-up calendar	Users specify auto-fill end date.
Description of Selected Auto-Fill Parameter Region			
Description of Selected Auto-Fill Parameter	display only	n/a	Displays the auto-fill rules for selected end date auto-fill parameter.
Comments	optional	n/a	User comments on setup.

Setting Up Clearing Account Procedure

To set up a clearing account:

1. In Labor Distribution, navigate to the Clearing Account window as follows:
Setup > Clearing Account
2. To change the clearing account, in the Clearing Account field, select a clearing account from the list of values. A pop-up find window appears.
3. In the Shortcut field, select a code from the list of values, and click OK. The Parameters pop-up window appears.
4. From the list of values, enter data in each field as required.
5. Click OK.
6. In the Comments field, enter a description of the clearing account.
7. Save or save and proceed.
8. Close the window.

Clearing Account Setup Window Description

Clearing Account Setup Window Description

Field Name	Type	Features	Description
GL Account	required	list of values	General Ledger clearing account
Comments	required	n/a	User-defined comments

Labor Encumbrance Setup

Labor Encumbrance Setup

Definition

Labor Encumbrance Setup options provide users with flexibility in using the labor encumbrance functionality.

Overview

Oracle Labor Distribution encumbers salary and wages and posts the encumbrances to Oracle General Ledger and Oracle Grants Accounting.

Process

The labor encumbrance setup process includes the following tasks:

- Setting Up Encumbrance Payroll and Assignment Selection, page 5-2
- Setting Up Default Encumbrance End Date Selection, page 5-2
- Setting Up Encumbrance Element Selection, page 5-2
- Setting Up Creation Options for GL, page 5-3

Setting Up Encumbrance Payroll and Assignment Selection

You can select specific payroll names for encumbrances. In addition, you can include or exclude all assignments in the payroll in the encumbrances. You can choose to include or exclude individual employee assignments. Therefore, if you select all employee assignments in a payroll, then you can include or exclude in encumbrances, by default, you can specify individual assignments to include or exclude in the encumbrance. The Create and Update Encumbrance Lines process considers the assignments you specified for inclusion or exclusion for all payroll periods in the payrolls you select.

Setting Up Default Encumbrance End Date Selection

The default encumbrance end date provides a common encumbrance ending date for all employee assignments being charged to Oracle General Ledger.

The beginning of the default encumbrance period is determined by the earliest unpaid payroll that exists after the last paid payroll period for an assignment. You define the end date of this period. You can specify a generic end date for all organizations listed in Oracle Human Resources.

Note: For employee assignments being charged to Oracle Grants Accounting, the default encumbrance end date does not take effect. The Create and update Encumbrance Lines process encumbers such assignments to the award end date.

Setting Up Encumbrance Element Selection

Salary and wage encumbrances are based on elements. You can select recurring earnings and non-earnings elements for encumbrance. Recurring earnings elements include regular non-predefined or predefined and supplemental elements. Examples of regular

non-predefined and supplemental elements include stipends, reallocation bonuses, and living quarter allowances. Examples of non-earnings elements included benefits and deductions.

You can also attach fast formulas to payroll elements for calculating encumbrance amounts. This is useful if, for example, you want to apply a fast formula to calculate salaries for a nine-month assignment or to calculate salaries for hourly-wage employees.

Setting Up Creation Options for GL

The creation options for General Ledger selection enables you to select the date when the application posts transactions to Oracle General Ledger. The default transaction date is the payroll period end date. The options to select are:

- Begin Date
- End Date, default
- Check Date
- Scheduled Run Date
- Cutoff Date

Note: For encumbrance transactions that the process posts to Oracle Grants Accounting, the application uses the transaction date of the payroll period end date or the last valid charging instruction date, whichever is earlier.

Setting Up Encumbrance Payroll and Assignment Selection Procedure

To set up encumbrance payroll and assignment selection, perform the following steps.

1. In Labor Distribution, navigate to the Encumbrance - Payroll and Assignment Selection window as follows:
Labor Encumbrance > Payroll Selection
2. Select one of the following options:
 - In the Payroll Name field, select a payroll from the list of values. The employee assignments associated with the selected payroll appear in the window and they default as included.
 - In the Employee Name field, query an employee as follows:
View - Find All
3. Make changes as described in Table 1, page 5-4.

Note: Users can include or exclude employee assignments as needed by selecting the Include or Exclude check box.
4. Save or save and proceed.
5. Close the window.

Encumbrance - Payroll and Assignment Selection Window Description

Encumbrance - Payroll and Assignment Selection Window Description

Field Name	Type	Features	Description
Payroll Region			
Payroll Name	required		payroll name
Include the entire payroll by default?	default	check box	indicates whether all individual employee assignments are to be included in encumbrance
Assignments Selection Region			
Employee Name	default display only		employee name; defaults when Payroll Name selected or can query employee
Assignment Number	default display only		assignment number
Include	required, if excluded not selected	check box	indicates employee assignment to be included in encumbrance
Exclude	required, if included not selected	check box	indicates employee assignment to be excluded in encumbrance

Setting Up Default Encumbrance End Date Procedure

To set up a default encumbrance period definition for an organization, perform the following steps.

1. In Labor Distribution, navigate to the Encumbrance - Default Encumbrance End Date window as follows:
Labor Encumbrance > Default End Date
2. Enter data in each field of the Encumbrance - Default Encumbrance End Date window as described in Table 2, page 5-5.
3. Save or save and proceed.
4. Close the window.

Encumbrance - Default Encumbrance End Date Window Description

Encumbrance - Default Encumbrance End Date Window Description

Field Name	Type	Features	Description
Default Encumbrance End Date Region			
Default End Date	required	list of values: pop-up calendar	Default period end date; last date up to which GL transactions are encumbered; encumbrances are created 100% until this date; must be current date or later
Previous End Date	default		Previous encumbrance period end date
Comments	optional		User-defined comments

Setting Up Encumbrance Element Selection Procedure

To set up encumbrance element selection, perform the following steps.

1. In Labor Distribution, navigate to the Encumbrance - Element Selection window as follows:
Labor Encumbrance > Element Selection
2. Place the cursor on a new line.
3. Select an element from the list of values.
4. Select a corresponding input value from the list of values. If you want to attach a fast formula to the element, select one from the Fast Formula field.
5. Save or save and proceed.
6. Close the window.

Encumbrance - Element Selection Window Description

Encumbrance - Element Selection Window Description

Field Name	Type	Features	Description
Elements	required	List of values	All recurring payroll elements appear in this list of values.
Input Value	You must specify either an input value, or a fast formula.	List of values	Determines dollar amount to be encumbered.
Fast Formula	You must specify either an input value, or a fast formula.	List of values	Enables you to attach a fast formula to an element.

Setting Up Creation Options for GL Procedure

Warning: Users must access this window at least once and save the default settings for encumbrances to work.

To set up encumbrance creation options for GL, perform the following steps.

1. Navigate to the Encumbrance - Creation Options for GL window as follows:
Labor Encumbrance > Creation Options for GL
2. To save the default settings, click Save on the toolbar.
3. To change the default settings, select the appropriate radio button as described in Table 4, page 5-6.
4. Save or save and proceed.
5. Close the window.

Encumbrance - Creation Options for GL Window Description

Encumbrance - Creation Options for GL Window Description

Field Name	Type	Features	Description
Effective Date for Posting			
Payroll End Date	optional	radio button	Payroll period end date; default
Payroll Begin Date	optional	radio button	Payroll period begin date
Payroll Check Date	optional	radio button	Constructive receipt of pay date when paychecks become negotiable
Payroll Scheduled Run Date	optional	radio button	Payroll run date
Payroll Cutoff Date	optional	radio button	Final date for entering or charging payroll information before a run

Expenditure Type and Natural Account Auto-Population Setup

Expenditure Type and Natural Account Auto-Population Setup

Definition

Setup of Expenditure Type and Natural Account Auto-Population provides for automatic auto-population of expenditure type and natural account information for an employee's charging instruction based on user-defined auto-fill mapping rules.

Overview

You can use auto-population rules for the following processes:

- PSP: Create Distribution Lines
- PSP: Summarize and Transfer Payroll Distributions
- PSP: Create and Update Encumbrance Lines
- PSP: Encumbrance Summarize and Transfer
- PSP: Distribution Adjustments
- PSP: Import Pre-generated Distribution Lines

This section describes the following:

- Auto-Population Rules, page 6-2
- Process, page 6-3
- References, page 6-4

Auto-Population Rules

Expenditure Type and Natural Account Auto-Population setup procedures enable you to define rules for auto-population using a wide range of parameters. You can use a rule calculator to build the rules.

You can develop ordering rules to order and specify effective dates for the auto-population rules. Ordering rules ensure that one rule is used over another in the event that multiple rules validate to true. This enables you to create multiple rules for the same expenditure type and to order them among the other rules. Effective dates ensure that the application uses the rule only for distribution lines with a valid payroll date.

You can group rules by period type to:

- Apply rules to specific employees based on their payroll.
- Reduce processing time for the application to cycle through a set of rules.

When the application determines the expenditure type or natural account that it needs to use, it applies only those rules that you grouped under a specific period type.

You can override auto-population values from the list of values.

Note: The rules are specific to the business group and set of books of the Labor Distribution responsibility that you are using.

Process

The expenditure type and natural account auto-population setup process includes the following:

- Enabling or Disabling Auto-Population, page 6-3
- Defining the Natural Account Segment for Auto-Population, page 6-3
- Setting Up the Lookup, page 6-3
- Defining Expenditure Type Auto-Population Rules and Defining Natural Account Auto-Population Rules, page 6-4
- Setting Up the By-Pass Table, page 6-4

Enabling or Disabling Auto-Population Rules

You can run auto-population rules at the level at which you define a labor schedule. For example, you can configure the application to apply auto-population rules to a labor schedule that you defined at the Global Element level and the Organization Default Labor Schedule level.

To apply auto-population rules, you must enable the Enable Auto-Population configuration value in the Configuration Values page.

See: Set Up Configuration Options, page 3-9.

You can apply auto-population rules to any of the following schedule hierarchy levels:

- Global Element
- Assignment
- Assignment (Element)
- Assignment (Element Group)
- Organization Default Labor Schedule
- Organization Default Account
- Suspense Account
- Pre-generated Lines
- Excess Salary Account

Defining the Natural Account Segment for Auto-Population

If you enable auto-population, then you must define the natural account segment for auto-population for the present responsibility.

Setting Up the Lookup

When you set up the lookup, you can define the lookup table with all the parameters and its associated information to make the parameters available when you create rules. The parameters that you select in this window appear in the list of values when you create an auto-population rule.

Note: Lookup data is not partitioned by Multiple Organizations.

Defining Expenditure Type Auto-Population Rules and Defining Natural Account Auto-Population Rules

When defining expenditure type and natural account auto-population rules, the user performs the following tasks:

- selects the Period Type to group rules applying to a specific payroll as described in Table 1, page 6-4.

Period Type Description

Period Type	Description
Calendar Month	applies rules to all employee assignments belonging to a payroll based on a calendar month period
Semi-Month	applies rules to all employee assignments belonging to a payroll based on a semi-month period
Bi-Weekly	applies rules to all employee assignments belonging to a payroll based on a bi-weekly period
Weekly	applies rules to all employee assignments belonging to a payroll based on a weekly period

- selects the expenditure type or the natural account
- selects effective payroll period start and payroll period end dates for a rule
- defines rules by defining parameter expressions
- builds a rule expression by combining parameter expressions with Boolean logic using a rule calculator
- saves validated rules

Setting Up the By-Pass Table

The bypass table stores the expenditure types that the application must skip when it applies auto-population rules. The auto-population process compares the present expenditure type on an employee's labor schedule with the expenditure types in the bypass table. If the application finds a match, then the application returns the same expenditure type and does not process any more rules.

Note: Bypass expenditure types are specific to the business group and set of books of the responsibility you are using.

References

To define expenditure types, see *Expenditure Types, Oracle Projects User's Guide*.

To define natural accounts, see *Designing Your Account Segments, Oracle General Ledger User Guide* and *Defining Your Account Structure, Oracle General Ledger User Guide*.

Setting Up Autopop Segment Procedure

To set up the autopop segment for Multiple Organizations, perform the following steps.

1. In Labor Distribution, navigate to the Auto-Population Segment Definition window as follows:

Setup > Auto-Population > Segment Setup

2. In the Segment field, select a segment name from the list of values.
3. Close the window.

Auto-Population Segment Definition Window Description

Auto-Population Segment Definition Window Description

Field Name	Type	Features	Description
Auto-Population Segment Region			
Segment	required	list of values	natural account segment used for auto-population

Setting Up Lookup Procedure

To set up Lookup, perform the following steps.

1. In Labor Distribution, navigate to the Lookups (Auto Lookups) window as follows:

Setup > Auto-Population > Lookups Table

2. Enter data in each field of the Lookups (Auto Lookups) window as described in Table 3, page 6-5.
3. Save or save and proceed.
4. Close the window.

Lookups (Auto Lookups) Window Description

Lookups (Auto Lookups) Window Description

Field Name	Type	Features	Description
Parameter Class	required	list of values	enabled flexfield segments for Human Resources Job Key Flexfield and project information from Oracle Grants Accounting tables
Parameter	required	list of values	parameter values associated with selected parameter class
Datatype	users		datatype information; automatically populated when parameter selected

Defining Expenditure Type Auto-Population Rules Procedure

The Defining Expenditure Type Auto-Population Rules procedure includes the following parts:

- Defining Parameters, page 6-6
- Defining Parameter Expressions and Building Rule Expressions, page 6-6

Defining Parameters

To define parameters, perform the following steps.

1. In Labor Distribution, navigate to the Auto-Fill Expenditure Types window as follows:
Setup > Auto-Population > Expenditure Type
2. Enter data in each field of the Auto-Fill Expenditure Types window as described in Table 4, page 6-7.
3. Perform one of the following steps:
 - save the record without defining a rule
 - go to Step 4, page 6-6 to re-order the sequence of Expenditure Types,
 - save the record and go to Step 8, page 6-6 to define a rule for an expenditure type
4. To re-order the sequence of Expenditure Types, place the cursor on the line to be reordered and click Re-Order.
The Reorder pop-up window appears.
5. In the From field, enter the sequence number of the selected line.
6. In the To field, enter the new sequence number for the selected line.
7. Click OK.
8. To define a rule for the expenditure type, click Define Rule. The Define Rule window appears.

Defining Parameter Expressions and Building Rule Expressions

To define parameter expressions, perform the following steps.

1. In the Parameter Class field, select a parameter class from the list of values.
2. If required, in the Parameter field, select a parameter from the list of values.
3. In the Operand field, select an operand from the pop-up list.
4. In the Parameter Value field, enter a value from the list of values.
5. Repeat steps 1 through 4, page 6-6 until all expressions needed are entered.
6. Save the record.
7. In the calculator field, click the line numbers for a particular expression on the calculator and combine them with the logic and parentheses buttons.
8. When the rule expression is complete, click OK. A Note pop-up window displays acknowledging the validity of the rule or indicating an error.

9. If the rule is valid, click OK.
10. Save or save and proceed.
11. Close the window.

Auto-Fill Expenditure Types Window Description

Auto-Fill Expenditure Types Window Description

Field Name	Type	Features	Description
Auto-Population Definition Region			
Period Type	required	list of values	window and displays rules, if any, defined for selected category
Seq.	display only		sequence number automatically generated after saving
Expenditure Type	required	list of values	expenditure types
From	required	list of values	payroll period start date; can be overridden
To	optional	list of values	payroll period end date; can be overridden
Rule Definition Region			
Rule Definition	users		user-defined rule; displayed after rule defined
Re-Order		button	re-orders Expenditure Type lines
Rules	optional	button	opens Define Rule window

Define Rule Window Description

Define Rule Window Description

Field Name	Type	Features	Description
		check box	indicates Define Rule window is linked to master detail windows, Auto-Fill Expenditure Types and Auto-Fill Natural Account; master detail windows refreshed when data saved in Define Rule window
Parameter Expressions Region			
Line	users		sequence number automatically generated when record saved
Parameter Class	required	list of values	parameter class
Parameter	required	list of values	parameter
Datatype	display only		automatically populated based on parameters selected
Operand	required	list of values	appropriate operand list for datatype selected
Parameter Value	required	list of values	value to compare to the parameter with the operand chosen; automatically populated when operand selected
Define Rule Region			
calculator	required		parameter expressions combined into a Boolean expression using sequence numbers
rule definition	display only		successfully validated rule displayed with parameter expressions substituted for sequence numbers used during calculator entry

Defining Natural Account Auto-Population Rules Procedure

The Defining Natural Account Auto-Population Rules procedure includes the following parts:

- Defining Parameters, page 6-6
- Defining Parameter Expressions and Building Rule Expressions, page 6-6

Defining Parameters

To define parameters, perform the following steps.

1. In Labor Distribution, navigate to the Auto-Fill Natural Account window as follows:
Setup > Auto-Population > Natural Account
2. Enter data in each field of the Auto-Fill Natural Account window as described in Table 6, page 6-10.
3. Perform one of the following steps:
 - save the record without defining a rule
 - go to Step 4, page 6-9 to re-order the sequence of Natural Accounts
 - save the record and go to Step 7, page 6-9 to define a rule for a natural account
4. To re-order the sequence of Natural Accounts, place the cursor on the line to be reordered and click Re-Order. The Reorder pop-up window appears.
5. In the From field, enter the sequence number of the selected line.
6. In the To field, enter the new sequence number for the selected line, and click OK.
7. To define a rule for the natural accounts, click Define Rule. The Define Rule window appears.

Defining Parameter Expressions and Building Rule Expressions

To define parameter expressions, perform the following steps.

1. In the Parameter Class field, select a parameter class from the list of values.
2. If required, in the Parameter field, select a parameter from the list of values.
3. In the Operand field, select an operand from the pop-up list.
4. In the Parameter Value field, enter a value from the list of values.
5. Repeat steps 1 through 4, page 6-9 until all expressions needed are entered.
6. Save the record.
7. In the calculator field, click the line numbers for a particular expression on the calculator and combine them with the logic and parentheses buttons.
8. When the rule expression is complete, click OK. A Note pop-up window appears acknowledging the validity of the rule or indicating an error.
9. If the rule is valid, click OK.
10. Save or save and proceed.
11. Close the window.

Auto-Fill Natural Account Window Description

Auto-Fill Natural Account Window Description

Field Name	Type	Features	Description
Auto-Population Definition Region			
Period Type	required	list of values	clears form and displays rules, if any, defined for selected category
Seq.	users		sequence number automatically generated after saving
Natural Account	required	list of values	natural account
From	required	list of values	payroll period start date; can be overridden
To	optional	list of values	payroll period end date; can be overridden
Rule Definition Region			
Rule Definition	users		user-defined rule; displayed after rule defined
Re-Order		button	re-orders Natural Account lines
Rules		button	opens Define Rule window

Setting Up Bypass Expenditure Types Procedure

To set up bypass expenditure types, perform the following steps:

1. In Labor Distribution, navigate to the Bypass Expenditure Types window as follows:
Setup > Auto-Population > Bypass Expenditure Type
2. In the Bypass Expenditure Type fields, select bypass expenditure types from the list of values.
3. Save or save and proceed.
4. Close the window.

Bypass Expenditure Types Window Description

Bypass Expenditure Types Window Description

Field Name	Type	Features	Description
Bypass Expenditure Type Region			
Bypass Expenditure Type	optional	list of values	expenditure types bypassed

Setting Up the Bypass Natural Account Procedure

To set up the bypass natural account, perform the following steps:

1. In Labor Distribution, navigate to the Bypass Natural Account window as follows:
Setup > Auto-Population > Bypass Natural Account
2. In the Natural Account fields, select natural accounts from the list of values.
3. Save or save and proceed.
4. Close the window.

Bypass Natural Account Window Description

Bypass Natural Account Window Description

Field Name	Type	Features	Description
Bypass Natural Account Region			
Natural Account	optional	list of values	natural accounts bypassed

Labor Scheduling Procedures

Labor Scheduling Procedures

Definition

Labor Scheduling is used to create, update, and review employee labor schedules.

Overview

A labor schedule specifies how an employee's pay is to be distributed to Oracle Grants Accounting, Oracle Projects, or Oracle General Ledger.

Multiple labor schedules can be created for each employee assignment. Each schedule contains schedule lines with charging instructions for Grants Accounting, Projects, or General Ledger. Each payroll is distributed according to the schedule lines in effect for the period of the payroll to be distributed. An employee can have an unlimited number of schedule lines.

Users can define labor schedules at different levels and use a hierarchy structure to determine the charging instructions in effect for a given day. Schedule hierarchies provide the user with the ability to create schedules at the employee assignment, element group, element, global element, or organization levels.

For information on scheduling hierarchies, see Scheduling Hierarchy Process, page B-1.

For information on organization level schedules, see Labor Scheduling Setup, page 4-2.

Process

To create or update labor schedules at the employee or assignment level and to view labor schedule lines, the labor scheduling process consists of the following tasks:

- Select Employee and Assignment in Labor Distribution, page 7-2
- Define Labor Schedule Hierarchy Level, page 7-3
- Define Schedule Lines, page 7-3
- Create or Modify Labor Schedules Using the Copy and Merge Functions, page 7-4
- View Schedule Summary, page 7-4
- View Monthly Schedule Summary, page 7-4
- View Payroll Period Schedule Summary, page 7-4

Select Employee and Assignment in Labor Distribution

Users can select an employee assignment by navigating in Labor Distribution to the Labor Scheduling window and selecting an employee and an assignment. To navigate to the Schedule Lines window, users click the Schedule Lines button.

Users have the option of enabling the Organization Default Labor Schedule profile option when setting up system profile options. For each employee assignment, an Organization Default check box is displayed.

- If users select Use Organization Default Labor Schedule during setup, the Organization Default check box is automatically selected. The selected check box is viewed in the Labor Scheduling window.

- If users do not select Use Organization Default Labor Schedule during setup, the Organization Default check box is not checked in the Labor Scheduling window.

For information on setting up system profile options, see System Administration Setup, page 3-2.

If the Organization Default check box is checked and an Organization Default Labor Schedule is defined, the Organization Default Labor Schedule is applied to each payroll element to be processed when an element does not have a labor schedule defined at either the Global Element, Element Group, or Assignment level.

Note: The check box in the Schedule Lines window is the same as the check box in the Labor Scheduling window.

For information on scheduling hierarchies, see Scheduling Hierarchy Process, page B-1.

Define Labor Schedule Hierarchy Level

The user selects one of the following levels of the labor schedule hierarchy to create a labor schedule:

- Assignment
- Element group
- Element type

Labor schedules can be added or deleted at the schedule hierarchy level.

Note: Users must save the scheduling hierarchy before proceeding to defining schedule lines. This enables Labor Distribution to record the hierarchy level selected.

For information on scheduling hierarchies, see Scheduling Hierarchy Process, page B-1.

Define Schedule Lines

At the hierarchy level selected, users can create an unlimited number of schedule lines for the employee assignment's labor schedule. Each schedule line includes the following:

- General Ledger accounting flexfield, Grants Accounting, or Projects charging instructions
- Begin and end dates for each schedule line
- Labor distribution percentage to be applied to each schedule line for the date specified

You can create a labor schedule for an employee assignment for dates for which the assignment has not been paid. If an employee assignment has been paid for a payroll period, and you try to enter dates within this paid payroll period, you will receive an error message that states the last payroll period the assignment has been paid. You can then start a labor schedule for dates after the paid payroll period for the assignment.

You can modify a labor schedule for an employee assignment for dates for which the assignment has not been paid. If an employee assignment has been paid for a payroll period, and the user tries to modify the labor schedule within this paid payroll

period, the user receives an error message that states that the schedule line is protected from updates.

In a payroll, Labor Distribution protects from creation or modification only the labor assignments of those employee assignments that have been paid for those periods. If some employee assignments in the same payroll are not paid for those payroll periods, then you can create and modify labor schedules for those payroll periods.

For all the labor distribution lines specified for a labor schedule, Labor Distribution provides a detailed matrix, separating the days that have identical charging instructions into dynamic labor schedule lines period columns. The period represents a set of continuous days for which the charging instructions are identical.

Create or Modify Labor Schedules Using the Copy and Merge Functions

Users can create or modify the labor schedules by using the copy or merge function to perform the following tasks:

- Copy the schedule lines from the current labor schedule to create a new schedule for the same employee assignment or for a different employee assignment.
- Merge the schedule lines of the current labor schedule with the labor schedule lines present on an existing labor schedule for the same or for a different employee assignment.

Labor Distribution performs validations on copy and merge to check whether the new or modified labor schedules exceed 100%.

View Schedule Summary

After completing and saving the schedule lines, users can view a summary display of how each element of the assignment is scheduled in the Schedule Summary window. This display allows the user to view how the entire assignment is scheduled.

The scheduling hierarchy that is displayed identifies the levels at which the assignment is scheduled. The highest level of the hierarchy displayed is the organization default and element is at the lowest level. Schedules at the lower level of the hierarchy take precedence over schedules at the higher level.

View Monthly Schedule Summary

In the Monthly Schedule Summary window, users enter the begin date and end date, and Labor Distribution displays a monthly summary of the schedule lines.

View Payroll Period Schedule Summary

In the Payroll Period Schedule Summary window, users enter the begin date and end date, and Labor Distribution displays the schedule lines and percentages by payroll periods.

Prerequisites

Employees to be scheduled must exist in Human Resources, have at least one active assignment for the dates the labor schedules are to be created, and be assigned to a payroll.

To enter employees in Human Resources and assigning employees to a payroll, see *Entering a New Person, Oracle HRMS Workforce Sourcing, Deployment, and Talent Management Guide* and *The Employee Assignment, Oracle HRMS Workforce Sourcing, Deployment, and Talent Management Guide*.

Creating and Updating Labor Schedules Procedure

The following procedures are used to create employee labor schedules:

- Selecting Employee and Assignment, page 7-5
- Defining Labor Schedule Hierarchy Level, page 7-5
- Defining Schedule Lines, page 7-6
- Creating or Modifying Labor Schedules Using the Copy and Merge Functions, page 7-8

Selecting Employee and Assignment

To select an employee and assignment, perform the following steps.

1. In Labor Distribution, navigate to the Labor Scheduling window as follows:

Labor Schedules

The Labor Scheduling window appears.

2. In the Full Name field, query the list of employees as follows:

View > Find or View > Find All

If View > Find is selected, the Find Employees window appears.

3. Select an employee from the list of values.
4. Click Find.
5. If there are more than one assignments listed in the assignment region, select an assignment in the Assignment No. field.
6. Click Schedule Lines. The Schedule Lines window appears.
7. Go to the following section:
Defining Labor Schedule Hierarchy Level, page 7-5

Defining Labor Schedule Hierarchy Level

Define Labor Schedule at Hierarchy Level includes the following procedures:

- Defining First Labor Schedule for the Employee Assignment, page 7-5
- Adding a Labor Schedule, page 7-6
- Deleting a Labor Schedule, page 7-6

Defining First Labor Schedule for the Employee Assignment

To define a labor schedule hierarchy level when a labor schedule is not already created for the employee assignment, perform the following steps.

1. In the Schedule Hierarchy region of the Schedule Lines window, click the appropriate hierarchy level radio button for the labor schedule.
2. If Element Group or Element Type is selected, place the cursor in the Element Group or Element Type field and select an Element Group or Element Type from the list of values.
3. To create the scheduling hierarchy, save and continue as follows:
File > Save and Proceed
4. Go to the following section:
Defining Schedule Lines, page 7-6

Adding a Labor Schedule

To add a labor schedule at a hierarchy level, perform the following steps.

1. In the Schedule Hierarchy region of the Schedule Lines window, click one of the radio buttons.
2. Add a new labor schedule as follows:
File > New
The schedule lines fields are cleared.
3. In the Schedule Hierarchy region of the Schedule Lines window, click the appropriate hierarchy level radio button for the labor schedule.
4. If Element Group or Element Type is selected, place the cursor in the Assignment, Element Group, or Element Type field and select an Element Group or Element Type from the list of values.
5. Save or save and proceed.
6. Go to the following section:
Defining Schedule Lines, page 7-6

Deleting a Labor Schedule

To delete a labor schedule at a hierarchy level, perform the following steps.

1. In the Schedule Hierarchy region of the Schedule Lines window, place the cursor in the Element Group or Element Type field.
2. To select the labor schedule to be deleted, navigate through the Schedule Hierarchy region using the down arrow on the keyboard.
3. Delete the labor schedule as follows:
Edit > Delete Record
4. Save or save and proceed.
5. Close the window.

Defining Schedule Lines

To define schedule lines, perform the following steps.

1. In the GL Account field, select a General Ledger account from the list of values.

If not entering a General Ledger accounting flexfield, go to Step 5, page 7-7.

Note: It is not possible to enter a Grants Accounting charging instruction and a General Ledger accounting flexfield on the same line.

The accounting flexfield window appears.

2. Enter data in each required field from the list of values.
3. Click OK.
4. Enter data in each of the following fields as described in Table 2, page 7-10.
 - Start Date
 - End Date
 - %

If not entering Grants Accounting charging instructions, go to Step 6, page 7-7.

5. If entering Grants Accounting charging instructions, enter the data in the following fields as described in Table 2, page 7-10.
 - Project
 - Task
 - Award
 - Organization
 - Exp. Type
 - Start Date
 - End Date
 - %
6. Repeat Steps 1 through 4, page 7-6 or Step 5, page 7-7 until all labor schedules and schedule lines are created for the selected employee assignment.
7. Click Refresh Display.

The matrix displays an updated schedule view where columns display dates that have consistent charging instructions.

8. If no errors are displayed, save the schedule lines as follows:
File > Save or Save and Proceed
9. Repeat the Define Schedule Hierarchy and Define Schedule Lines procedures until all labor schedules are created for the employee assignment.
10. To delete a schedule line, place the cursor on the line to be deleted and delete the line as follows:
Edit > Delete

Note: A line cannot be deleted if it has already been distributed.

11. Click Refresh Display.

12. If no errors are displayed, save the schedule lines as follows:

File > Save or Save and Proceed.

Creating or Modifying Labor Schedules Using the Copy and Merge Functions

To create or modify labor schedules using the copy and merge functions, perform the following steps.

Note: Labor Distribution performs validations on copy and merge to check whether the new or modified labor schedules exceed 100%.

1. In the Schedule Hierarchy region, click Copy To. The Copy To window appears.
2. In the Assignment Number field, select an employee assignment from the list of values.
3. Perform one of the following tasks:
 - To create a new labor schedule for the selected employee assignment or for a different employee assignment, click Copy to New Schedules.

Hierarchy values where no labor schedule exists for the selected employee assignment are displayed. These values include assignment, element groups, and element types.
 - To update an existing labor schedule for the selected employee assignment or for a different employee assignment, click Merge to Existing Schedules.

Hierarchy values where labor schedules exist for the selected employee assignment are displayed. These include labor schedules defined at the assignment, element groups, and element type levels.
4. To select an assignment, select the Assignment check box.
5. To select an item in the Element Groups or Element Type regions, double click the item.
6. To select all items in the Element Groups or Element Type regions, click Select All.
7. To deselect an item in the Element Groups or Element Types region, select the item and click Deselect.
8. Click Done.
9. Save or save and proceed.
10. Close the window.

Labor Scheduling Window Description

Labor Scheduling Window Description

Field Name	Type	Features	Description
Employee Region			
Full Name	display only		Employee full name; last name first.
Employee No.	display only		Employee identification number.
Social Security	display only		Employee social security number.
Assignment No.	display only		Assignment identification number.
Job	display only		Organization assignment.
Position	display only		Position assignment.
Begin Date	display only		Assignment start date.
End Date	display only		Assignment end date.
FTE	display only		Full-time equivalent employment status for assignment.
Distribution Instructions Region			
Org. Def.	display only	check box	Indicates if organization default labor schedule is used for assignment; if set up at the site level, Organization Default Labor Schedule used for all employee's assignments and cannot be modified.
Assignment	display only	check box	Indicates if labor schedule defined at Assignment level.
Element Group	display only	check box	Indicates if labor schedule defined at Element Group level.
Element	display only	check box	Indicates if element defined at Element level.
Schedule Lines		button	Opens Schedule Lines window.

Schedule Lines Window Description

Schedule Lines Window Description

Field Name	Type	Features	Description
Employee Region			
Full Name	display only		Employee full name.
Employee No.	display only		Employee identification number.
Assignment Region			
Assignment	display only		Assignment identification number.
Org.	display only		Organization component of assignment.
Begin	display only		Assignment start date.
FTE	optional		Assignment employment status.
Payroll	display only		Employee payment cycle.
End	default, display only		Assignment end date.
Schedule Hierarchy Region			
Assignment	optionally required	radio button	Indicates if you defined the labor schedule at the Assignment level.
Element Group	optionally required	radio button: list of values	Indicates if you defined the labor schedule at the Element Group level.
Element Type	optionally required	radio button: list of values	Indicates if you defined the labor schedule at the Element level.
Copy To		button	Opens the Copy To window.
Schedule Lines Region			
GL Account	conditionally required	pop-up window	General Ledger accounting flexfield. This is required if there are no Grants Accounting or Projects charging instructions.

Field Name	Type	Features	Description
Project	conditionally required	list of values	<p>Grants Accounting or Projects project name. This is required if there are no General Ledger accounting flexfields.</p> <p>Note: To see the entire Project's line, navigate horizontally using the scroll bar.</p>
Task	conditionally required	list of values	<p>Grants Accounting or Projects task number charging instruction. This is required if there are no General Ledger accounting flexfields.</p>
Award	conditionally required	list of values	<p>Grants Accounting award number charging instruction. This is required if there are no General Ledger accounting flexfields.</p> <p>Only the awards belonging to the selected project are available for selection.</p>
Organization	conditionally required	list of values	<p>Grants Accounting or Projects organization charging instruction. This is required if there are no General Ledger accounting flexfields.</p>
Exp. Type	conditionally required	list of values	<p>Grants Accounting or Projects expenditure type charging instruction. This is required if there are no General Ledger accounting flexfields.</p>
Start Date	required	list of values: pop-up calendar	<p>Charging instruction start date.</p> <p>Note: Labor Distribution checks the end date of the most recently imported Oracle or non-Oracle payroll. You can only create and modify schedules for dates after the end date of the last processed payroll for the selected employee assignment.</p>
End Date	optional	list of values: pop-up calendar	<p>Charging instruction end date.</p>

Field Name	Type	Features	Description
%	required		Labor distribution percentage applied to that schedule line for the specified dates.
[Matrix]	display only		Displays dates with identical charging instructions. Note: Navigate horizontally using the Move Left and Move Right buttons.
Refresh Display		button	Updates the display matrix.
Schedule Summary		button	Opens the Schedule Summary window.
Monthly Summary		button	Opens the Monthly Schedule Summary window.
Payroll Period		button	Opens the Payroll Period Schedule Summary window.
Copy To Window			
Employee	required	list of values	Employee name to whom schedule line is copied or merged.
Assignment	required	list of values	Employee assignment.
Copy to New Schedules		button	Copies the schedule lines from the current labor schedule for the same employee assignment or for a different employee assignment.
Merge to Existing Schedules		button	Merges the schedule lines of the current labor schedule with the labor schedule lines present on an existing labor schedule for the same or for a different employee assignment.

Field Name	Type	Features	Description
Element Groups	default		If you select Copy to New Schedules, this displays the element group hierarchy values where no labor schedule exists for the selected employee assignment. If you select Merge to Existing Schedules, this displays the element group hierarchy values that do exist for the selected employee assignment. If you select a value, it appears in the corresponding destination window.
Element Types	default		If you select Copy to New Schedules, this displays the element type hierarchy values where no labor schedule exists for the selected employee assignment. If you select Merge to Existing Schedules, this displays the element type hierarchy values that do exist for the selected employee assignment. If you select a value, it appears in the corresponding destination window.
Assignment	check box	check box	Select the Assignment check box to merge a schedule line to a labor schedule defined at the Assignment level.
Select All		button	Selects all items in the Element Groups or Element Type regions.
Deselect		button	Deselects items selected in the Element Groups or Element Types region.
Cancel		button	Closes the window without saving.
Done		button	Indicates task completion.

Viewing Labor Schedule Lines Procedure

Use the following procedures to view schedule lines:

- Viewing Schedule Summary, page 7-14
- Viewing Monthly Schedule Summary, page 7-14

- Viewing Payroll Period Schedule Summary, page 7-15

Viewing Schedule Summary

Perform the following steps to view the schedule summary.

1. In Labor Distribution, navigate to the Labor Scheduling window as follows:
Labor Schedules
The Labor Scheduling window appears.
2. In the Full Name field, query the list of employees as follows:
View > Find or View - Find All
The Find Employees window appears.
3. Select an employee.
Click Find.
4. Click Schedule Lines.
The Schedule Lines window appears.
5. Click Schedule Summary.
The Schedule Summary window appears.
6. In the Begin field in the Display region, enter the start display date from the list of values.
7. In the End field in the Display region, enter the end display date from the list of values.
8. Click Display. A display appears summarizing how each element of the assignment is scheduled.
9. Close the window.
The Schedule Lines window appears.

Viewing Monthly Schedule Summary

To view the monthly schedule summary, perform the following steps.

1. In the Schedule Lines window, click Monthly Summary. The Monthly Schedule Summary window appears.
2. In the Begin field in the Display region, enter the start display date from the list of values.
3. In the End field in the Display region, enter the end display date from the list of values.
4. In the Schedule Hierarchy region, select a hierarchy level to display.
5. Click Refresh Display. A monthly summary of the schedule lines appears.
6. Repeat Steps 4, page 7-14 and 5, page 7-14 until finished.
7. Close the window.
The Schedule Lines window appears.

Viewing Payroll Period Schedule Summary

To view the schedule lines by payroll period, perform the following steps:

1. In the Schedule Lines window, click Payroll Period. The Payroll Period Schedule Summary window appears.
2. In the Begin field of the Display region, enter the start display date from the list of values.
3. In the End field of the Display region, enter the end display date from the list of values.
4. In the Schedule Hierarchy region, select a hierarchy level to display.
5. Click Refresh Display. A monthly summary of the schedule lines appears.
6. Repeat Steps 4, page 7-15 and 5, page 7-15 until finished.
7. Close the window.
The Schedule Lines window appears.
8. Close the Schedule Lines window.

Schedule Summary Window Description

Schedule Summary Window Description

Field Name	Type	Features	Description
Employee Region			
Full Name	display only		Employee name.
Employee Number	display only		Employee identification number.
Social Security	display only		Employee social security number.
Display Region			
Begin	required	list of values: pop-up calendar	Schedule line for assignment begin date.
End	required	list of values: pop-up calendar	Schedule line for assignment end date.
Display		button	Populates Element and Element Group regions with appropriate data.
Main Region			
Assignment	display only		Assignment identification number.
Organization	display only		Assignment organization name.
Element Type	display only		Lists elements scheduled for assignment.
Element Group	display only		Lists element groups scheduled for assignment.
Org Default	display only		Indicates if the element is defined at the Organization Default level.
Assignment	display only		Indicates if the element is defined at the Assignment level.
Element Group	display only		Indicates if the element is defined at the Element Class level.
Element	display only		Indicates if the element is defined at the Element level.

Monthly Schedule Summary Window Description

Monthly Schedule Summary Window Description

Field Name	Type	Features	Description
Employee Region			
Full Name	display only		Employee full name.
Employee Number	display only		Employee identification number.
Assignment Region			
Assignment	display only		Assignment identification number.
Organization	display only		Organization component of employee's assignment.
Begin	display only		Assignment start date.
FTE	display only		Employment status of employee's assignment.
Payroll	display only		Employee payment cycle.
End	display only		Assignment end date.
Schedule Hierarchy Region			
Assignment	display only		You can select but cannot add. This indicates if the element is defined at the Assignment level.
Element Group	display only		You can select but cannot add. This indicates if the element is defined at the Element Type level.
Element Type	display only		You can select but cannot add. This indicates if the element is defined at the Element level.
Display Region			
Begin	required	list of values: pop-up calendar	Schedule line assignment begin date.
End	required	list of values: pop-up calendar	Schedule line assignment end date.
Refresh Display		button	Updates the matrix with appropriate data.
GL Account	display only		General Ledger accounting flexfield. This is required if there are no Grants Accounting or Projects charging instructions.

Field Name	Type	Features	Description
Project	display only		<p>Grants Accounting or Projects project name. This is required if there are no General Ledger accounting flexfields.</p> <p>Note: To see the entire Project's line, navigate horizontally using the scroll bar.</p>
Task	display only		<p>Grants Accounting or Projects task number charging instruction. This is required if there are no General Ledger accounting flexfields.</p>
Award	display only		<p>Grants Accounting award number charging instruction. This is required if there are no General Ledger accounting flexfields.</p> <p>Only the awards belonging to the selected project are available for selection.</p>
Organization	display only		<p>Grants Accounting or Projects organization charging instruction. This is required if there are no General Ledger accounting flexfields.</p>
Expenditure Type	display only		<p>Grants Accounting or Projects expenditure type charging instruction. This is required if there are no General Ledger accounting flexfields.</p>
Start Date	display only		<p>Charging instruction start date.</p>
End Date	display only		<p>Charging instruction end date.</p>
%	display only		<p>Labor distribution percentage applied to that schedule line for the dates specified.</p>
[Matrix]	display only		<p>Displays dates with identical charging instructions.</p>

Payroll Period Schedule Summary Window Description

Payroll Period Schedule Summary Window Description

Field Name	Type	Features	Description
Employee Region			
Full Name	display only		Employee full name.
Employee Number	display only		Employee identification number.
Social Security	display only		Employee social security number.
Assignment Region			
Assignment	display only		Assignment identification number.
Organization	display only		Organization component of employee's assignment.
Begin	display only		Assignment start date.
FTE	display only		Employment status of employee's assignment.
Payroll	display only		Employee payment cycle.
End	display only		Assignment end date.
Schedule Hierarchy Region			
Assignment	display only		You can select but cannot add. This indicates if the element is defined at the Assignment level.
Element Group	display only		You can select but cannot add. This indicates if the element is defined at the Element Type level.
Element Type	display only		You can select but cannot add. This indicates if the element is defined at the Element level.
Display Region			
Begin	required	list of values	Schedule line assignment begin date.
End	required	list of values	Schedule line assignment end date.
Refresh Display	required	button	Updates the matrix with appropriate data.

Field Name	Type	Features	Description
GL Account	display only		General Ledger accounting flexfield. This is required if there are no Grants Accounting or Projects charging instructions.
Project	display only		Grants Accounting or Projects project name. This is required if there are no General Ledger accounting flexfields. To see the entire Project's line, navigate horizontally using the scroll bar.
Task	display only		Grants Accounting or Projects task number charging instruction. This is required if there are no General Ledger accounting flexfields.
Award	display only		Grants Accounting award number charging instruction. This is required if there are no General Ledger accounting flexfields. Only the awards belonging to the selected project are available for selection.
Organization	display only		Grants Accounting or Projects organization charging instruction. This is required if there are no General Ledger accounting flexfields.
Expenditure Type	display only		Grants Accounting or Projects expenditure type charging instruction. This is required if there are no General Ledger accounting flexfields.
Start Date	display only		Charging instruction start date.
End Date	display only		Charging instruction end date.
%	display only		Labor distribution percentage applied to that schedule line for the dates specified.
[Matrix]	display only		Displays dates with identical charging instructions.

Import Payroll Transactions Procedures

Import Payroll Transactions Procedures

Definition

The Import Payroll Transactions concurrent process imports Oracle Payroll lines and preformats them for the distribution process.

Overview

This section describes the Import Payroll Transactions process.

Process

The Import Payroll Transactions process includes the following tasks:

- Select Payroll to be Imported, page 8-2
- Calculate Balance Amounts for Regular Salary Element, page 8-2
- Create Payroll Sublines, page 8-3
- Calculate Daily Pay Rate for the Subline, page 8-3
- Store Sublines, page 8-4
- Rollback Imported Payroll, page 8-4

Select Payroll to be Imported

To select a payroll to be imported, users run the Import Payroll Transactions concurrent process.

Employee Assignments with Zero Work Day

Zero work day situations occur when an employee assignment is suspended or terminated during a previous payroll period and the assignment is inactive during the payroll period being imported into Labor Distribution. Zero work day situations also occur when an employee is hired in a payroll period on a non-business day and there are no more business days in that payroll period after the hire date.

Processing of Employee Assignments with zero work day allows the import of Oracle payroll for employees with zero work day situations, irrespective of employee assignment status, active or non-active, as long as the employee's final termination process in HRMS has not been completed.

Calculate Balance Amounts for Regular Salary Element

For all elements, Oracle Labor Distribution distributes the pay amount evenly across the payroll period with one exception, the Regular Salary element. Because salary is typically the largest pay amount and salary information is directly available in Oracle Human Resources, Labor Distribution performs a special calculation for Regular Salary. This special calculation enables Labor Distribution to adjust daily pay amounts to account for salary increases. The balance amount is used for this special calculation for Regular Salary to account for any pay amount differences from pay that results from salary alone.

The balance amount, if any, is distributed evenly across the payroll period through incorporation in the daily rate. Balance amounts are created only for the element Regular Salary, which is a seeded element value in Human Resources.

Example

If a salaried employee is on a biweekly payroll and is paid \$1,000 on the element Regular Salary, the daily rate is \$100. If, in the next payroll period, the employee has a pay increase to \$1,000 per week, the employee is paid \$1,500 with a daily rate of \$100 for the first week and \$200 for the second week.

If a user performs a manual override for that payroll and pays Regular Salary of \$1,800, the balance amount would equal \$300 and the daily rate would be \$130 for the first week and \$230 for the second week.

Create Payroll Sublines

Labor Distribution splits each employee, assignment, and element payroll line into sublines based on dates of interest. The dates of interest are as follows:

- date of salary or wage change
- date of FTE change
- date employment begins
- date employment ends
- date employee status becomes active
- date employee status becomes inactive
- date assignment begins
- date assignment ends
- organization change date
- date job changes
- date position changes
- element effective date begin
- element effective date end
- assignment status

The sublines cover all the days between the payroll begin date and payroll end date. Each day within the payroll period can be covered by only one subline. Labor Distribution populates the subline begin date and subline end date for each subline.

Calculate Daily Pay Rate for the Subline

Labor Distribution determines a daily rate for each subline and populates the appropriate subline field. Daily rates are used to calculate distribution amounts for a particular employee assignment, element, payroll, and day.

The daily rate is calculated as follows:

- For each element, except for Regular Salary, the daily rate equals the amount of the payroll run for the selected element and employee assignment divided by the

number of working days in the payroll period where a working day equals a day in which the employee assignment is active.

- For Regular Salary, the daily rate equals the daily rate based on salary plus the balance amount, divided by the number of working days in the payroll period.

Daily rates are used to calculate distribution amounts for a particular employee assignment, element, payroll, and day.

Store Sublines

All sublines are stored in a table where the Create Distribution Lines process can access them.

Note: Import Payroll Transactions picks up payroll transactions in Human Resources on the basis of Date Earned. When the user runs the Import Payroll Transactions process, the user enters the payroll name and the pay period name. Labor Distribution gets the Date Earned for the selected payroll and pay period combination.

Rollback Imported Payroll

The Rollback Imported HRMS Payroll process rolls back a payroll imported from Oracle Human Resource Management Systems to rectify errors after the Import Payroll Transactions process is run but before Create Distribution Lines is run. This process reduces the need to create distribution adjustments to a great extent.

After a payroll is rolled back, users can reimport the same payroll. This process can be repeated several times.

Rollback Imported Payroll Rules

The following rules apply to the Rollback Imported HRMS Payroll process.

1. The Rollback Imported HRMS Payroll rolls back imported payrolls only for undistributed payrolls.
2. If the Create Distribution Lines process has been run, users must first roll back the distribution lines and then roll back the payroll.

Note: If users attempt to roll back an imported payroll after running Create Distribution Lines, a message appears advising the user to roll back the distribution lines first.

For information on rolling back distribution lines, see Rolling Back Distribution Lines Procedure.

3. If the Summarize and Transfer Payroll Distributions process has been run, the imported payroll cannot be rolled back. A message appears advising users that a rollback is not allowed.

Example 1

If the user runs the Reconciliation Report between Payroll Lines and Sublines after running Import Payroll Transactions, any errors relating to the creation of sublines, such

as assignments and elements, are reported. Users can roll back the imported payroll and make changes to data in Human Resources or Labor Distribution.

For information on running Reconciliation Report between Payroll Lines and Sublines, see Generating Reconciliation and Control Reports Procedure.

Example 2

If the user runs the Reconciliation Report between Payroll Sublines and Distribution Lines after running Create Distribution Lines, the user can identify distribution lines that are not targeted for the correct transfer destination. To rectify the distributions, the user rolls back the distribution lines and the imported payroll, makes changes to labor schedules, and reruns the two processes. This rollback process is essential to preclude making adjustments in Distribution Adjustments for a large amount of distribution lines.

For information on running Reconciliation Report between Payroll Sublines and Distribution Lines, see Generating Reconciliation and Control Reports Procedure.

Prerequisites

- Oracle Payroll Costing must be run, costed, and transferred to Oracle General Ledger before initiating the Import Payroll Transactions procedure.

For information on payroll runs, see Payroll Runs and Processes, *Oracle HRMS Payroll Processing Management Guide*.

Importing Payroll Transactions Procedure

To import payroll transactions, perform the following steps.

1. In Labor Distribution, navigate to the Submit Request window as follows:
Processes & Reports - Run
The Submit a New Request pop-up window appears.
2. Select the Single Request radio button.
3. Click OK.
The Submit Request window appears.
4. In the Name field, select PSP: Import Payroll Transactions from HRMS from the list of values.
5. Click OK.
The Parameters pop-up window appears.
6. In the Payroll Name field, select a payroll from the list of values.
Note: Users select the period name corresponding to the payroll run they want to import.
7. In the Period Name field, select a payroll period type from the list of values.
Note: The period type corresponds to the payroll period types in Oracle Human Resources. Users select the period type corresponding to the payroll run they want to import.

8. To apply the parameters, click OK.
9. In the Submit Request window, click Submit.
The Requests window appears.
10. To view the report file, select the appropriate Request ID and click View Output.
11. Close the window.

Rolling Back Oracle Payroll Import Procedure

To roll back payroll imported from Human Resource Management Systems, perform the following steps.

1. In Labor Distribution, navigate to the Submit Request window as follows:
Processes & Reports - Run
The Submit a New Request pop-up window appears.
2. Select the Single Request radio button.
3. Click OK.
The Submit Request window appears.
4. In the Name field, select PSP: Rollback Imported HRMS Payroll from the list of values.
5. Click OK.
The Parameters pop-up window appears.
6. In the Payroll Name field, select a payroll name from the list of values.
7. In the Period Name field, select a period name from the list of values.
8. To apply the parameters, click OK.
9. In the Submit Request window, click Submit.
The Requests window appears.
10. To view the report file, select the appropriate Request ID and click View Output.
11. Close the window.

Create Distribution Lines Procedures

Create Distribution Lines Procedures

Definition

The Create Distribution Lines concurrent process is used to distribute all types of pay to Oracle Grants Accounting and Oracle Projects projects and awards and to Oracle General Ledger accounts based on the labor schedules defined for the employee assignment.

Overview

The Create Distribution Lines process includes the following inputs:

- Payroll sublines generated by the Import Payroll Transactions process
- Payroll sublines exported into and maintained through the Maintain Non-Oracle Payroll Interface process
- Labor schedules defined within the labor scheduling process
- Oracle Human Resources and Oracle Payroll information
- General Ledger account information
- Grants Accounting and Projects accounting information

Using these inputs, the Create Distribution Lines process calculates payroll distribution records that generate transactions to be posted to either Grants Accounting, Projects, or General Ledger.

Process

The Create Distribution Lines process consists of the following tasks:

- Create Distribution Lines, page 9-2
- Auto Population, page 9-3
- Determine Labor Schedule and Charging Instructions to Be Used for Distribution, page 9-3
- Calculate Distribution Amounts, page 9-3
- Perform Validation of Charging Instructions, page 9-7
- Produce Control Reports, page 9-8
- Roll Back Distribution Lines, page 9-8

Create Distribution Lines

For each payroll subline, Oracle Labor Distribution creates one or more distribution lines. The number of distribution lines created depends on the following:

- Number of unique schedule lines across the payroll periods
- Number of working days in the payroll sublines

Example

If the payroll subline covers January 16 to January 31, the number of distribution lines equals the number of Grants Accounting and Projects charging instructions and General Ledger accounts for that employee assignment across all periods of the element labor schedule that includes a date in the period from January 16 to January 31. As a result, distribution sublines are created for each day in the payroll period, for each employee, assignment, element type, and for each Grants Accounting and Projects charging instruction and General Ledger account.

Auto-Population

You need to set up the auto-population configuration value for the Create Distribution Lines process to apply the auto-population rules. Labor Distribution applies auto-population rules at all levels in the labor schedule hierarchy: See Enabling or Disabling Auto-Population Rules, page 6-3 for more information.

Note: If you have enabled auto-population, Create Distribution Lines invokes auto-population once on a set of distribution lines for the same person, assignment, element and charging instructions, and payroll sub-line (rather than for each individual distribution line). It invokes auto-population as of the maximum distribution date for this set of distribution lines.

For information on enabling the auto-population profile option, see System Administration Setup, page 3-2.

For information on setting up auto-population, see Expenditure Type and Natural Account Auto-Population Setup, page 6-2.

Determine Labor Schedule and Charging Instructions to Be Used for Distribution

To determine the labor schedule to be used for an element on a payroll, Labor Distribution begins searching at the bottom of the schedule hierarchy and moves upward until it finds a defined labor schedule or account for the day being processed. The lower levels, which include Element, Element Group, and Assignment, are defined for the employee assignment linked to the element on the payroll. The upper levels, which include Organization Suspense Account, Organization Default Account, and Default Labor Schedule, are defined at the human resources organization level for the specified employee assignment.

For information on the labor scheduling hierarchy process and hierarchy rules, see the following:

- Scheduling Hierarchy Process, page B-1
- Distribution and Configuration Options, page H-1

Calculate Distribution Amounts

For each distribution line, Labor Distribution calculates the amount to be distributed for the Grants Accounting or Projects charging instruction or the General Ledger account of that line for the dates of the distribution line. The distribution amount is calculated for each charging instruction for each day. The amount for a single day is the daily rate. The distribution amount is then stored in the Distribution Lines table.

Salary Cap

The National Institute of Health (NIH) restricts the amount of direct salary that organizations can pay to individuals under an Agency for Healthcare Research and Quality (AHRQ) grant, cooperative agreement, or application contract. The maximum amount of direct salary is the Salary Cap. As a Labor Distribution Administrator, you use Labor Distribution to transfer salary in excess of the predefined salary cap to another PTAE or GL Account (Excess Salary Account).

To set up Salary Cap, use the Salary Cap page. The Salary Cap page enables you to:

- Create new salary cap values for a sponsor.
- Set up overrides for a project. You can override the salary cap for a project if, for example, you have explicit permission from the sponsor, or if you have some salary cap amount remaining to distribute from a previous year.
- Create an excess salary account at the organization level.

The Create Distribution Lines process distributes the excess salary to the excess salary account based on your setup. If the organization excess salary account does not exist, or if its charging instruction dates are not valid, then the application transfers the funds to the generic excess salary account. For more information, see *Setting Up a Generic Excess Salary Account*, page 9-11

Important: The Create Distribution Lines process does not apply salary cap rates to the suspense account. This is because a suspense account is a temporary location to store funds and not the actual account where the process distributes funds. Therefore, ensure that the process does not charge funds to the suspense account.

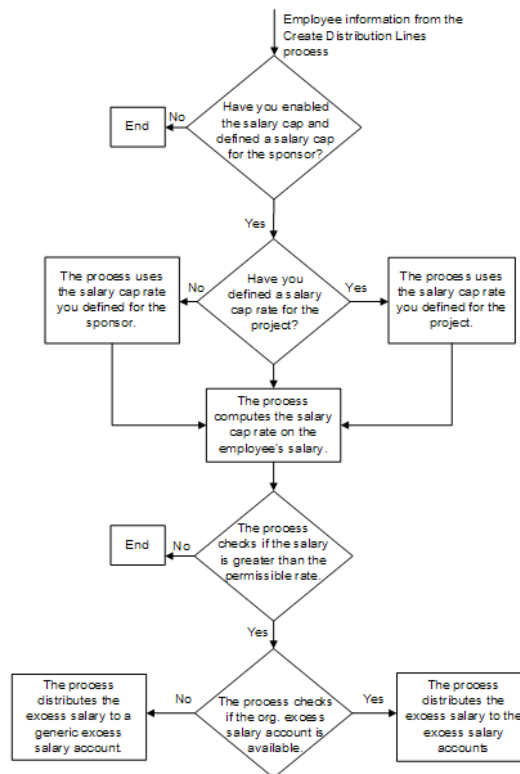
You can run the Reconciliation Between Sublines and Distribution Lines process to find out if the Create Distribution Lines process has charged funds to suspense accounts. If the process has charged funds to suspense accounts, run the Rollback Distribution Lines process, modify your labor schedule accordingly, and run the Create Distribution Lines process again.

To use Salary Cap, you must configure the following:

- Enabled Salary Cap for your organization
- Associated the predefined sponsor details to the sponsor name
- Select an override element set to ignore salary basis elements and use the override element set to apply salary cap
- Identify a generic organization so that you can create a generic excess salary account.

See: *Configuring Values for Labor Distribution*, page 3-10

The following diagram illustrates how the application computes salary cap rates for employees' salaries:



Salary Cap calculation when distribution is 100% to a single award

The table displays how Labor Distribution calculates the salary cap for an employee, John Doe, with a monthly salary of \$15,000. The distribution is 100% to an NIH award with a salary cap and the NIH Salary Cap for the period 1 January 2005 and 31 December 2005 is \$180,100.

The application calculates the monthly NIH cap amount by dividing the annual salary cap by 12: $\$180,100/12 = \$15,008.33$.

Table 1: Monthly Distribution of Salary to Single Award Account

Payroll Period	Salary in (US Dollars)	NIH Award Account (US Dollars)	Excess Salary Account (US Dollars)
January	15,000	15,008.33	0.00 The salary is less than the monthly salary cap, hence the application does not transfer any amount to the excess salary account.
February	15,000	15,008.33	0.00
March	15,000	15,008.33	0.00
April	15,000	15,008.33	0.00
May	15,000	15,008.33	0.00
June	15,000	15,008.33	0.00
July	20,000	15,008.33	4,991.67 (Salary - NIH Award Account) The salary exceeds the monthly salary cap amount, hence the application transfers the excess amount to the Excess Salary Account.
August	20,000	15,008.33	4,991.67
September	20,000	15,008.33	4,991.67
October	20,000	15,008.33	4,991.67
November	20,000	15,008.33	4,991.67
December	20,000	15,008.33	4,991.67
Total	210,000.00	180,099.96	29,950.02

Salary Cap calculation when distribution is to two Awards, one having a salary cap

The table displays how Labor Distribution calculates the salary cap for an employee, John Doe, with a monthly salary of \$15,000. The distribution is 10% to an NIH award with a salary cap and 90% to a NASA award not having a salary cap. The NIH Salary Cap for the period 1 January 2005 and 31 December 2005 is \$180,100.

The application calculates the monthly NIH cap amount by dividing the annual salary cap by 12 and multiplying by 10%, which is $\$180,100/12 \times 10\% = \$15,00.83$.

Table 2: Monthly Distribution of Salary to Different Award Accounts

Payroll Period	Salary (US Dollars)	NIH Award Account (US Dollars)	NASA Award Account (US Dollars)	Excess Salary Account (US Dollars)
January	15,000	1,500	13,500	0.00
				The salary is less than the monthly salary cap, hence the application does not transfer any amount to the excess salary account.
February	15,000	1,500	13,500	0.00
March	15,000	1,500	13,500	0.00
April	15,000	1,500	13,500	0.00
May	15,000	1,500	13,500	0.00
June	15,000	1,500	13,500	0.00
July	20,000	1,500.83	18,000	4,99.17 (Salary - NIH Award Account - NASA Award Account)
				10% of the monthly salary (\$2000) exceeds the NIH Salary Cap (\$1500.83), hence the application transfers the excess amount (\$2000 - \$1500.83 = 499.17) to the Excess Salary Account.
August	20,000	1,500.83	18,000	4,99.17
September	20,000	1,500.83	18,000	4,99.17
October	20,000	1,500.83	18,000	4,99.17
November	20,000	1,500.83	18,000	4,99.17
December	20,000	1,500.83	18,000	4,99.17
Total	210,000.00	18,004.98	189,000	2,995.02

Perform Validation of Charging Instructions

A final validation of the charging instructions is performed after the charging instruction population is completed. All validations performed during labor scheduling are applied at this time with the following changes:

- The expenditure item date used for validation is the effective date from the payroll sublines.
- All edit failures are considered errors.
- If an edit failure occurs, the charging instruction is replaced by the organizational suspense charging account.

For information on the validation process and rules, see Data Entry Validations Process, page D-1.

Produce Control Reports

Labor Distribution provides control reports to assist the user with reconciling the payroll sublines with the distribution lines generated. The following reports can be produced:

- Suspense Account Report
- Payroll reconciliation reports

For information on Suspense Account Report, see Reports Procedures, page 17-2.

For information on payroll reconciliation reports, see Reconciliation and Control Reports Procedures, page 18-2.

Roll Back Distribution Lines

The Roll Back Distribution Lines process rolls back distribution lines to rectify errors after the Create Distribution Lines process is run but before the Summarize and Transfer Payroll Distributions process is run. This process reduces the need to create distribution adjustments to a great extent.

To roll back Oracle Payroll distributions, users specify the following:

- Payroll source name
- Payroll source code
- Optionally, payroll period to roll back a specific payroll

Note: If the user does not specify a payroll period, the process rolls back all Oracle payroll distribution lines that are not summarized and transferred.

To roll back non-Oracle payroll distributions, users specify the following:

- Payroll source name
- Payroll source code
- Optionally, batch name to roll back a specific batch

Note: If the user does not specify a batch name, the process rolls back all non-Oracle payroll distribution lines that are not summarized and transferred.

After the Roll Back Distribution Lines process is run, users run one of the following processes to rectify errors:

- Rollback Imported HRMS Payroll

- Rollback of Non-Oracle Payroll

For information on rolling back Oracle Payroll distribution lines, see Rolling Back Oracle Payroll Import Procedure, page 8-6.

For information on rolling back non-Oracle Payroll distribution lines, see Rolling Back Non-Oracle Payroll Procedure, page 12-13.

Example

If the user runs the Reconciliation Report between Payroll Sublines and Distribution Lines after running Create Distribution Lines, the user can identify distributions that are not targeted for the correct transfer destination. To rectify the distributions, the user rolls back the distribution lines and the imported Oracle or non-Oracle payroll, makes changes to labor schedules, and reruns the processes. This rollback process is essential to preclude making adjustments in Distribution Adjustments for a large amount of distribution lines.

For information on running Reconciliation Report between Payroll Sublines and Distribution Lines, see Generating Reconciliation and Control Reports Procedure, page 18-3.

Creating Distribution Lines Procedure

To create distribution lines:

1. In Labor Distribution, navigate to the Submit Request window as follows:

Processes & Reports - Run

The Submit a New Request pop-up window appears.

2. Select the Single Request radio button.

3. Click OK.

The Submit Request window appears.

4. In the Name field, select PSP: Create Distribution Lines from the list of values.

5. Click OK.

The Parameters pop-up window appears.

Note: If auto-population is enabled, Create Distribution Lines is run with auto-population.

6. In the Source type field, select a source type from the list of values.

7. In the Source code field, select a source code from the list of values.

8. In the Payroll Name field, select a payroll from the list of values.

9. In the Time period field, select a time period from the list of values.

10. In the Batch name field, select a batch name from the list of values.

11. To apply the parameters, click OK.

12. In the Submit Request window, click Submit.

The Requests window appears.

13. To view the report file, select the appropriate Request ID and click View Output.

14. Close the window.

Note: To improve performance, you can run the PSP: Create Distribution Lines process in multiple threads. To do this, you must define an Action Group Parameter in the Pay Action Parameters window. Ensure that you enable the Action Parameters Group (HR: Action Parameter Group Name) profile you define for your responsibility in the System Profile Values window.

For more information on enabling Action Group Parameters, see Metalink Note ID 302304.1

Rolling Back Distribution Lines Procedure

To roll back distribution lines, perform the following steps.

1. In Labor Distribution, navigate to the Submit Request window as follows:
Processes & Reports - Run
The Submit a New Request pop-up window appears.
2. Select the Single Request radio button.
3. Click OK.
The Submit Request window appears.
4. In the Name field, select PSP: Roll Back Distribution Lines from the list of values.
The Parameters pop-up window appears.
5. In the Source Type field, select a payroll name from the list of values.
Note: O indicates an Oracle payroll and N indicates a non-Oracle payroll batch.
6. In the Source Code field, enter a source code from the list of values.
Note: PAY indicates an Oracle payroll and NON-ORACLE indicates a non-Oracle payroll batch.
7. Perform one of the following:
 - If rolling back distribution lines from an Oracle payroll, in the Time Period Id field, enter a time period from the list of values.
 - If rolling back distribution lines from a non-Oracle payroll batch, in the Batch Name field, select a batch from the list of values.
8. To apply the parameters, click OK.
9. In the Submit Request window, click Submit.
The Requests window appears.
10. To view the report file, select the appropriate Request ID and click View Output.
11. Close the window.

Setting Up a Generic Excess Salary Account

It is mandatory that you set up a generic excess salary account. The application transfers excess funds to this account if you do not define an organization excess salary account for the organization of the employee's assignment.

To set up a generic excess salary account, you identify an organization as a generic organization, and then set up an organization excess salary account under that organization.

To set up a generic excess salary account:

1. On the Configuration Values page, select Salary Cap as the module from the Module Name list.
2. Select Assign Generic Organization for Excess Salary Account from the Configuration Type list.
3. Click Update, select the organization that you want to identify as a generic organization, and click Apply.
4. On the Salary Cap page, in the Excess Salary Accounts tab, create an excess salary account under the organization that you identified as a generic organization.

Setting Up Salary Cap Rates

You can set up annual salary cap rates for a sponsor. Based on the annual salary cap rate that you define, the Create Distribution Lines process determines the excess funds. Ensure that you use the Configuration Values page to map the sponsor code to the sponsor that you created in Oracle Grants Accounting.

See: Configuring Values for Labor Distribution, page 3-10

To set up a salary cap rate:

1. From the Setup menu, click Salary Cap.
2. On the Salary Cap page, click Add Salary Cap in the Annual Salary Cap tab.
3. On the Add Salary Cap page, specify the required information and click Apply. If you want to add another salary cap rate, then click Add Another.

Setting Up Project Overrides

You can set up a salary cap rate for a project. When the Create Distribution Lines process processes the salary cap for a project that contains an override, it overrides the annual salary cap rate and uses the salary cap rate that you defined for that project.

To set up a project override:

1. From the Setup menu, click Salary Cap.
2. On the Salary Cap page, click the Project Overrides tab, and click Add Override.
3. On the Add Override page, specify the required information and click Apply. If you want to add another override, then click Add Another.

Setting Up an Organization Excess Salary Account

You must create an organization excess salary account to enable the Create Distribution Lines process to transfer excess funds.

To set up an organization excess salary account:

1. From the Setup menu, click Salary Cap.
2. On the Salary Cap page, click the Excess Salary Accounts tab, and click Add Account.
3. On the Add Account page, specify the required information, and click Apply. If you want to add another organization excess salary account, then click Add Another.

Summarize and Transfer Payroll Distributions Procedures

Summarize and Transfer Payroll Distributions Procedures

Definition

The Summarize and Transfer Payroll Distributions concurrent process reads and summarizes the distribution lines created from the Create Distribution Lines process and transfers these lines to Oracle Grants Accounting, Oracle Projects, and Oracle General Ledger for posting.

Overview

This section describes the Summarize and Transfer Payroll Distributions process.

Note: If the Create Distribution Lines process was run with auto-population enabled, the Summarize and Transfer Payroll Distributions process uses the auto-populated expenditure type or natural account in the distribution lines table.

Process

The Summarize and Transfer Payroll Distributions process includes the following parts:

- Select Records for Summarization and Distribution, page 10-2
- Summarize Distribution Lines, page 10-3
- Execute a Prenamed Procedure, page 10-3
- Transfer Distribution Lines and Initiate Import, page 10-3
- Produce Control Reports, page 10-4

Select Records for Summarization and Distribution

The user submits a request to the concurrent manager and Labor Distribution selects the records for summarization and transfer. Summarize and Transfer Payroll Distributions reads the following tables to select records for summarization and transfer:

- Distribution Lines Table, page 10-2
- Pre-Generated Distribution Lines Table, page 10-2

Distribution Lines Table

Summarize and Transfer Payroll Distributions selects all previously unprocessed records and batches the records by payroll. Each batch and record is marked with a status indicating the state of processing that the batch and record are in. This ensures that previously summarized and transferred records are not transferred more than once.

Pre-Generated Distribution Lines Table

Summarize and Transfer Payroll Distributions reads the Pre-generated Distribution Lines table to select all previously unprocessed records and batches the records by reference identifiers. Each batch and record is marked with a status identifying the state

of processing that each batch and record is in. This ensures that previously summarized and transferred records are not transferred more than once.

Summarize Distribution Lines

For lines that are to be transferred to Grants Accounting or Projects, Labor Distribution summarizes the distribution lines and the pre-generated distribution lines at the employee, assignment, project, task, award, expenditure type, expenditure organization, and effective dates levels. The award level applies to Grants Accounting only.

For lines that are to be transferred to General Ledger, Labor Distribution summarizes the distribution lines by employee, assignment, General Ledger accounting flexfields, and effective dates.

All summarized distribution lines are posted to the Distribution Lines Summary table.

If General Ledger override date is specified for a batch, the Summarize and Transfer Payroll Distributions process uses this date as the effective date in posting General Ledger transactions. If this date is not specified, the effective date is based on the distribution dates on the distribution lines.

Processing of Employee Assignments with Zero Work Day

Processing of employee assignment with zero work day allows summarization and transfer of distribution lines, for employees with zero work day situations, irrespective of employee assignment status.

The following rules apply:

- If an employee has a non-active status and has a schedule charging to Oracle General Ledger, Labor Distribution does not change the posting date. General Ledger does not validate whether an employee has an active or non-active employee assignment status.
- If an employee has a non-active assignment status and has a schedule charging to Grants Accounting or Projects, Labor Distribution looks for the employee assignment's last active date and stores this date as the GMS Override Date. Grants Accounting or Projects then accepts the transfer of distribution lines with a non-active employee assignment status.

For information on employee assignments with zero work day situations, see *Employee Assignments with Zero Work Day*, page 8-2.

Execute a Prenamed Procedure

Users can customize and execute a prenamed procedure to update or populate the Distribution Lines Summary table with additional information to be transferred to Grants Accounting, Projects, or General Ledger.

Transfer Distribution Lines and Initiate Import

Labor Distribution transfers the summarized distribution lines from the Distribution Lines Summary table to Grants Accounting, Projects, and General Ledger and initiates the journal import programs and the transaction import programs.

Produce Control Reports

Labor Distribution provides control reports to assist the user with reconciling the following:

- Payroll information imported
- Distribution lines created and summarized
- Transfer of the lines to the Grants Accounting, Projects, and General Ledger interface tables

For information on distribution reports, see Reports Procedures, page 17-2.

Prerequisites

- The Summarize and Transfer Payroll Distributions and the Use Default GL Posting Override Date profile options must be set.

To set up system profile options, see System Administration Setup, page 3-2.

Summarizing and Transferring Payroll Distributions Procedure

To summarize distribution lines and transfer, perform the following steps.

1. In Labor Distribution, navigate to the Submit Request window as follows:

Processes & Reports - Run

The Submit a New Request pop-up window appears.

2. Select the Single Request radio button.
3. Click OK.

The Submit Request window appears.

4. In the Name field, select PSP: Summarize and Transfer Payroll Distributions from the list of values.

Click OK.

The Parameters pop-up window appears.

Note: If Create Distribution Lines was run with auto-population enabled, Summarize and Transfer Payroll Distributions uses the expenditure type and natural account auto-populated values.

5. In the Source type field, select a source type from the list of values.
6. In the Source code field, select a source code from the list of values.
7. In the Payroll Name field, select a payroll name from the list of values.
8. In the Time period field, select a time period from the list of values.
9. In the Batch name field, select a batch name from the list of values.
10. To apply the parameters, click OK.
11. In the Submit Request window, click Submit.

The Requests window appears.

12. To view the log file, select the appropriate Request ID and click View Log.
13. Close the window.

Note: Each time the Summarize and Transfer Payroll Distributions procedure is run, Labor Distribution updates the appropriate tables in Oracle Projects.

Recovering the Summarize and Transfer Payroll Distributions Procedure

If the Summarize and Transfer Payroll Distributions process fails due to database problems, suspense account problems, or reversal account problems.

1. View the process's log to determine the cause of the failure.
2. Correct the errors in the database and/or suspense or reversal account.
3. Rerun the Summarize and Transfer Payroll Distributions process.

Archive and Retrieve Distributions History Procedures

Archive and Retrieve Distributions History Procedures

Definition

The Archive Distributions History concurrent process archives and purges data from the distributions history and distribution adjustment tables for use at a later date. The Retrieve Distributions History concurrent process retrieves the archived data.

Overview

This section describes the Archive and Retrieve Distributions History processes.

Process

The Archive and Retrieve Distributions History processes include the following:

- Archive and Retrieve Distributions History, page 11-2
- Archive History Report, page 11-2

Archive and Retrieve Distributions History

In order to maintain performance on current and prior year data, distributions history lines and distribution adjustment lines can be archived and retrieved at a later time.

The archive distributions history process identifies all history and summary lines for the specified payroll, for those payroll periods falling within the given begin and end time periods, and archives and purges the respective tables. If there is a payroll period within the specified begin and end periods for which there are no lines in the history or summary tables, the process completes successfully and ignores those periods for which no payroll information exists in Oracle Labor Distribution.

Archive History Report

The Archive History Report provides users with an account of archived distribution and encumbrance lines.

Archiving and Retrieving Distributions History Procedures

To archive the actual cost distributions for a period, perform the following steps.

1. In Labor Distribution, navigate to the Submit Request window as follows:

Processes & Reports - Run

The Submit a New Request pop-up window appears.

2. Select the Single Request radio button.
3. Click OK.

The Submit Request window appears.

4. In the Name field, select one of the following from the list of values:
 - PSP: Archive Distributions History
 - PSP: Retrieve Distributions History

The Parameters pop-up window appears.

5. In the Payroll Name field, select a payroll name from the list of values.
6. In the Begin Time Period field, select a beginning period from the list of values.
7. In the End Time Period field, select an ending period from the list of values.
8. Click OK.
9. In the Submit Request window, click Submit.

The Requests window appears.

10. To view the report file, select the appropriate Request ID and click View Output.
11. Close the window.

Generating Archive History Report Procedure

To generate the Archive History Report for a period, perform the following steps.

1. In Labor Distribution, navigate to the Submit Request window as follows:

Processes & Reports - Run

The Submit a New Request pop-up window appears.

2. Select the Single Request radio button.
3. Click OK.

The Submit Request window appears.

4. In the Name field, select PSP: Archive History Report from the list of values.

The Parameters pop-up window appears.

5. In the Payroll Name field, select a payroll name from the list of values.
6. In the Begin Time Period field, select a beginning period from the list of values.
7. In the End Time Period field, select an ending period from the list of values.
8. Click OK.
9. In the Submit Request window, click Submit.

The Requests window appears.

10. To view the report file, select the appropriate Request ID and click View Output.
11. Close the window.

Non-Oracle Payroll Interface Procedures

Non-Oracle Payroll Interface Procedures

Definition

Non-Oracle Payroll Interface enables the user to import, review, and edit payroll sublines created using a non-Oracle payroll system before initiating the Create Distribution Lines process.

Overview

Users who are likely to use the Non-Oracle Payroll Interface include the following:

- Institutions using non-Oracle payroll applications
- Institutions using Oracle Human Resources and Oracle Payroll that want to distribute certain labor costs that are not within the scope of the Oracle payroll generation

Process

The Non-Oracle Payroll Interface process includes the following parts:

- Import Non-Oracle Sublines, page 12-2
- Maintain Non-Oracle Payroll Interface, page 12-5
- Non-Oracle Payroll Import Rollback, page 12-6

Import Non-Oracle Sublines

The methods for importing non-Oracle payroll sublines are as follows:

- Importing Non-Oracle Payroll Sublines Using the Maintain Non-Oracle Payroll Sublines Window, page 12-2
- Importing Non-Oracle Payroll Sublines Using the Concurrent Manager, page 12-2

Importing Non-Oracle Payroll Sublines Using the Maintain Non-Oracle Payroll Sublines Window

This method includes importing sublines and validating each transaction.

If you use this window, you must specify a currency.

Importing Non-Oracle Payroll Sublines Using the Concurrent Manager

This method includes importing non-Oracle payroll sublines and validating each transaction. Oracle recommends using this method only if all transactions are valid.

If you do not specify a currency, your payroll interfaces will inherit the default currency from the Business Group.

The Import Non-Oracle Sublines concurrent process completes the following tasks:

- Reads the Non-Oracle Payroll Interface table
- Validates data in the Non-Oracle Payroll Interface table
- Imports valid records into the Payroll Control table

All sublines are stored in the Non-Oracle Payroll Interface table by an interface program developed by the user during implementation. The information to be included on each subline is described in Table 1, page 12-3.

Non-Oracle Payroll Interface Table

Field Name	Description
Payroll ID	Payroll identifier; must be defined in Human Resources and linked to selected assignment
Payroll Period ID	Payroll period identifier; must be defined in Human Resources and linked to payroll name of interface table record.
Person ID	Employee identifier; must be entered in Human Resources.
Assignment ID	Assignment identifier; assignment must be linked to employee in Human Resources.
Element Type ID	Element identifier; must be linked to assignment in Human Resources.
Pay Amount	Amount to be paid for selected subline period; pay amount equals daily rate multiplied by number of business days between subline start and end dates.
Date Earned	Date pay amount is earned.
Check Date	Date check is made.
Effective Date	Date when pay amount is effective. This is the default date used for summary transactions for posting to General Ledger, Projects, or Grants Accounting.
Payroll Source Code	Payroll batch source; payroll source code must be available in PSP_Payroll_Sources table.
FTE	Full time equivalent employment status for assignment; value must not be greater than 10 and must be entered in the 9.99 format.
Status Code	Validation status of subline; changes to New when record is modified. Values are New, Valid, Error, and Transferred.
Reason Code	Reason code; indicates what needs to be fixed to successfully import the batch.
Payroll Interface ID	Primary key of the interface table.
DR_CR_Flag	D indicates debit C indicates credit
Batch Name	Batch name
Error Code	Error lookup token for current subline.
Subline Start Date	Subline start date for current subline period; must be a date after employee hire date in Human Resources.

Field Name	Description
Subline End Date	Subline end date for current subline period.
Daily Rate	Daily pay rate for subline.
Salary Used	Salary or wage used for pay amount.
GL Posting Override Date	General Ledger override date for posting. If defined, this date overrides the effective date for posting to General Ledger.
GMS Posting Override Date	Not currently used.
Business Group Identifier	Business group identifier.
Set of Books Identifier	Set of books identifier.
Currency Code	Currency type; if null, currency is derived from the Business Group's default.

Each entry has a status code linked to it. The code values are as follows:

- New
- Error
- Valid
- Transferred

When the user populates the interface table, the status of all records is New. If users make any changes to a record, the status of that record is changed to New.

Users see only the batches that have not been transferred. If errors occur during the import process, the process is terminated. Users should delete or correct the error records in the source system or in the Maintain Non-Oracle Payroll Sublines window.

Processing of employee assignments with a zero work day allows the import of non-Oracle payroll for employees with zero work day situations, irrespective of employee assignment status, active or non-active, as long as the employee's final termination process in HRMS has not been completed.

For information on employee assignments with zero work day situations, see *Employee Assignments with Zero Work Day*, page 8-2.

Upon successful completion of Import Non-Oracle Sublines, users can proceed to the Create Distribution Lines procedure and Summarize and Transfer Payroll Distributions procedure.

For information on creating distribution lines, see *Create Distribution Lines Procedures*, page 9-2.

For information on summarizing and transferring, see *Summarizing and Transferring Payroll Distributions Procedure*, page 10-4.

Create Non-Oracle Payroll Interface

Through the Maintain Non-Oracle Payroll Sublines window, users can populate a new Non-Oracle Payroll Sublines Interface table.

The following steps illustrate the Maintain Non-Oracle Payroll Interface process:

1. The user navigates to the Maintain Non-Oracle Payroll Sublines window.
2. The user types a name for the new batch.
3. The user selects a currency.
4. The user defines values in the Payroll Period, Name, Source tab.
5. The user defines values in the Element, Earned, Check Date tab. The elements available in this tab are determined by the selected currency.
6. The user defines values in the Amt, Dly Rate, Salary, D/C Flag tab.
7. If you have created auto-population rules for the following parameter classes, and if changes have occurred to any of them in HRMS within the relevant pay period, you must add a subline for each such change:
 - Assignment
 - Grade
 - People Group
 - Job
 - Position
 - Organization

To validate the transactions, follow the steps in the Maintain Non-Oracle Payroll Interface, page 12-5 section.

Viewing Error Records in a Batch

To perform error checking on a batch:

1. The user navigates to the Maintain Non-Oracle Payroll Sublines window and selects a payroll batch.
2. The user selects the Error Records in Batch radio button.

Maintain Non-Oracle Payroll Interface

The Maintain Non-Oracle Payroll Sublines window enables users to view the Non-Oracle Payroll Sublines Interface table and to make simple edits, corrections, and updates to the data.

The following steps illustrate the Maintain Non-Oracle Payroll Interface process:

1. The user navigates to the Maintain Non-Oracle Payroll Sublines window and selects a payroll batch.
2. The user defines the currency. By default, this is the business group's currency. You can change it to any currency available in this field's list of values. The new currency must be the same as the output currency of the elements constituting the batch.

If you change the currency after entering the distributions, you are warned that the currency format will be changed as well. If you agree to this, Labor Distribution formats all amounts according to the new currency precision. You may have to update the Pay Amount element in the Element, Earned, Check Date tab.

3. To run the Import Payroll Transactions concurrent process and to validate the transactions, the user clicks Validate.
4. The user views the request in the concurrent manager.

If the process is complete with no errors, the Status field displays Normal and the process is complete.

If there are errors, the Status field displays Error, and the user continues to Step 5, page 12-6 in the process.
5. The user returns to the Maintain Non-Oracle Payroll Sublines window to correct the errors. The Maintain Non-Oracle Payroll Sublines window displays the error status as follows:
 - The statuses of records with errors displays Error.
 - An error description appears in the window.
 - The error status is displayed for each row in the window.
6. After correcting errors, the user completes Steps 1 through 4, page 12-5 until all errors are corrected.

In the Non-Oracle Maintenance window, for Payroll Subline Start Date and Subline End Date, users can enter any dates before the final termination process date of employee assignment. If users enter a date after the final process termination date, an error message will appear. For information on employee assignments with zero work day situations, see Employee Assignments with Zero Work Day, page 8-2.

Upon completion of Maintain Non-Oracle Payroll Interface, users can proceed to the Import Non-Oracle Sublines concurrent process or the Create Distribution Lines procedure and Summarize and Transfer Payroll Distributions procedure.

For information on creating distribution lines, see Create Distribution Lines Procedures, page 9-2.

For information on summarize distribution lines and transfer, see Summarize and Transfer Payroll Distributions Procedures, page 10-2.

Non-Oracle Payroll Import Rollback

The Rollback of Non-Oracle Payroll process rolls back the import of a non-Oracle payroll batch to make changes after the Import Non-Oracle Sublines process is run but before Create Distribution Lines is run. This process reduces the need to create Distribution Adjustments to a great extent.

After a payroll batch is rolled back, users can reimport the same batch. This process can be repeated several times. The rollback process resets the status of the non-Oracle payroll batch to allow import of the same batch. Users can view the same batch in the Maintain Non-Oracle Payroll Sublines window.

Non-Oracle Payroll Import Rollback Rules

The following rules apply to the Rollback of Non-Oracle Payroll process.

1. The Rollback of Non-Oracle Payroll rolls back an imported payroll batch only for an undistributed batch.

2. If the Create Distribution Lines process has been run, the user must first roll back the distribution lines and then roll back the non-Oracle payroll batch.

Note: If the user attempts to roll back import of a non-Oracle payroll batch after running Create Distribution Lines, a message appears advising the user to roll back the distribution lines first.

For information on rolling back distribution lines, see Rolling Back Distribution Lines Procedure, page 9-10.

3. If the Summarize and Transfer Payroll Distributions process has been run, the distribution lines and the import of non-Oracle payroll batch cannot be rolled back.

Example 1

If the user runs the Reconciliation Report between Payroll Lines and Sublines after running Import Non-Oracle Sublines, any errors relating to the labor schedules, such as assignments and elements, are reported. The user can roll back the imported payroll batch and make changes to data in the Maintain Non-Oracle Payroll Sublines window.

For information on running Reconciliation Report between Payroll Lines and Sublines, see Generating Reconciliation and Control Reports Procedure, page 18-3.

Example 2

If the user runs the Reconciliation Report between Payroll Sublines and Distribution Lines after running Create Distribution Lines, the user can identify distributions that are not targeted for the correct transfer destination. To rectify the distributions, the user rolls back the distribution lines and the imported payroll batch, makes changes to labor schedules, and reruns the two processes. This rollback process is essential to preclude making adjustments in Distribution Adjustments for a large amount of distribution lines.

For information on running Reconciliation Report between Payroll Sublines and Distribution Lines, see Generating Reconciliation and Control Reports Procedure, page 18-3.

Prerequisites

- Elements to be imported must be predefined within Labor Distribution.
To define elements to be imported, see Labor Scheduling Setup, page 4-2.
- Non-Oracle payroll sources must be defined.
To define non-Oracle payroll sources, see Labor Scheduling Setup, page 4-2.
- The Non-Oracle Payroll Interface Table must be loaded with appropriate data either through a user-defined process or through the Maintain Non-Oracle Payroll Sublines window.

For information on loading the Non-Oracle Payroll Interface Table, see Non-Oracle Payroll Interface Table, page J-1.

Maintaining Non-Oracle Payroll Interface Procedure

Use one of the following methods to maintain the non-Oracle payroll interface:

- Importing Non-Oracle Payroll Sublines Using the Maintain Non-Oracle Payroll Sublines Window, page 12-8
- Importing Non-Oracle Payroll Sublines Using the Concurrent Manager, page 12-9

Importing Non-Oracle Payroll Sublines Using the Maintain Non-Oracle Payroll Sublines Window

To import non-Oracle payroll sublines using the Maintain Non-Oracle Payroll Sublines window, perform the following steps.

1. In Labor Distribution, navigate to the Maintain Non-Oracle Payroll Sublines window as follows:

Payroll Interface > Non-Oracle Sublines

The Maintain Non-Oracle Payroll Sublines window appears.

2. Select a batch name as follows:

View > Find

3. Select a batch and click OK.

4. If required, select a new currency to match the output currency of the elements in the batch. If you change the currency, the currency format changes, and you must update the Pay Amount element in the Element, Earned, Check Date tab.

5. To run the Import Non-Oracle Sublines process and validate those transactions, click Validate.

6. View the request in the concurrent manager as follows:

View > Requests

The Find Requests pop-up window appears.

7. Select the All My Requests radio button.

8. Click Find.

9. To view the report output, select the appropriate Request ID and click View Output.

10. Close the window.

11. If there are errors, return to the Maintain Non-Oracle Payroll Sublines window to correct the errors as follows:

Payroll Interface > Non-Oracle Sublines

12. To display errors records only, in the Display region, click the Error Records radio button.

13. Select one of the following tabs:

- Payroll Period, Name, Source
- Element, Earned, Check Date
- Amt, Dly Rate, Salary, D/C Flag
- Subline Start End Dates, FTE

Note: To navigate to unseen tabs, use the arrows next to the tabs.

14. Enter data in each field of the Maintain Non-Oracle Payroll Sublines window as described in Table 2, page 12-9.
15. Repeat Step 4 until completed.
16. Close the window.

Importing Non-Oracle Payroll Sublines Using the Concurrent Manager

Note: Use this method only if all transactions are valid.

To import non-Oracle payroll sublines using the concurrent manager, perform the following steps.

1. In Labor Distribution, navigate to the Submit Request window as follows:
Processes & Reports > Run
The Submit a New Request pop-up window appears.
2. Select the Single Request radio button.
3. Click OK.
4. In the Request Name field, select PSP: Import Non-Oracle Sublines from the list of values.
The Parameters pop-up window appears.
5. In the Batch Name field, select a batch name from the list of values.
6. To apply the parameters, click OK.
7. In the Submit Request window, click Submit.
The Requests window appears.
8. To view the report output, select the appropriate Request ID and click View Output.
9. Close the window.

Maintain Non-Oracle Payroll Sublines Window Description, Payroll Period, Name, Source Tab

Maintain Non-Oracle Payroll Sublines Window Description, Payroll Period, Name, Source Tab

Field Name	Type	Features	Description
Header Region			
Batch Name	Required	List of values	Imported batch name.
GL Posting Date	Optional	List of values	Effective posting date to General Ledger; cannot be modified if the date is populated when loading data into the interface table.
Currency	Required	List of values	Currency format of the batch.

Field Name	Type	Features	Description
Payroll Period, Name, Source Tab			
Effective Date	Required	List of values	Date used when transaction posted to General Ledger, Projects, or Grants Accounting.
Person	Required	List of values	Employee name; must be entered in Human Resources.
Assignment	Required	List of values	Assignment number. Assignment must be linked to employee in Human Resources.
Payroll Name	Required	List of values	Payroll cycle name; payroll name must be defined in Human Resources and linked to the assignment selected.
Payroll Period	Required	List of values	Payroll period name; must be defined in Human Resources and linked to the assignment selected.
Payroll Source	Required	List of values	Payroll batch source; must be available in PSP_Payroll_Sources table.
Status	Default display only		Validation status of pre-generated distribution line; changes to New when record modified. Values are New, Valid, and Error.
Error Description Footer Region			
Error Description	Default display only		Describes errors for all records.
Validate	Optional	Button	Validates records with New and Error statuses.
Display Footer Region			
All Records in Batch	Required/ optional	Radio button	Displays all records in batch.
Error Records in Batch	Required/ optional	Radio button	Displays only records in batch with errors.

Maintain Non-Oracle Payroll Sublines Window Description, Element, Earned, Check Date Tab

Table 3, page 12-11 describes the Maintain Non-Oracle Payroll Sublines window, Element, Earned, Check Date tab. For information on the header, footer, and Display regions, see Table 2, page 12-9.

Maintain Non-Oracle Payroll Sublines Window Description, Element, Earned, Check Date Tab

Field Name	Type	Features	Description
Element, Earned, Check Date Tab			
Effective Date	Required	List of values	Date used when transaction posted to General Ledger, Projects, or Grants Accounting.
Person	Required	List of values	Employee name; must be entered in Human Resources.
Assignment	Required	List of values	Assignment number. Assignment must be linked to employee in Human Resources.
Element Type	Required	List of values	Payroll element type; must be linked to assignment in Human Resources.
Earned Date	Optional	List of values	Date salary or wage earned.
Check Date	Optional	List of values	Check date.
Status	Default display only		Validation status of pre-generated distribution line; changes to New when record modified. Values are New, Valid, and Error.

Maintain Non-Oracle Payroll Sublines Window Description, Amt, Dly Rate, Salary, D/C Flag Tab

Table 4, page 12-12 describes the Maintain Non-Oracle Payroll Sublines window, Amt, Dly Rate, Salary, D/C Flag tab. For information on the header and footer regions, see Table 2, page 12-9.

Maintain Non-Oracle Payroll Sublines Window Description, Amt, Dly Rate, Salary, D/C Flag Tab

Field Name	Type	Features	Description
Amt, Dly Rate, Salary, D/C Flag Tab			
Effective Date	Required	List of values	Date used when transaction posted to General Ledger, Projects, or Grants Accounting.
Person	Required	List of values	Employee name; must be entered in Human Resources.
Assignment	Required	List of values	Assignment number. Assignment must be linked to employee in Human Resources.
Pay Amount	Optional	List of values	Pay amount equals daily rate times number of business days between subline start and end dates.
Daily Rate	Required	List of values	Daily pay rate.
Salary Used	Required	List of values	Salary batch used.
Debit/Credit	Required	List of values	Indicates amount is debited or credited to an account in General Ledger.
Status	Default display only		Validation status of pre-generated distribution line; changes to New when record modified. Values are New, Valid, and Error.

Maintain Non-Oracle Payroll Sublines Window Description, Subline Start End Dates, FTE Tab

Table 5, page 12-13 describes the Maintain Non-Oracle Payroll Sublines window, Subline Start End Dates, FTE tab. For information on the header, footer, and Display regions, see Table 2, page 12-9.

Maintain Non-Oracle Payroll Sublines Window Description, Subline Start End Dates, FTE Tab

Field Name	Type	Features	Description
Subline Start End Dates, FTE Tab			
Effective Date	Required	List of values	Date used when transaction posted to General Ledger, Projects, or Grants Accounting.
Person	Required	List of values	Employee name; must be entered in Human Resources.
Assignment	Required	List of values	Assignment number. Assignment must be linked to employee in Human Resources.
Start Date	Required	List of values	Subline start date.
End Date	Required	List of values	Subline end date.
FTE	Optional	List of values	Full time equivalent employment status for assignment; must not be greater than 10 and must be entered in the 9.99 format.
Status	Default display only		Validation status of pre-generated distribution line; changes to New when record modified. Values are New, Valid, and Error.

Rolling Back Non-Oracle Payroll Procedure

To roll back a non-oracle payroll batch, perform the following steps.

1. In Labor Distribution, navigate to the Submit Request window as follows:
Processes & Reports > Run
The Submit a New Request pop-up window appears.
2. Click the Single Request radio button.
3. Click OK. The Submit Request window appears.
4. In the Name field, select PSP: Rollback of Non-Oracle Payroll from the list of values. The Parameters pop-up window appears.
5. In the Batch Name field, select a batch name from the list of values.
6. To apply the parameters, click OK.
7. In the Submit Request window, click Submit. The Requests window appears.
8. To view the report output, select the appropriate Request ID and click View Output.
9. Close the window.

Pre-generated Distribution Lines Interface Procedures

Pre-generated Distribution Lines Interface Procedures

Definition

The Pre-generated Distribution Lines Interface process enables the user to review, edit, and validate unprocessed pre-generated distribution lines before initiating the Import Pre-generated Distribution Lines concurrent process within Oracle Labor Distribution. The distribution lines can then be posted to Oracle Grants Accounting, Oracle Projects, and to Oracle General Ledger accounts through the Summarize and Transfer Payroll Distributions process.

Overview

Labor Distribution imports already-distributed charges from time management systems and transfers them to Grants Accounting, Projects, and General Ledger accounts.

Features

The Pre-generated Distribution Lines Interface process enables users to perform the following tasks:

- integrate timecard data with labor distribution data for reporting
- post timecard information to Grants Accounting, Projects, and General Ledger through Labor Distribution

Process

The Pre-generated Distribution Lines Interface process includes the following parts:

- Import Pre-generated Distribution Lines, page 13-2
- Maintain Pre-generated Distribution Lines Interface, page 13-6

Import Pre-generated Distribution Lines

The methods for importing pre-generated distribution lines are as follows:

- Importing Pre-generated Distribution Lines Using the Maintenance of Pre-generated Distribution Lines Window, page 13-2
- Importing Pre-generated Distribution Lines Using the Concurrent Manager, page 13-3

Importing Pre-generated Distribution Lines Using the Maintenance of Pre-generated Distribution Lines Window

This method includes importing pre-generated distribution lines and validating each transaction.

If you use this window, you must specify a currency.

Importing Pre-generated Distribution Lines Using the Concurrent Manager

This method includes importing pre-generated distribution lines and validating each transaction. Oracle recommends using this method only if all transactions are valid.

If you do not specify a currency, your Pre-generated Distribution Lines batch will inherit the default currency from the Business Group.

The Import Pre-generated Distribution Lines concurrent process performs the following tasks:

- reads the Pre-generated Distribution Lines Interface table
- validates data in the Pre-generated Distribution Lines Interface table
- imports valid records into the Payroll Control table

The following information must be included on each line as described in Table 1, page 13-3.

Pre-generated Distribution Lines Interface Table

Field Name	Description
Distribution_Interface_ID	Unique identification number for pre-generated distribution batch. Primary key of the table.
Person_ID	Employee identifier; must be entered in Oracle Human Resources.
Assignment_ID	Assignment number; must be linked to an employee in Oracle Human Resources.
Element_Type_ID	Element; must be linked to assignment in Human Resources.
Distribution_Date	Date the amount is distributed; default date used for summary transactions for posting to General Ledger, Grants Accounting, and Projects.
Distribution_Amount	Amount distributed.
Payroll_ID	Payroll identifier; must be defined in Human Resources and linked to the selected assignment.
Time_Period_ID	Payroll period identifier; must be defined in Human Resources and linked to payroll name of interface table record.
DR_CR_Flag	Indicates debit or credit; D for debit and C for credit.
Source_Code	Payroll batch source; must be available in PSP_Payroll_Sources table.
GL_Code_Combination_ID	General Ledger accounting flexfield; required if there is no project/project and award data entered.
Project_ID	Projects project identifier; required if there is no General Ledger code combination ID entered.

Field Name	Description
Expenditure_Organization_ID	Expenditure organization identifier for Grants Accounting /Projects charging; required if there is no General Ledger code combination ID entered.
Expenditure_Type	Project expenditure type; required if there is no General Ledger code combination ID entered.
Task_ID	Task identifier linked to the selected project; required if there is no General Ledger code combination ID entered.
Award_ID	Project award identifier; required if charging to Grants Accounting; not required if using only Projects charging.
Status_Code	Validation status of pre-generated distribution line; changes to New when record modified and Valid when Validated. Values are New, Valid, Error, and Transferred.
Batch_Name	Unique batch name.
Error_Code	Describes errors for current distribution line.
GL Posting Override Date	General Ledger override date for posting; if defined, this date overrides the distribution date for posting to General Ledger.
GMS Posting Override Date	For future use.
Set of Books ID	Set of books identifier.
Business Group ID	Business group identifier.
Suspense_Org_Account_ID	Suspense organization account identifier.
Currency Code	Currency type; if null, currency is derived from the Business Group's default.

Each entry has a status code. The status code values are as follows:

- New
- Error
- Valid
- Transfer

When the user loads the interface table, the status of all records is New.

If errors occur during the import process, the process is terminated. Users must delete or correct the errors. Updates can be made in the source system or in the Maintain Pre-generated Distribution Lines window.

If you set up auto-population rules then the application substitutes the original expenditure type or natural account with the auto-populated values.

When you re-query a batch, the application displays the natural accounts or expenditure types as a result of the auto-population rules that it applied. If the charging instruction

is not valid, the application displays the original values for the natural accounts or expenditure types.

If you re-query a batch and modify a valid charging instruction, then the application applies auto-population rules to that charging instruction again.

For information on setting up the auto-population profile options, see System Administration Setup, page 3-4.

For information on setting up auto-population, see Expenditure Type and Natural Account Auto-Population Setup, page 6-2.

Processing of employee assignments with zero work day allows the import of Pre-generated Distribution Lines for employees with zero work day situations, irrespective of employee assignment status, active or non-active, as long as the employee's final termination process in HRMS has not been completed.

For information on employee assignments with zero work day situations, see Employee Assignments with Zero Work Day, page 8-2.

A suspense account will be used if the PSP: Use Suspense Account for Pre-Gen Import profile option is set to Yes.

Upon completion of the Import Pre-generated Distribution Lines concurrent process, users can proceed to the Summarize and Transfer Payroll Distributions procedure.

For information on summarizing and transferring distribution lines, see Summarizing and Transferring Payroll Distributions Procedure, page 10-4.

Create Pre-Generated Distribution Lines Interface

Through the Maintain Pre-Generated Distribution Lines window, users can populate a new Pre-Generated Distribution Lines Interface table.

The following steps illustrate the Maintain Pre-Generated Distribution Lines Interface process:

1. The user navigates to the Maintain Pre-Generated Distribution Lines window.
2. The user types a name for the new batch.
3. The user selects a currency.
4. The user defines values for the Element Type, Payroll Source, Distribution Amount, Debit/Credit Flag, and Charging Instructions.

To validate the transactions, follow the steps in the Maintain Pre-Generated Distribution Lines Interface, page 13-6 section.

Viewing Error Records in a Batch

To perform error checking on a batch:

1. The user navigates to the Maintain Non-Oracle Payroll Sublines window and selects a payroll batch.
2. The user selects the Error Records in Batch radio button.

Maintain Pre-generated Distribution Lines Interface

The Maintain Pre-generated Distribution Lines window enables users to view the Pre-generated Distribution Lines Interface table and to make simple edits, corrections, and updates to the data.

In the Pre-generated Maintenance window for Distribution Date, users can enter any dates before the final termination process date of employee assignment. If users enter a date after the final process termination date, an error message appears.

For information on employee assignments with zero work day situations, see Employee Assignments with Zero Work Day, page 8-2.

The following steps illustrate the Maintain Pre-generated Distribution Lines process:

1. The user navigates to the Maintain Pre-generated Distribution Lines window and selects a payroll batch.
2. The user defines the currency. By default, this is the business group's currency. You can change it to any currency available in this field's list of values. The new currency must be the same as the output currency of the elements constituting the batch.

If you change the currency after entering the distributions, you are warned that the currency format will be changed as well. If you agree to this, Labor Distribution formats all amounts according to the new currency precision.

3. To run the Import Pre-generated Distribution Lines process and to validate the transactions, the user clicks Validate.
4. The user views the request in the concurrent manager.

If the process is complete with no errors, the Status field displays Normal and the process is complete.

If there are errors, the Status field displays Error, and the user continues to Step 5, page 13-6 in the process.

5. The user returns to the Maintain Pre-generated Distribution Lines window to correct the errors. The Maintain Pre-generated Distribution Lines window displays the error status as follows:
 - The statuses of records with errors displays Error.
 - An error description appears in the window.
 - The error status is displayed for each row in the window.
6. After correcting errors, the user completes Steps 1 through 4, page 13-6 until all errors are corrected.

Prerequisites

The Pre-generated Distribution Lines Interface table must be loaded with appropriate data either through a user-defined process or through the Maintain Pre-generated Distribution Lines window.

To load the Pre-generated Distribution Lines Interface table, see Pre-generated Interface Table, page K-1.

Importing Pre-generated Distribution Lines Procedure

Use one of the following methods to import pre-generated distribution lines:

- Importing Pre-generated Distribution Lines Using the Maintain Pre-generated Distribution Lines Window, page 13-7
- Importing Pre-generated Distribution Lines Using the Concurrent Manager, page 13-8

Importing Pre-generated Distribution Lines Using the Maintain Pre-generated Distribution Lines Window

To import pre-generated distribution lines using the Maintain Pre-generated Distribution Lines window, perform the following steps.

1. In Labor Distribution, navigate to the Maintain Pre-generated Distribution Lines window as follows:
Payroll Interface > Pre-Gen Distribution Lines
The Maintain Pre-generated Distribution Lines window appears.
2. Select a batch name as follows:
View > Find
3. Select a batch and click OK.
4. To run the Import Pre-generated Distribution Lines process and validate those transactions, click Validate.
5. View the request in the concurrent manager as follows:
View > Requests
The Find Requests pop-up window appears.
6. Select the All My Requests radio button.
7. Click Find.
8. To view the report file, select the appropriate Request ID and click View Output.
9. If there are no errors, close the window.
10. If there are errors, return to the Maintain Pre-generated Distribution Lines window to correct the errors as follows:
Payroll Interface > Pre-Gen Distribution Lines
11. To display errors only, in the Display region click the Error Records radio button.
12. Select one of the following tabs:
 - Payroll Name, Period, Element
 - Pay Source, Dist Amt, D/C Flag
 - GL Account
 - Project, Task, Award
 - Expenditure Organization, Type

Note: To navigate to unseen tabs, use the arrows next to the tabs.

13. Enter data in each field of the Maintain Pre-generated Distribution Lines window as described in Table 2, page 13-8.
14. Repeat Step 4, page 13-7 until completed.
15. Close the window.

Importing Pre-generated Distribution Lines Using the Concurrent Manager

Note: Use this method only if all transactions are valid.

To import pre-generated distribution lines using the concurrent manager, perform the following steps.

1. In Labor Distribution, navigate to the Submit Request window as follows:
Processes & Reports > Run
The Submit a New Request pop-up window appears.
2. Select the Single Request radio button.
3. Click OK.
4. In the Request Name field, select PSP: Import Pre-generated Distribution Lines from the list of values. The Parameters pop-up window appears.

Note: If auto-population is enabled, the Import Pre-generated Distribution Lines procedure uses auto-population.

5. In the Batch Name field, select a batch name from the list of values.
6. To apply the parameters, click OK.
7. In the Submit Request window, click Submit. The Requests window appears.
8. To view the report file, select the appropriate Request ID and click View Output.
9. Close the window.

Maintain Pre-generated Distribution Lines Window Description, Payroll Name, Period, Element Tab

Maintain Pre-generated Distribution Lines Window Description, Payroll Name, Period, Element Tab

Field Name	Type	Features	Description
Header Region			
Batch Name	Required	List of values	Pre-generated distribution batch identification number.
GL Posting Date	Optional	List of values: pop-up calendar	Effective date for posting transactions to General Ledger; cannot be modified if date is populated when loading data into the interface table.

Field Name	Type	Features	Description
Currency	Required	List of values	Currency format of the batch.
Payroll Name, Period, Element Tab			
Distribution Date	Required	List of values	Distribution date.
Person	Required	List of values	Employee's name; must be entered in Human Resources.
Assignment	Required	List of values	Assignment number; must be linked to employee in Human Resources.
Payroll Name	Required	List of values	Payroll cycle name; must be defined in Human Resources and linked to the selected assignment.
Payroll Period	Required	List of values	Payroll period name; must be defined in Human Resources and linked to payroll name of interface table record.
Element Type	Required	List of values	Element type; must be linked to assignment in Human Resources.
Status	Default display only		Validation status of pre-generated distribution line; changes to New when record modified and Valid when validated. Values are New, Valid, and Error.
Error Description Footer Region			
Error Description	Default display only		Describes errors for all records.
Validate		Button	Validates records with New or Error status.
Display Footer Region			
All Records	Optional	Radio button	Displays all imported records.
Error Records	Optional	Radio button	Displays imported records with errors only.

Maintain Pre-generated Distribution Lines Window Description, Pay Source, Dist Amt, D/C Flag Tab

Table 3, page 13-10 describes the Maintain Pre-generated Distribution Lines window, Pay Source, Dist Amt, D/C Flag tab. For information on the header, footer, and Display regions, see Table 2, page 13-8.

Maintain Pre-generated Distribution Lines Window Description, Pay Source, Dist Amt, D/C Flag Tab

Field Name	Type	Features	Description
Pay Source, Dist Amt, D/C Flag Tab			
Distribution Date	Required	List of values	Distribution date.
Person	Required	List of values	Employee's name; must be entered in Human Resources.
Assignment	Required	List of values	Assignment number; must be linked to employee in Human Resources.
Payroll Source	Required	List of values	Payroll batch source; must be available in PSP_Payroll_Sources table.
Distribution Amount	Required	List of values	Amount distributed.
D/C Flag	Required	List of values	Indicates debit or credit.
Status	default display only		Validation status of pre-generated distribution line; changes to New when record modified and Valid when validated. Values are New, Valid, and Error.

Maintain Pre-generated Distribution Lines Window Description, GL Account Tab

Table 4, page 13-11 describes the Maintain Pre-generated Distribution Lines window, GL Account tab. For information on the header, footer, and Display regions, see Table 2, page 13-8.

Maintain Pre-generated Distribution Lines Window Description, GL Account Tab

Field Name	Type	Features	Description
GL Account Tab			
Distribution Date	Required	List of values	Distribution date.
Person	Required	List of values	Employee's name; must be entered in Human Resources.
Assignment	Required	List of values	Assignment number; must be linked to employee in Human Resources.
GL Account	Conditionally required	List of values	General Ledger accounting flexfield; required if no other charging instruction entered.
Status	Default display only		Validation status of pre-generated distribution line; changes to New when record modified and Valid when validated. Values are New, Valid, and Error.

Maintain Pre-generated Distribution Lines Window Description, Project, Task, Award Tab

Table 5, page 13-12 describes the Maintain Pre-generated Distribution Lines window, Project, Task, Award tab. For information on the header, footer, and Display regions, see Table 2, page 13-8.

Maintain Pre-generated Distribution Lines Window Description, Project, Task, Award Tab

Field Name	Type	Features	Description
Project, Task, Award Tab			
Distribution Date	Required	List of values	Distribution date.
Person	Required	List of values	Employee's name; must be entered in Human Resources.
Assignment	Required	List of values	Assignment number; must be linked to employee in Human Resources.
Project	Conditionally required	List of values	Grants Accounting or Projects project number; required if there is no General Ledger account entered.
Task	Conditionally required	List of values	Task number linked to the selected project.
Award	Conditionally required	List of values	Project award number.
Status	Default display only		Validation status of pre-generated distribution line; changes to New when record modified and Valid when validated. Values are New, Valid, and Error.

Maintain Pre-generated Distribution Lines Window Description, Expenditure Organization, Type Tab

Table 6, page 13-13 describes the Maintain Pre-generated Distribution Lines window, Expenditure Organization, Type tab. For information on the header, footer, and Display regions, see Table 2, page 13-8.

Maintain Pre-generated Distribution Lines Window Description, Expenditure Organization, Type Tab

Field Name	Type	Features	Description
Expenditure Organization, Type Tab			
Distribution Date	Required	List of values	Distribution date.
Person	Required	List of values	Employee's name; must be entered in Human Resources.
Assignment	Required	List of values	Assignment number; must be linked to employee in Human Resources.
Exp. Org.	Conditionally required	List of values	Expenditure organization.
Expenditure Type	Conditionally required	List of values	Project expenditure type.
Status	Default display only		Validation status of pre-generated distribution line; changes to New when record modified and Valid when validated. Values are New, Valid, and Error.

Distribution Adjustments Procedures

Distribution Adjustments Procedures

Definitions

The Distribution Adjustments process adjusts payroll distributions and posts the new distributions to Oracle Grants Accounting, Oracle Projects, or Oracle General Ledger. Distribution Adjustments does not allow changes to total distribution amounts or changes to distribution dates.

An adjustment set is a group of actual distributions belonging to the same payroll element and the same type of transaction, whether debit or credit, that are adjusted to new distributions. An adjustment set is complete when the unaccounted balance is zero and the user freezes the set by clicking Freeze Set.

An adjustment batch is comprised of one or multiple adjustment sets that are submitted for approval at the same time.

Overview

This section describes the following sections:

- Actual and Adjusted Distributions, page 14-2
- Distribution Adjustments, page 14-2
 - distribution adjustment at the assignment level
 - distribution adjustment at the element level
 - distribution adjustment at the element group level
- Features, page 14-4
- Process, page 14-5

Actual and Adjusted Distributions

After you have imported a payroll into Labor Distribution, the system creates payroll distributions for employees using cost schedules that include charging instructions. Charging instructions provide a schedule of accounts to which employees' pay distributions are charged. The employees' original pay distributions are called actual distributions.

Incorrect labor schedules, incorrect Auto-Population rules, or invalid labor schedules can cause actual distributions to be costed incorrectly. When this occurs, you can correct charging instructions by adjusting distributions. Pay distributions that have been modified are called adjusted distributions.

Distribution Adjustments

The Distribution Adjustments process enables users to view, modify, and transfer payroll distributions to Grants Accounting, Projects, or General Ledger. When adjustments are approved and summarized, they are automatically posted to Grants Accounting, Projects, or General Ledger.

Distribution Adjustments enables users to adjust distributions at the following levels:

- Assignment
- Element
- Element group

Distribution Adjustment at the Assignment Level

Distribution adjustment at the assignment level involves the adjusting of employee assignments' distributions, where each distribution is a summation of different elements costing to the same costing account (such as a General Ledger account or to a Grants Accounting or Projects charging instruction).

For example: An employee assignment has been paid from elements Regular Salary and Overtime, and both elements are distributed and costed to the same General Ledger account. If users elect to adjust distributions at the assignment level, they see one distribution costing to a General Ledger account with distribution amounts summed for elements Regular Salary and Overtime.

If users elect to adjust distributions at the assignment level, they can do the following:

- Select one distribution costing to a General Ledger account or Grants Accounting or Projects charging instruction, and adjust to one or multiple different costing accounts, whether a General Ledger account or Grants Accounting or Projects charging instruction, for the full distribution amount.
- Select multiple distributions costing to a General Ledger account or Grants Accounting or Projects charging instruction, and adjust to different costing accounts, whether a General Ledger account or a Grants Accounting or Projects charging instruction, for the full distribution amount.
- Submit one or multiple adjustment sets in a single adjustment batch.

Distribution Adjustment at the Element Level

Distribution adjustment at the element level involves adjusting your employee assignments' distributions per elements paid and costed to a costing account (such as a General Ledger account or to a Grants Accounting or Projects charging instruction).

An element is a component used in the calculation of an employee's pay. Each element represents a compensation or benefit type, such as salary, wages, stock purchase plan, or pension contributions.

In the previous example, an employee assignment was paid Regular Salary and Overtime, and both elements were distributed and costed to the same General Ledger account. If you elect to adjust distributions at the element level, you would see two distributions: one for each element costing to the same General Ledger account and with the corresponding distribution amount for each element.

If users elect to adjust distributions at the element level, they can do one of the following:

- Select one distribution for an element costing to a General Ledger account or Grants Accounting or Projects charging instruction, and adjust to one or multiple different costing accounts, whether a General Ledger account or Grants Accounting or Projects charging instruction, for the full distribution amount.
- Select multiple distributions for the same element costing to a General Ledger account or Grants Accounting or Projects charging instruction, and adjust to one or

multiple different costing accounts, whether a General Ledger account or Grants Accounting or Projects charging instruction, for the full distribution amount.

- Adjust multiple distributions for the same element in an adjustment set.
- Adjust multiple distributions for different elements in a single adjustment batch.

For more information on the Distribution Adjustments Configuration Options concurrent process, see Configuration, page 14-10.

Distribution Adjustment at the Element Group Level

Distribution adjustment at the element group level involves adjusting employee assignments' distributions per element groups. An element group is a user-defined grouping of elements paid and costed to a costing account (such as a General Ledger account or to a Grants Accounting or Projects charging instruction).

Examples of element groups include:

- An earnings element group, which can consist of Regular Salary and Overtime.
- A benefits element group, which can consist of Dental Benefit and Medical Benefit.

Regular Salary and Overtime earnings elements are paid and costed to the same General Ledger account. Dental Benefit and Medical Benefit elements are paid and costed to a Grants Accounting or Projects charging instruction.

If users elect to adjust distributions at the element group level, they see two distributions: one for each element group, with element group Earnings costing to a General Ledger account and element group Benefits costing to a Grants Accounting or Projects charging instruction.

If users elect to adjust distributions at the element group level, they can do one of the following:

- Select one distribution for an element group costing to a General Ledger account or Grants Accounting or Projects charging instruction, and adjust to one or multiple different costing accounts, whether a General Ledger account or Grants Accounting or Projects charging instruction, for the full distribution amount.
- Select multiple distributions for the same element groups costing to a General Ledger account or Grants Accounting or Projects charging instruction, and adjust to one or multiple different costing accounts, whether a General Ledger account or Grants Accounting or Projects charging instruction, for the full distribution amount.
- Adjust multiple distributions for the same element group in a single adjustment set.
- Adjust multiple distributions for different element groups in a single adjustment batch.

Features

With Distribution Adjustments, users can:

- Display distributions for adjustment according to employee name, date range, assignment, and currency.
- Adjust distributions at the assignment level where you can sum all elements for each costing distribution at the element level, or at the element group level.

- Adjust one or multiple costing distributions for one or more days in a single adjustment batch. The adjustment begin date can be different from the adjustment end date.
- If adjusting at the element level, adjust costing distributions for one or more elements in a single adjustment batch. Users can only adjust from and to the same element in one adjustment set.
- If adjusting at the element group level, adjust costing distributions for one or more element groups in a single adjustment batch. Users can only adjust from and to the same element group in one adjustment set.
- Adjust costing distributions with debit and credit transactions in a single adjustment batch. Users can only adjust from and to the same type of transaction in one adjustment set.
- Define multiple adjustment sets in a single batch.
- Clear transferred distributions to redefine adjustments.
- Adjust all types of payroll elements, such as earnings, benefits, and deductions in a single distribution adjustment batch.
- Reverse original distributions.
- Select new distributions.
- Summarize and transfer new distribution transactions to Grants Accounting, Projects, or General Ledger.
- Restart summarize and transfer adjustments in the event of database or technical failures.

Process

The Distribution Adjustments process includes the following:

- Find Distributions, page 14-5
- Select the Distributions to Transfer, page 14-6
- Specify the Adjustments, page 14-6
- Submit the Adjustments, page 14-7
- Approve Distribution Adjustments Workflow, page 14-7
- Summarize and Transfer Adjustments, page 14-8
- Restart Summarize and Transfer Adjustments, page 14-9
- Distribution Adjustment Register Report, page 14-9

Find Distributions

Users select the following items in the Find Distributions window to display the associated distribution lines:

- Employee name and assignment number
- Begin and end date of the adjustment
- Currency

- Level of adjustment
 - Assignment
 - Element
 - Element group

Select the Distributions to Transfer

In the Actual Distributions region of the Distribution Adjustments window, users select one or more distributions, along with the amounts to transfer, and Labor Distribution reverses the selected distributions and the amounts in the Adjusted Distributions region. In the Actual Distributions region, users can select the following for transfer:

- One or multiple distributions in an adjustment set at the assignment level.
- One or multiple distributions in an adjustment set within the same element at the element level. For example, users can select Regular Salary or Overtime.
- One or multiple distributions in an adjustment set within the same element group at the element group level. For example, users can select Deductions.
- One or multiple distributions in an adjustment set for one or multiple days. For example, users can query and adjust for distributions on 08-JAN-2003 or query and adjust for distributions from 08-JAN-2003 to 12-JAN-2003.
- One or multiple distributions in an adjustment set for the same type of debit or credit transaction. For example, users can select and adjust all debit or all credit transactions.

Specify the Adjustments

Once the Adjusted Distributions region of the Distribution Adjustments window display the reversed distributions and amounts, users can specify the adjustments by entering Grants Accounting or Projects charging instructions or General Ledger accounts as transfer destinations. For each adjustment set, users can specify the modified distribution amounts to be transferred in either currency amounts or percentages.

Users can specify multiple adjustment sets in a single adjustment batch. An adjustment set is a group of actual distributions adjusted to new distributions. An adjustment batch is comprised of one or multiple adjustment sets that are submitted for approval at the same time.

To clear reversed amounts before freezing an adjustment set, users can deselect the appropriate Transfer check boxes and click Done.

To view details of the original charging instruction and its corresponding distributions, users can select a distribution in the Actual Distributions regions and click View Details.

To cancel all adjustment sets or close the window without saving, users can click Cancel.

When you adjust distribution lines, the application can compute and distribute additional information that you stored in DFFs. For example, when you make distribution adjustments, the application can automatically distribute, update, and display the number of hours that you stored in the DFF.

You must use a user hook to compute, update, and display information stored in these DFFs during adjustments. See: Technical Essay on Labor Distribution Configuration (Metalink Note ID 302304.1)

Auto-Population Profile Option with Distribution Adjustments

You can use the auto-population of the natural account and expenditure type with Distribution Adjustments if you have enabled the auto-population profile option. If Auto-Population is enabled, a label appears in the lower section of the window indicating that auto-population is on. You can override auto-population by choosing a natural account or expenditure type from the list of values.

You can specify that Labor Distribution defers its auto-population invocation until after you have submitted the batch. In this way, Labor Distribution would be able to apply element-based auto-population rules against each adjusted line, even for distribution adjustments batches that are being done at the Assignment and Element Group levels.

For information on enabling the auto-population profile option, see System Administration Setup, page 3-2.

For information on the Distribution Adjustments Configuration Options concurrent process, see Configuration, page 14-10.

Submit the Adjustments

When users submit adjustments, Labor Distribution performs validations against them. To submit an adjustment batch, click Submit and type the following information:

- A mandatory, unique distribution adjustments batch name.
- An optional General Ledger override date.

Note: Users can override the General Ledger Posting date if the PSP: Use Default GL Posting Override Date profile option is set to "No".

For information on setting the PSP: Use Default GL Posting Override Date profile option, see System Administration Setup, page 3-2.

- Mandatory comments. Users can override a default comment, which specifies the employee name, assignment number, and the begin and end dates of the adjustment.

For information on the validation process, see Data Entry Validations Process, page D-1.

Distribution Adjustments and Effort Reports

If you create an effort report for an employee and define distribution adjustments for any portion of the effort report period, then the effort report is superseded and you must generate a new effort report.

Labor Distribution issues warnings if lines in the period have been adjusted.

Approve Distribution Adjustments Workflow

Oracle Workflow routes the distribution adjustment to the appropriate approver for approval. The approver has the following options:

- Approve the adjustment

- Reject the adjustment
- Return the adjustment with comments

Users with the necessary permissions can navigate to the Worklist window to approve or reject the transfer. The approver cannot modify adjustments.

If the adjustments are approved, the distribution lines are summarized and transferred to General Ledger, Projects, or Grants Accounting at the user's convenience as described in the section, Summarize and Transfer Adjustments, page 14-8.

If the adjustments are rejected, all adjustment sets in the batch are rejected, and the distributions revert to the original charging instructions. The approver cannot reject only part of a batch. The approver must reject the whole batch and redefine the distribution adjustment.

Using Oracle Workflow with Distribution Adjustments

Users have the following options regarding the use of Oracle Workflow with distribution adjustments:

- Use Oracle Workflow with distribution adjustments. When a distribution adjustment is created for an employee, an Oracle Workflow notification is sent to the adjustment approver to approve or reject the adjustment.
- Refrain from using Oracle Workflow with distribution adjustments.
- Optionally use or refrain from using Oracle Workflow when a distribution adjustment is created for an employee and the distribution adjustment creator is the same person as the distribution adjustment approver.

For detailed information on omitting the approval step in the Distribution Adjustments Approval Workflow process, see Customizing Distribution Adjustments Approval Workflow Process, page F-9.

Summarize and Transfer Adjustments

After distribution adjustments are defined and approved, Labor Distribution runs the Summarize and Transfer Adjustments process as a separate process. Users can include one or more batches in the process and can run the process at any time.

The steps in the PSP: Summarize and Transfer Adjustments process are:

1. The user initiates the Summarize and Transfer Adjustments process.
2. The user uniquely names the adjustment summary batch.
3. Labor Distribution searches for all distribution adjustment batches that are approved and must be summarized and transferred.
4. The Grants Accounting and Projects lines are compiled into one batch, and the General Ledger lines are compiled into multiple batches.
5. The Summarize and Transfer Adjustments process combines all the batches and creates an adjustment summary batch.
6. If a distribution line is rejected, only the batch that includes this line is rejected, not the entire adjustment summary batch.
7. The rejected batch reverts the distributions to the original charging instructions.

Note: The Summarize and Transfer Adjustments process does not use a suspense account to resend rejected lines to General Ledger, Grants Accounting, or Projects.

8. The Summarize and Transfer Adjustments process provides a log file with details of batches and adjustment summary batches that terminated normally and abnormally and the selection criteria included in the batches.

Employee Assignments with Zero Work Day

With Labor Distribution, you can summarize and transfer adjustment lines for employees with zero work day situations, irrespective of employee assignment status.

The following rules apply:

- If an employee has a non-active status and has a schedule charging to General Ledger, Labor Distribution uses the current Summarize and Transfer Adjustments process. General Ledger does not validate whether an employee has an active or non-active employee assignment status.
- If an employee has a non-active assignment status and has a schedule charging to Grants Accounting or Projects, Labor Distribution looks for the employee assignment's last active date and posts this date as the GMS Override Date. Grants Accounting or Projects then accepts the transfer of adjustment lines with a non-active employee assignment status.

To process zero work day situations, Workflow disables its validation on an employee assignment status so it can process employee assignments with a non-active status.

For information on employee assignments with zero work day situations, see Employee Assignments with Zero Work Day, page 8-2.

Restart Summarize and Transfer Adjustments

Use the Restart Summarize and Transfer Adjustments process if one of the following situations occurs while running the Summarize and Transfer Adjustments process:

- System crash
- Abnormal termination of the process

The restart process provides a log file with a list of adjustment summary batches that terminated abnormally and the selection criteria included in the terminated batches.

Distribution Adjustment Register Report

The Distribution Adjustment Register report summarizes distribution adjustments created for employees by batch name. It provides users with a report of summarized and transferred distribution adjustments within the specified begin and end dates. The Distribution Adjustment Register report date is the date the adjustments were defined, not the distribution adjustments date range.

For information on generating the Distribution Adjustment Register report, see Generating Distribution Adjustment Register Report Procedure, page 14-17.

Prerequisites

The timeout system profile option for approvals must be defined if the user wants to set a timeout for the Workflow approval process.

To define the PSP: Adjustment Approval Time Out in Days system profile, see *System Administration Setup*, page 3-2.

Configuration

Labor Distribution provides you with the ability to configure how it performs its distribution adjustments:

- You can specify that Labor Distribution defers its auto-population invocation until after you have submitted the batch. In this way, Labor Distribution would be able to apply element-based auto-population rules against each adjusted line, even for distribution adjustments batches that are being done at the Assignment and Element Group levels.
- When you are adjusting at the element level, you can specify that the Distribution Adjustment window displays the distribution percentage either as 100% summation across all element or as 100% for each element.

See: *Configuring Values for Labor Distribution*, page 3-10, for more information on how to set up the configuration values

Adjusting Distributions Procedure

To execute distribution transfers, perform the following steps.

1. In Labor Distribution, navigate to the Distribution Adjustments window by selecting Distribution Adjustments. The Find Distributions pop-up window appears.
2. In the Employee Name field, select an employee from the list of values.
3. Select an assignment from the list of values.
4. In the Begin Date field, enter a beginning date for the adjustment from the list of values.
5. In the End Date field, enter an ending date for the adjustment from the list of values.
6. In the Currency field, select the currency type from the list of values.
7. In the Adjust by region, select the Assignment, Element, or Element Group radio button to specify the adjustment level.
8. Click Find. The Distribution Adjustments window appears. If you chose either Element or Element Group level adjustments, this window includes the appropriate column.
9. To view details of the original charging instruction and its corresponding distributions, select a distribution in the Actual Distributions region and click View Details. The View Details window appears.
10. If the user selects the assignment level in Step 7, page 14-10, then one or multiple distributions can be transferred by selecting the appropriate Transfer check boxes in the Actual Distributions region and clicking Done. The selected lines appear in the Adjusted Distributions region of the Distribution Adjustments window.

11. If the user selects the element level in Step 7, page 14-10, then one or multiple distributions can be transferred within the same element by selecting the appropriate Transfer check boxes in the Actual Distributions region and clicking Done. The selected lines appear in the Adjusted Distributions region of the Distribution Adjustments window.
12. If the user selects the element group level in Step 7, page 14-10, then one or multiple distributions can be transferred within the same element group by selecting the appropriate Transfer check boxes in the Actual Distributions region and clicking Done. Only elements matching the selected Currency are available for selection. The selected lines appear in the Adjusted Distributions region of the Distribution Adjustments window.
13. If distributions consist of a combination of debit and credit transactions, then one or more distributions can be transferred within the same transaction type by selecting the appropriate Transfer check boxes in the Actual Distributions region and clicking Done. The selected lines appear in the Adjusted Distributions region of the Distribution Adjustments window.
14. To optionally clear a reversed adjustment from the Adjusted Distributions region, deselect the appropriate Transfer check box and click Done.
15. To select the method of adjustment, in the Adjust By region, click one of the following radio buttons:
 - Amount
 - Percent

Note: When adjusting credit amounts, only the Percent radio button can be selected.

16. In the Adjusted Distributions region, specify new charging instructions and amounts as described in Table 1., page 14-12.
17. To complete the adjustment set, click Freeze Set. One adjustment set has been created and it is not updateable.
18. To create multiple adjustment sets, repeat Step 10, page 14-10 to Step 17, page 14-11.
19. To cancel the submission of all adjustment sets or close the window without saving, click Cancel.
20. To submit the adjustment batch, click Submit. The Submit pop-up window appears. When you click Submit, Labor Distribution implements auto-population changes if:
 - You have enabled auto-population.
 - You are adjusting by Assignment or Element Group.
 - You have enabled the "Defer auto-population at assignment/element group level" configuration option.

If you are adjusting at the Element level, the auto-population substitutions for GL Natural Account and Projects Expenditure Type occur immediately when you enter a new adjustment line. This substitution occurs the very first time you enter a line; it does not occur when you change an adjustment.

21. In the Batch Name field, enter a batch name.

22. If necessary, enter a date in the GL Override Date field from the list of values.
23. In the Comments field, a default comment appears. Users can override the default comment by entering text that describe the reasons for the adjustment.
24. Click OK. The Find Distributions pop-up window appears so users can enter another adjustment.
25. Close the window.

Distribution Adjustments Window Description

Distribution Adjustments Window Description

Field Name	Type	Features	Description
Employee Region			
Full Name	default display only		Employee name
Employee Number	default display only		Employee identification number
Assignment Region			
Assignment	default display only		Employee assignment identification number
Organization	default display only		Organization to which the assignment belongs
Distribution Period Region			
Begin Date	default display only		Distribution adjustment period start date.
End Date	default display only		Distribution adjustment period end date.
Currency	default display only		Currency used for these distributions.
Actual Distributions Region			
GL Account	default display only		General Ledger accounting flexfield.
Project	default display only		Grants Accounting and Projects project charging instruction. Note: Navigate horizontally to see the entire line by using the scroll bar.
Task	default display only		Grants Accounting and Projects task number.

Field Name	Type	Features	Description
Award	default display only		Grants Accounting award number. Only the awards belonging to the selected project are available for selection.
Expenditure Organization	default display only		Grants Accounting and Projects expenditure organization.
Expenditure Type	default display only		An implementation-defined classification of cost that you assign to each expenditure item. A Grants Accounting and Projects expenditure type.
Element	default display only		Field appears if you select the Element radio button in the Find Distributions window. A component in the calculation of employee pay. Each element represents a compensation or benefit type, such as salary, wages, stock purchase plan, or pension contributions.
Element Group	default display only		This field appears if you select the Element Group radio button in the Find Distributions window. It is a user-defined grouping of elements. Examples of element groups include an earnings element group and a benefits element group.
Amount	default display only		Amount distributed for a specific period.
%	default display only		Percentage distributed for a specific period.
Transfer	optional	check box	Indicates if the distribution item is to be transferred.
[Total Amount]	default display only		Total amount of distribution line to be transferred.
[%]	default display only		Total percentage of distribution line to be transferred.

Field Name	Type	Features	Description
View Details	optional	button	Opens to the View Details window so users can view the original charging instruction and the corresponding original distributions for the selected distribution in the Actual Distributions region of the Distribution Adjustments window.
Done	required	button	Indicates task completion.
Adjusted Distributions Region			
GL Account	conditionally required		General Ledger accounting flexfield. This is required if you have not entered any Grants Accounting or Projects charging instructions. You can override the Auto-Population value from the list of values.
Project	conditionally required		Identifies Grants Accounting or Projects project charging instruction. This is required if you have not entered a General Ledger account. Note: Navigate horizontally to see the entire line by using the scroll bar.
Task	conditionally required		Grants Accounting or Projects task number charging instruction.
Award	conditionally required		Grants Accounting award number charging instruction. Only the awards belonging to the selected project are available for selection.
Expenditure Organization	conditionally required		Grants Accounting and Projects expenditure organization.

Field Name	Type	Features	Description
Expenditure Type	conditionally required		An implementation-defined classification of cost that you can assign to each expenditure item. A Grants Accounting or Projects expenditure type charging instruction. You can override the Auto-Population value from the list of values.
Element	default display only		This field appears if you select the Element radio button in the Find Distributions window. This is a component in the calculation of employee pay. Each element represents a compensation or benefit type, such as salary, wages, stock purchase plan, or pension contributions.
Element Group	default display only		This field appears if you select the Element Group radio button in the Find Distributions window. This is a user-defined grouping of elements. Examples of element groups include an earnings element group and a benefits element group.
Amount	optional		Amount distributed for a specific period.
%	optional		Percentage distributed for a specific period.
Unaccounted Balance	default display only		Unaccounted balance that must become \$0.00 before submitting the adjustment.
Freeze Set	required	button	Makes the current adjustment set nonupdatable, which enables users to define multiple adjustment sets in the same adjustment batch.
Adjust By Region			
Amount	optionally required	radio button	Indicates if adjusted by amount.
Percent	optionally required	radio button	Indicates if adjusted by percent.

Field Name	Type	Features	Description
Cancel		button	Cancels all adjustment sets; closes window without saving.
Submit	required	button	Submits the adjustment for validation.
Submit Pop-up Window			
Batch Name	required		User-defined batch.
GL Override Date	optional		Specify this date to override the General Ledger posting date.
Comments	optional		A default comment appears that you can override by entering text that describes the reasons for the adjustment.
Cancel		required	Closes window without saving.
OK		button	Confirms action and closes window.

Approving the Distribution Adjustments Workflow Procedure

To approve a distribution adjustment:

1. In Labor Distribution, navigate to the Worklist window as follows:
Workflow > Workflow User > Worklist
The Worklist window appears.
2. In the Subject column, double-click on a notification link. The Notification Details window appears.
3. Click the Workflow Monitor icon. The Distribution Adjustments window appears.
4. To approve the distribution adjustment, click Approve.
5. To reject the distribution adjustment, click Reject. The distribution lines revert to the original charging instructions.
6. Close the window.

Summarizing and Transferring Adjustments Procedure

To summarize and transfer adjustments to General Ledger, Projects, and Grants Accounting, perform the following steps.

1. In Labor Distribution, navigate to the Submit Request window as follows:
Processes & Reports > Run
The Submit a New Request pop-up window appears.

2. Select the Single Request radio button.
3. Click OK. The Submit Request window appears.
4. In the Name field, select PSP: Summarize and Transfer Distribution Adjustments from the list of values. The Parameters pop-up window appears.
5. In the Adjustment Summary Batch Name field, enter a unique adjustment summary batch name.
6. To apply the parameter, click OK.
7. In the Submit Request window, click Submit. The Requests window appears.
8. To view the report file, select the appropriate Request ID and click View Output.
9. Close the window.

Restarting Summarize and Transfer Adjustments Procedure

If the Summarize and Transfer Distribution Adjustments process fails due to database problems:

1. View the process's log to determine the cause of the failure.
2. Correct the errors in the database.
3. Run the Restart Summarize and Transfer Distribution Adjustments process.

Generating Distribution Adjustment Register Report Procedure

To run the Distribution Adjustment Register report:

1. In Labor Distribution, navigate to the Submit Request window as follows:
Processes & Reports > Run
The Submit a New Request pop-up window appears.
2. Select the Single Request radio button.
3. Click OK. The Submit Request window appears.
4. In the Name field, select PSP: Distribution Adjustment Register from the list of values. The Parameters pop-up window appears
5. In the Begin Date field, enter the distribution adjustment creation start date.
6. In the End Date field, enter the distribution adjustment creation end date which is greater than the start date.
7. In the Adjustment Batch Name field, select a distribution adjustment batch from the list of values, or leave the field empty to retrieve all batches for the specified period.
8. In the Submitted By field, select an employee name from the list of values, or leave the field empty to retrieve batches submitted by any employee for the specified period.
9. In the Approved By field, select an employee name from the list of values, or leave the field empty to retrieve batches approved by any employee for the specified period.
10. In the Assignment Org. Name field, select an employee assignment organization from the list of values, or leave the field empty to retrieve all batches for employees having any assignment organization.

11. In the Primary Org. Name field, select an organization from the list of values, or leave the field empty to retrieve all batches for employees having any primary assignment organization.

Note: A value may only be entered in either the Assignment Org. Name field or the Primary Org. Name field.

12. Click OK.
13. In the Submit Request window, click Submit. The Requests window appears.
14. To view the report file, select the appropriate Request ID and click View Output.
15. Close the window.

Labor Encumbrance Processes and Reports Procedures

Labor Encumbrance Processes and Reports Procedures

Definition

Through Labor encumbrance, users can differentiate unspent and uncommitted funds from unspent funds. In Oracle Labor Distribution, the user can reserve funds by selecting charging instructions in Oracle General Ledger and Oracle Grants Accounting. By reserving funds from a budget for expenses committed but not expended, users can see a more accurate available funds figure.

Overview

The encumbrance feature in Labor Distribution enables users to accomplish the following:

- Avoid overspending on budgets for General Ledger accounts and Grants Accounting awards
- Predict and channel cash outflow
- Ensure that actual and planned labor cost and salary do not exceed available funds and grants
- Modify posted encumbrances as requirements change

This section describes the labor encumbrance processes and reports.

Processes

The labor encumbrance process includes the following processes:

- PSP: Create and Update Encumbrance Lines, page 15-2
- PSP: Encumbrance Summarize and Transfer, page 15-9
- PSP: Archive Encumbrance Lines and PSP: Retrieve Encumbrance Lines, page 15-10
- PSP: Liquidate Encumbrances for Employee Termination, page 15-10

PSP: Create and Update Encumbrance Lines

Use the PSP: Create and Update Encumbrance Lines process to create, update, and liquidate encumbrances for multiple payrolls.

See: Creating, Updating, and Liquidating Encumbrances, page 15-17

Using the PSP: Create and Update Encumbrance Lines Process to Create Encumbrance Lines

The PSP: Create and Update Encumbrance Lines process generates encumbrances for the elements that you selected using the Element Selection window. Leave the Payroll parameter blank to run the PSP: Create and Update Encumbrance Lines process for multiple payrolls.

When the process creates encumbrances for employee assignments, it creates encumbrances based on the period that you set in the assignment's charging instruction.

If the charging instruction is a GL account, then the process determines the encumbrance period based on the start date of the payroll and the end date you specified in the Default End Date window.

If the end date of the charging instruction is later than the date you set in the Default End Date window, then the process creates encumbrances up to the end date of the project, or task, or award, or expenditure type, or expenditure organization, whichever ends earlier. Otherwise, the process creates encumbrances up to the end date of the charging instruction. If the charging instruction ends before the end date of the assignment or the pay period, then the application prorates based on the scheduling hierarchy.

Example: Assume an employee's labor schedule runs from January 1 through January 15. The pay period is from January 1 to January 31, and you defined the Organization Default Labor Schedule (ODLS) from January 10 to February 1. In this case, the period from January 16 through the 31st goes to ODLS.

If you charge an assignment to a combination of General Ledger and award charging instructions, then the process creates encumbrance lines for GL percentage according to the GL functionality. In addition, the process creates the lines for the award percentage according to the award functionality.

Encumbrance Rules

The PSP: Create and Update Encumbrance Lines process creates encumbrances based on the payroll period for each assignment, element, and charging instruction. When you generate encumbrances, you select a payroll. Based on the payroll you select, the process creates encumbrance lines using the following rules:

1. The process detects all the assignments in the payroll you select in the Encumbrance – Payroll and Assignment Selection window to create encumbrance lines.
2. The PSP: Create and Update Encumbrance Lines process encumbers only those assignments from Rule 1 that have any of the elements that you specified in the Encumbrance – Element Selection window.
3. The process determines the encumbrance periods for all the charging instructions of the assignments that Rule 2 identifies. The process calculates the encumbrance period for each charging instruction in the following manner:
 - Obtaining the Default Encumbrance End Date.
 - Using the default organization's charging instructions that you set up in Labor Distribution for unaccounted schedule percentages (if the charging instructions do not account for 100% of an employee's schedule)

Note: The Default Encumbrance End Date must fall within the range of dates for which the organization default accounts labor schedule contains valid charging instructions. You can create only a single generic end date for all organizations. If you do not set up the organization default accounts labor schedule, the process posts the encumbrance lines that exceed the employee's labor schedule to the organization suspense account. You must set up the organization suspense account.

- Calculating the encumbrance amount for each payroll period in the encumbrance period determined in Rule 3 by taking the pay amount for the employee assignment based on salary, wage, and standard work week, and multiplying that by the percentages in the labor schedule for that date and the number of business days in the payroll period.

Note: If there are days in the payroll period for which an employee assignment is not active, or if you have changed employee information during the payroll period, such as increasing the employee's salary, then the process pro-rates the encumbrance amounts accordingly.

- Validating each encumbrance line created for Oracle Grants Accounting using Grants Accounting expenditure item validation rules.

For more information on encumbrance rules, see Labor Encumbrance Process, page C-1.

Using the PSP: Create and Update Encumbrance Lines Process to Update Encumbrance Lines

If you change the information of one or more assignments, then you must run the PSP: Create and Update Encumbrance Lines process to update encumbrances for those assignments.

See: Labor Encumbrance Creation and Update Rules, page 15-4.

The process to pro-rate encumbrances captures these changes and posts to encumbrance lines with accurate encumbrance data.

When the PSP: Create and Update Encumbrance Lines process updates encumbrances, it reverses encumbrances that already exist, and then creates encumbrances. . The PSP: Create and Update Encumbrance Lines process does not create additional encumbrance lines because the process does not create any encumbrances for a date greater than the original Default Encumbrance End Date. The process uses this date when it needs to create encumbrance lines during an update operation. To create lines for an incremental default encumbrance period, you must run the PSP: Create and Update Encumbrance Lines process.

You must run the PSP: Encumbrance Summarize and Transfer process after you run the PSP: Create and Update Encumbrance Lines process.

Labor Encumbrance Creation and Update Rules

The following rules apply to the labor encumbrance creation and update:

1. The PSP: Create and Update Encumbrance Lines process works on assignment element combinations based on each pay period. If the process has already encumbered an assignment element combination, then it processes encumbrances until the maximum encumbered date for that combination.

The PSP: Create and Update Encumbrance Lines process creates encumbrances only for the period or sub-period in which the assignment is active. The process does not create encumbrances for sub-periods when the assignment is suspended, terminated, or has a non-active status.

Example Assignment A01 is active from 01-Jan to 15-Feb, suspended from 16-Feb to 5-Mar, active again from 6-Mar to 20-Mar, and terminated on 21-Mar. The process

creates encumbrances for this assignment from 1-Jan to 15-Feb, and from 6-Mar to 20-Mar.

2. The PSP: Create and Update Encumbrance Lines process captures the following changes:
 - HR assignment level changes, including changes to organization, payroll, or assignment status
 - HR element entry and salary proposal changes
 - Employee level labor schedule changes
 - Global element schedule changes
 - Organization default accounts changes
 - Organization default labor schedules changes
 - Organization suspense account changes
 - Generic suspense account changes
 - Encumbrance elements setup changes
 - Payroll assignment include or extract form changes
 - Default encumbrance period end date changes

The PSP: Create and Update Encumbrance Lines process does not process changes in the GL encumbrance creation option.

3. When you change information at any scheduling level in the hierarchy, the process determines the assignments that it needs to process using the following rules:
 - If you add a new schedule at a lower level in the hierarchy, then the PSP: Create and Update Encumbrance Lines process processes all related assignments in the higher level schedules.

Example A new global element level schedule is defined for the Regular Salary element. Assignment B01 is charging to the employee-level labor schedule defined at the element type level for the element Regular Salary.

The PSP: Create and Update Encumbrance Lines process processes Assignment B01 since the new charging instruction of that assignment is at the global element level schedule.

Similarly, if you add a new Organization Default Labor Schedule, then the process considers all the assignments for that organization that you did not schedule previously at the global or employee level labor schedule.
 - If you update a schedule that already exists, then the process considers all the assignments in that schedule as well as those assignments that exist in the new schedule. This is because an update may result in extending the end date of the schedule. Therefore, assignments that you charged to a higher level in the hierarchy in the past charge to the new schedule.
 - If you delete a schedule, then the process considers all the assignments in that schedule.
4. The PSP: Create and Update Encumbrance Lines process encumbers labor schedules that you charge to General Ledger only until the default encumbrance end date. The

process encumbers labor schedules you charged to awards until the earliest end date of either the labor schedule or the PTAE combination. An award is invalid if:

- You complete the project, or the status of the project is Closed, or you set up the project for new transactions.
- You complete the Task, or you have configured the task so that you cannot charge it.
- The award has a Closed status, you ended the installment, or you have not linked the award to a project and task, or control is not budgetary or you have not deferred the template.
- Expenditure type is invalid.
- Expenditure organization is invalid.

The start date for award charging is the latest of the following: project start date, task start date, preaward start date or award date, expenditure organization start date, or expenditure type start date.

The validity of award charging is the maximum continuous period in which the award is not invalid. This is the period between an award start date and end date.

5. You restrict the transaction control level checks to detect updates to any transaction controls for the project since you last used the PSP: Create and Update Encumbrance Lines process. Therefore, the process considers all the assignments charging to that project.

Example: You run encumbrances for a payroll on 10-Jan. The process liquidates the record. The process has created or updated:

- Record1 in pa_transaction_controls on 5-Jan
- Record2 in pa_transaction_controls, on 15-Jan
- Record3 in pa_transaction_controls on 25-Jan

All the three records correspond to the same project.

When you run the PSP: Create and Update Encumbrance Lines process for the payroll, then the process considers only Record2 and Record3 since their creation date is later than the encumbrance creation date.

When you run the PSP: Create and Update Encumbrance Lines process for the payroll, the process considers only Record3 since its creation date is later than the encumbrance run date.

6. When you extend the default period end date, you need to run the PSP: PSP: Create and Update Encumbrance Lines process. You then need to run the PSP: Encumbrance Summarize and Transfer process.
7. After an organization end date, you cannot traverse through the labor schedule hierarchy. If you start a new lower level schedule after the default encumbrance period end date, then the process does not create encumbrances till the lower level schedule. Similarly, if a lower level schedule ends after the default encumbrance period end date, then the process does not create encumbrances to the higher level in the schedule hierarchy.

For more information on schedule end date scenarios, see Labor Encumbrance End Date Scenarios Diagram, page C-3

8. The process does not post funds to default accounts or suspense accounts beyond the Default Encumbrance End Date.
9. The PSP: Create and Update Encumbrance Lines process encumbers 100% of the schedule until the default encumbrance end date. Beyond that date, the process does not encumber the schedule because of the following reasons:
 - The process does not encumber schedules that contain GL charging instructions later than the end date of the organization.
 - The process encumbers an award schedule until the earliest end date of the PTAE0 combination or the labor schedule. If an award is invalid, the process does not post funds to the default account or the suspense account later than the default encumbrance end date.
10. The process prorates funds that it needs to post to the suspense account and the default account. The process prorates and posts balance funds (if any) for the entire period into the organization default account, or the suspense account.

Example Consider the period from 01-Jan-02 to 30-Jan-02. The first Labor Schedule is valid for the assignment from from 16-Jan-02 to 30-Jan-2002 with a 50% distribution. The Award in the first Labor Schedule has a start date and end date of 21-Jan-02 and 30-Jan-02. The second Labor Schedule is valid for the assignment from from 21-Jan-02 to 30-Jan-02 with a 50% distribution. Its Award has a start date and end date of 16-Jan-02 and 30-Jan-02. The monthly salary for the employee equals \$3000. If you assume that all 30 days are working days:

- Because you have not scheduled any charging instructions between 01-Jan-2002 and 15-Jan-2005, the process charges the funds to the Organization Default Labor Schedule (ODLS). If you have not set up an ODLS, then the process charges the funds to the Organization Default Account (ODA). If you have not set up an ODA, then the process charges the funds to the suspense account. The encumbrance amount is $3000 * (15/30) = \$1500$ for this period.
- Because Labor Schedule1 is invalid from 16-Jan-02 to 20-Jan-02, Labor Distribution charges to suspense. The encumbrance amount is $3000 * (5/30) * 50/100 = \250 for this period.
- The process charges encumbrances between 21-Jan-2002 and 30-Jan-2002 to the first labor schedule. The encumbrance amount is $3000 * (10/30) * 50/100 = \500 .
- The process charges encumbrances between 21-Jan-2002 and 30-Jan-2002 to the second labor schedule. The encumbrance amount is $3000 * (10/30) * 50/100 = \500 .
- For the period from 01-Jan-02 to 30-Jan-02, the process charges the balance amount of $3000 - 2750 = \$250$ to ODLS. If you have not set up the ODLS, or if the ODLS is not valid, then the process charges the balance amount to the suspense account.

Example 2: Consider the period from 01-Jan-02 to 30-Jan-02. Labor Schedule1 equals 50% of the assignment and is valid from 01-Jan-02 to 15-Jan-2002. Award Range1 is from 01-Jan-02 to 15-Jan-02. In this case, from January 16 onwards, Labor Distribution automatically attempts to charge first to the ODLS, then to the ODA, and if neither exists, then to suspense.

Example 3: Given the scenario in Example 2, if you were using the ODLS from January 16 to January 30 and then changed to a new organization on February 01, Labor Distribution would automatically change to the new ODLS.

11. If a new schedule begins after the default encumbrance period end date, then the process does not use that schedule to encumber. If the new schedule is only schedule that the process detects in the hierarchy, then it does not create any further encumbrances for that period and later.

Example: You have set the default encumbrance period end date as 31-Jul-2002. Your labor schedule ends on 31-Dec-2002. Your global element schedule begins on 15-Sep-2002. Because the PSP: Create and Update Encumbrance Lines process does not consider new schedules later than the default encumbrance period date, the process does not post funds to the organization default account or suspense accounts. The process does not create encumbrances from September.

12. The process considers the encumbrance creation option only for GL charging instructions, and not Oracle Grants Accounting charging. The process posts funds to Grants Accounting charging based on the period end date, or the last valid charging instruction date, whichever is earlier.
13. The following are special cases for users that also use both awards and GL.
 - If an employee initially charges to GL, and then changes the charging instruction to an award and runs the PSP: Create and Update Encumbrance Lines process, then the process updates encumbrances only until the default encumbrance period end date. To encumber the award charging beyond this date and until the PTAE0 end date, you must run the PSP: Create and Update Encumbrance Lines process.
 - If an employee initially charges to an award, and then changes the charging instructions to charge to a GL account, then the process creates new encumbrances until the default encumbrance period end date. The process liquidates encumbrances that are later than the default encumbrance period end date.
 - If an employee charges to both GL and to an award, then the process encumbers the GL schedule until the default encumbrance period end date. The process encumbers the award schedule until the earliest end date of the labor schedule or the PTAE0 combination (assuming both continue after the default encumbrance period end date.)

Using the PSP: Create and Update Encumbrance Lines Process to Liquidate Encumbrance Lines

You can liquidate encumbrances for payroll periods for which you have already transferred payroll transactions to Oracle General Ledger or Oracle Grants Accounting. When the process liquidates encumbrances, it reverses encumbrance amounts for the payroll period that you select.

You must liquidate encumbrances for payroll periods for which you have already transferred payroll transactions to Oracle General Ledger, or Oracle Grants Accounting. You must do this task so that the process accurately reflects available funds. The process detects the date when you last ran the payroll and liquidates encumbrances for the payroll until that date.

If the PSP: Create and Update Encumbrance Lines process is unable to liquidate an encumbrance line, for example, if the award in the encumbrance line is closed, then the process skips the line and continues with the next one. The process liquidates each encumbrance line against their original accounts. To view a list of encumbrance lines that the process did not liquidate, run the Encumbrance Liquidation Exception report.

Generating Encumbrances Until the Award's Budgeted End Date

You can generate encumbrances until the budgeted end date of the award. You can reflect encumbrances for:

- Non-grant funded awards that you budgeted until the end of the fiscal year and
- Grant-funded awards that you budgeted until the end date of the award

You can specify an encumbrance end date for an award. If you specify the award encumbrance end date, the PSP: Create and Update Encumbrance Lines process generates encumbrances up to the earliest date of any of the following:

- Award encumbrance end date
- PTAE0 end date
- Labor schedule end date

You must use a user hook to specify the encumbrance end date for an award. See: *Technical Essay on Labor Distribution Configuration* (Metalink Note ID 302304.1)

Summarizing and Transferring Encumbrances

You run the PSP: Encumbrance Summarize and Transfer process after the PSP: Create and Update Encumbrance Lines process.

The summarization of encumbrances organizes the detailed accounting data into meaningful financial information in order to post this data to Oracle General Ledger or Oracle Grants Accounting. After the application creates the encumbrance lines, data exists for different assignments and charging instructions based on the payroll period selected.

Summarization Rules

Summarization is based on the following rules:

1. The PSP: Encumbrance Summarize and Transfer process summarizes all the encumbrance lines based on person, organization, charging instruction, and time period.
2. When the process completes the summarization, it posts the summarized encumbrance lines to Oracle General Ledger and Oracle Grants Accounting. The process posts any lines that Oracle General Ledger or Oracle Grants Accounting rejects to the suspense account.

You can view encumbrances that the process posted, and the reasons if the post was not successful.

If your labor schedule contains a PTAE0 charging instruction that is invalid and extends beyond the default end date, the Encumbrance Summarize and Transfer process posts encumbrances to the suspense account up to the encumbrance default end date. After the process successfully posts the funds to the suspense account, it deletes the charging instructions that extend beyond the default end date.

See: Review Posted Encumbrances Reports, page 15-11

These reports enable you to identify problems with the encumbrance lines. After you fix the errors, you must run the PSP: Create and Update Encumbrance Lines process to charge encumbrances to the charging instructions you modified.

PSP: Archive Encumbrance Lines and PSP: Retrieve Encumbrance Lines

The PSP: Archive Encumbrance Lines and PSP: Retrieve Encumbrance Lines processes identify all encumbrance history and encumbrance summary lines for the specified payroll (for those payroll periods falling within the given begin and end time periods) and archives and purges the respective encumbrance tables. If there is a payroll period within the begin and end periods, for which there are no encumbrance lines in the encumbrance history or summary tables, then the process completes successfully and ignores those periods for which no payroll information exists in Labor Distribution.

The process archives only those encumbrance lines from payroll periods for which you have run the payrolls and for those lines that the process has liquidated.

Liquidating Encumbrances for Employees You Want to Terminate

Use the PSP: Liquidate Encumbrances for Employee Termination process to liquidate encumbrances of up to five terminated employees simultaneously. You must liquidate all outstanding encumbrances before you terminate an employee. You cannot liquidate Oracle Grants Accounting encumbrances after you terminate the employee because the application does not accept encumbrances later than the employee's termination date.

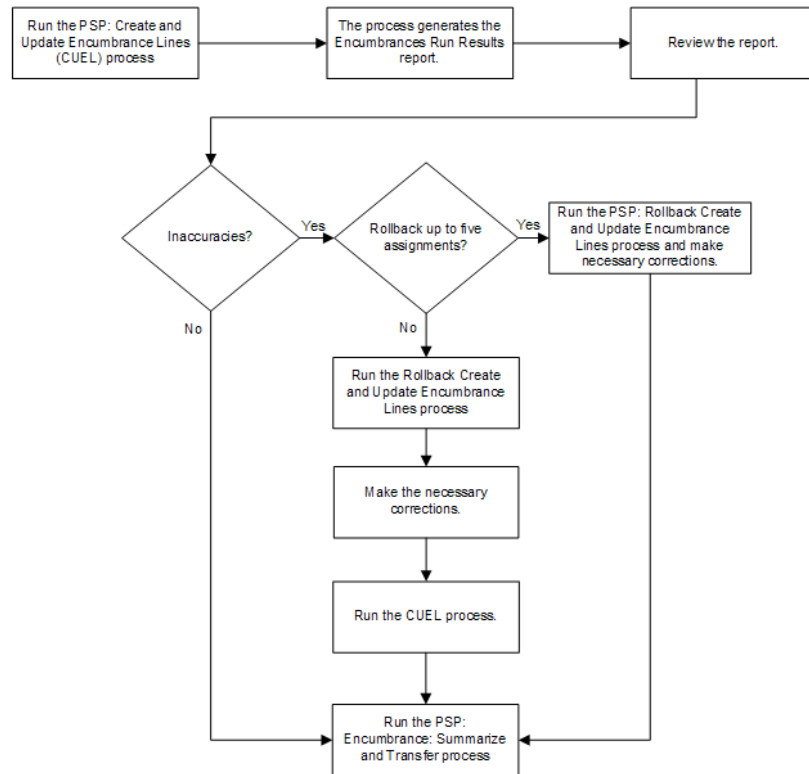
If you encounter errors during the PSP: Liquidate Encumbrances for Employee Termination process (for example, if the award that the employee is charging to is closed), then you must run the PSP: Retry Liquidate Encumbrances for Employee Termination process after you fix the errors.

Reviewing and Undoing Encumbrances Before Transferring them to General Ledger or Grants Accounting

After the PSP: Create and Update Encumbrance Lines process completes its tasks, the process generates the Encumbrance Run Results report, which you can view from the Requests window. Use the Encumbrances Run Results report to detect inaccuracies (such as incorrect charging instructions) before you transfer the encumbrances to Oracle General Ledger or Oracle Grants Accounting.

If you detect inaccuracies, then you must run the PSP: Rollback Create and Update Encumbrance Lines process to undo the encumbrance calculations. You can undo the calculations for the entire process or up to five employees simultaneously. The Rollback Create and Update Encumbrance Lines process reverts encumbrances that the PSP: Create and Update Encumbrance Lines process created. You can run the PSP: Create and Update Encumbrance Lines process to create the encumbrance lines again.

The following figure illustrates how you can review and undo encumbrances:



Review Posted Encumbrance Reports

Labor encumbrance includes the following reports:

- Encumbrance Suspense Charge Report, page 15-11
- Organization Default Usage Encumbrance Report, page 15-11
- Encumbrance History by Award Report, page 15-12
- Encumbrance History by Organization Report, page 15-12
- Assignments Processed by Create and Update Encumbrance Lines Report, page 15-12
- Encumbrance Liquidation Exception Report, page 15-12

Encumbrance Suspense Charge Report

If an employee has invalid schedule lines, then the application posts the encumbrance lines to the suspense account. The Suspense Charge Encumbrance report provides a list of employees along with encumbrance lines that the process has posted to the suspense account.

Organization Default Usage Encumbrance Report

If an employee has insufficient charging instructions in the labor schedule, the application posts the encumbrance lines to the organization default account. The organization default usage encumbrance report provides a listing by time period for all

employees with encumbrance lines that the application has posted to the organization default account.

Encumbrance History by Award Report

The Encumbrance History by Award report enables you to view encumbrance amounts associated with a particular award for all employees.

Encumbrance History by Organization Report

The Encumbrance History by Organization report enables you to view encumbrance amounts associated with a particular organization for all employees.

Assignments Processed by Create and Update Encumbrance Lines Report

This report provides a listing by person of all assignments that have been processed by the Create and Update Encumbrance Lines process.

Encumbrance Liquidation Exception Report

If the Create and Update Encumbrance Lines process rejects encumbrance transactions during liquidation (such as due to invalid charging accounts), then the process skips to the next transaction and continues processing.

After running the PSP: Encumbrance Summarize and Transfer process, you can run the Encumbrance Liquidation Exception report to see a list of all rejected transactions. After you correct the errors, you can run the PSP: Encumbrance Summarize and Transfer process again.

Prerequisites

- Elements must be selected to generate encumbrances.
To select elements for labor encumbrance, see Setting Up Encumbrance Element Selection Procedure, page 5-5.
- Assignments for selected payroll must be selected.
To select assignments for a selected payroll, see Setting Up Encumbrance Payroll and Assignment Selection Procedure, page 5-3.
- Default encumbrance end date must be set up.
To set up the default encumbrance end date, see Setting Up Default Encumbrance End Date Procedure, page 5-4.
- An Organization Suspense Account must be set up.
To set up an Organization Suspense Account, see Setting Up Organization Suspense Accounts Procedure, page 4-6.
- Encumbrance creation options must be selected.
To select encumbrance creation options, see Setting Up Creation Options for GL Procedure, page 5-6.

Summarizing and Transferring Encumbrances Procedure

To summarize and transfer encumbrances, perform the following steps.

1. In Labor Distribution, navigate to the Submit Request window as follows:
Processes & Reports > Run
The Submit a New Request pop-up window appears.
2. Select the Single Request radio button.
3. Click OK. The Submit Request window appears.
4. In the Name field, select PSP: Encumbrance Summarize and Transfer from the list of values.
5. Click OK. The Parameters pop-up window appears.
6. Select the Payroll Name from the list of values.
7. To apply the parameters, click OK.
8. In the Submit Request window, click Submit. The Requests window appears.
9. To view the report file, select the appropriate Request ID and click View Output.
10. Close the window.

Recovering the Encumbrance Summarize and Transfer Process

If the Encumbrance Summarize and Transfer process fails due to database problems, suspense account problems, or reversal account problems:

1. View the process's log to determine the cause of the failure.
2. Correct the errors in the database and/or suspense or reversal account.
3. Rerun the Encumbrance Summarize and Transfer process.

Archiving Encumbrance Lines Procedure

To archive encumbered history lines for a period, perform the following steps.

1. In Labor Distribution, navigate to the Submit Request window as follows:
Processes & Reports > Run
The Submit a New Request pop-up window appears.
2. Select the Single Request radio button.
3. Click OK. The Submit Request window appears.
4. In the Name field, select PSP: Archive Encumbrance Lines from the list of values. The Parameters pop-up window appears.

Note: Since encumbrance line history and summary are used on an ongoing basis by the Update and Liquidate processes, the archiving process prevents the user from mistakenly archiving live data, that is, encumbrance data that has not been liquidated.

5. In the Payroll Name field, select a payroll name from the list of values.

6. In the Begin Time Period field, select a beginning period from the list of values.
7. In the End Time Period field, select an ending period from the list of values.
8. Click OK.
9. In the Submit Request window, click Submit. The Requests window appears.
10. To view the report file, select the appropriate Request ID and click View Output.
11. Close the window.

Retrieving Encumbrance Lines Procedure

To retrieve the encumbered history lines for a period, perform the following steps:

1. In Labor Distribution, navigate to the Submit Request window as follows:
Processes & Reports > Run
The Submit a New Request pop-up window appears.
2. Select the Single Request radio button.
3. Click OK. The Submit Request pop-up window appears.
4. In the Name field, select PSP: Retrieve Encumbrance Lines from the list of values. The Parameters pop-up window appears.
5. In the Payroll Name field, select a payroll name from the list of values.
6. In the Begin Time Period field, select a beginning period from the list of values.
7. In the End Time Period field, select an ending period from the list of values.
8. Click OK.
9. In the Submit Request window, click Submit. The Requests window appears.
10. To view the report file, select the appropriate Request ID and click View Output.
11. Close the window.

Generating Suspense Charge Encumbrance Report

To generate the Suspense Charge Encumbrance report, perform the following steps.

1. Navigate to the Submit Requests window.
2. In the Name field, select the PSP: Encumbrance Suspense Charge Report concurrent process.
3. In the Parameters window, optionally, select the organization set from the Organization Set field. You can create a set of organizations using a parameter set.

See: Creating a Parameter Set., page 17-11

Note: If you do not specify the organization set, then the report will display information of all organizations during the specified period.

4. Optionally, select the payroll set from the Payroll Set field. You can create a set of payrolls using a parameter set.

See: Creating a Parameter Set., page 17-11

Note: If you do not specify the payroll set, then the report will display information of all payrolls during the specified period.

5. Enter the period during which you want to run the report in the Begin Date and End Date fields.
6. Click OK and then click Submit Request.

Generating Encumbrance History by Award Report

To generate the Encumbrance History by Award report, perform the following steps.

1. Navigate to the Submit Requests window.
2. In the Name field, select the PSP: Encumbrance History By Award concurrent process.
3. In the Parameters window, optionally, select the award set from the Award Set field. You can create a set of awards using a parameter set.

See: Creating a Parameter Set., page 17-11

Note: If you do not specify the award set, then the report displays information of all awards during the specified period.

4. Optionally, select the payroll set from the Payroll Set field. You can create a set of payrolls using a parameter set.

See: Creating a Parameter Set., page 17-11

Note: If you do not specify the payroll set, then the report displays information of all payrolls during the specified period.

5. Enter the period during which you want to run the report in the Begin Date and End Date fields.
6. Click OK and then click Submit Request.

Generating Encumbrance History by Organization Report

To generate the Encumbrance History by Organization report, perform the following steps:

1. Navigate to the Submit Requests window.
2. In the Name field, select the PSP: Encumbrance History By Organization concurrent process.
3. In the Parameters window, optionally, select the organization set from the Award Set field. You can create a set of organizations using a parameter set.

See: Creating a Parameter Set., page 17-11

Note: If you do not specify the organization set, then the report displays information of all organizations during the specified period.

4. Optionally, select the payroll set from the Payroll Set field. You can create a set of payrolls using a parameter set.

See: Creating a Parameter Set., page 17-11

Note: If you do not specify the payroll set, then the report displays information of all payrolls during the specified period.

5. Enter the period during which you want to run the report in the Begin Date and End Date fields.
6. Click OK and then click Submit Request.

Generating Organization Default Usage Encumbrance Report

To print the Organization Default Usage Encumbrance Report, perform the following steps.

1. In Labor Distribution, navigate to the Submit Request window as follows:
Processes & Reports > Run
The Submit a New Request pop-up window appears.
2. Click the Single Request radio button.
3. Click OK. The Submit Request window appears.
4. In the Name field, select PSP: Organization Default Usage Encumbrance Report from the list of values.
5. Click OK. The Parameters pop-up window appears.
6. Select the Payroll Name from the list of values.
7. To apply the parameters, click OK.
8. In the Submit Request window, click Submit. The Requests window appears.
9. To view the report file, select the appropriate Request ID and click View Output.
10. Close the window.

Generating Assignments Processed by Create and Update Encumbrance Lines Report

To run the Assignments Processed by Create and Update Encumbrance Lines Report process, perform the following steps.

1. In Labor Distribution, navigate to the Submit Request window as follows:
Processes & Reports > Run
The Submit a New Request pop-up window appears.
2. Click the Single Request radio button.
3. Click OK. The Submit Request window appears.
4. In the Name field, select PSP: Assignments Processed by Create and Update Encumbrance Lines Report from the list of values.

5. Click OK. The Parameters pop-up window appears.
6. Enter the Request ID.
7. To apply the parameter, click OK.
8. In the Submit Request window, click Submit. The Requests window appears.
9. To view the report file, select the appropriate Request ID and click View Output.
10. Close the window.

Creating, Updating, and Liquidating Encumbrances

Use the PSP: Create and Update Encumbrance Lines process to create, update, and liquidate encumbrances.

See: Processes, page 15-2

To run the Create and Update Encumbrance Lines process:

1. Navigate to the Submit Requests window.
2. In the Name field, select the PSP: Create and Update Encumbrance Lines process.
3. In the Parameters window, select the payroll that the process must use. If you do not specify the payroll, then the application runs the process for all the payrolls that you selected in the Encumbrance Payroll and Assignment Selection window.
4. Submit the process. The Create and Update Encumbrance Lines process automatically generates the Encumbrance Run Results report. View this report from the Requests window to display the encumbrances that the process creates.

Note: If the PSP: Create and Update Encumbrance Lines process fails (for example, if the FastFormula that you specified is not valid), then you can fix the errors and run the PSP: Retry Create and Update Encumbrance Lines process.

Effort Reporting Procedures

Effort Reporting Procedures

Definition

The Effort Reporting process enables you to create, review, revise, and certify employee effort reports for a period of time. The effort report contains the Salary Distribution, Effort Percentage, Cost Share percentage spent and proposed by an employee against a Project, Task, Award, Expenditure Type, Expenditure Organization, or a General Ledger Account, or PTAE information stored in GL segments in the accounting flexfield. The Effort Reporting process supports institutions subject to US Office of Management and Budget (OMB) Circular A-21 and A-122.

Overview

When submitting a Grants Proposal, employees have to specify the Salary needed, Effort percentage and Cost Share percentage that they will spend working on the proposed activity. Effort reports summarize the labor distributions over a period of time and ensure that employees actually spent the salary and effort that they proposed to spend.

The following Effort Report layouts are predefined:

- Effort Report Template for Employee Certification
- Effort Report Template for Award Principal Investigator Certification
- Effort Report Template for Project Manager Certification
- Effort Report Template for Task Manager Certification

To approve the effort reports, users can choose from the following seeded approval types:

- Pre-approved - the effort report is pre-approved at the time of creation, and does not require any approvals
- Approval by employee only - only the employee approves the effort report
- Approval by employee first and then by supervisor - the effort report approval uses the employee and supervisor hierarchy
- Approval by supervisor only - the effort report approval uses the supervisor hierarchy
- Approval by Award Principal Investigator - the effort report approval uses the Principal Investigator for the Award in Grants Accounting
- Approval by Project Manager - the effort report approval uses the Project Manager for the Project in Oracle Projects
- Approval by Task Manager - the effort report approval uses the Task Manager for the Task in Oracle Projects

Using the Custom Approval option, you can define your own approval rule using Oracle Approvals Management (AME). See Defining Custom Approval Types, page 16-11 for details on how to define a custom approval type.

This section describes the following:

- Effort Reporting Process, page 16-3
- Effort Report Workflow Approval Process, page 16-9

Effort Distribution Views

As an administrator, you can enable the Effort Distribution tab in Oracle Self-Service Human Resources (SSHR) so managers and employees in your organization can view their effort distribution.

For details on how to configure views in SSHR, see My Information and My Employee Information, *Oracle HRMS Deploy Self-Service Capability Guide*

As a manager, you can view effort distribution of your direct reports. As an employee, you can view your own effort distribution information.

As a manager, you can view information such as the name of the employee, the organization name, the assignment number, the latest effort report start and end dates. You can switch views between your list and hierarchy.

Click an employee name to view more details such as the assignment number, the PTAE0, GL, proposed salary, actuals, approver status and approver. Click Approver to send an email to the approver.

As an employee, you can view information about your effort distribution. You can see your name, the organization name, the assignment number, the latest effort report start and end date.

Effort Reporting Process

The Effort Reporting process enables users to perform the following tasks:

- Create Effort Report Templates, page 16-3
- Create Effort Reports, page 16-6
- Effort Report Workflow Approval Process, page 16-9

The sequence of steps in the Effort Reporting process is as follows:

- Administrators set up the effort report template
- Initiators submit the effort report process, receive the notification with attached consolidated effort reports, verify the consolidated effort reports, and submit for approval.
- Approvers approve the effort report
- Final recipients get the consolidated approved effort reports to archive and print

Create Effort Report Templates

An effort report template defines a set of parameters that are used for a specified effort reporting period. The selection criteria is saved as a template to be used at a different time. You can add, delete, or modify templates as needed.

If you use PTAE0 information stored in GL Segments, you should have set up the configuration values on the Configuration Values page.

See: Configuring Values for Labor Distribution, page 3-10 for more information on how to set up the configuration values.

An effort report template consists of the following:

- Template Definition - contains the template name, template description, report type, frequency, start date, unit of measure, period duration, and element set

- Selection Criteria - the application uses these criteria to select the employees to create the effort reports
- Exclusion Criteria - the application uses these criteria to exclude employees from the effort reports
- Report Options - contains the XML Publisher reports layouts, sorting, summarization and workflow options

You can create effort reports using the following inclusion and exclusion criteria: Assignment Set, Assignment Status, Award Type, Awards, Consolidation Set, Individual Employees, General Ledger Accounts, Job, Location, Organization, Payroll, People Group, Position, Project, Project Type, Person Type, Supervisor. Fast Formula is available only in the exclusion criteria. The Effort Report Template does not support assignment sets that contain assignment criteria.

The Report Options contain the following options:

- Report Layout- these are XML Publisher RTF templates
- Sort order - use this to select the order in which you want the report to display. For example, you can sort the effort report by organizations (alphabetically) in ascending order and then by employees (alphabetically) in ascending order
- Choose to display all distributions for the employee - If you select Yes, approvers can view all distributions for the selected employee, however, if you select No, approvers can view only the relevant distributions for which the employee reports to them.
- Choose to compute the effort report based on person or assignment levels. If you select Person, then the effort report summarizes the total effort for the person. If you select Assignment, then the effort report summarizes the total effort for the assignment. Irrespective of whether you choose Person or Assignment, the sum total is 100 percent.
- Enable manual entry for effort and cost share percentages - if you enable this, users can enter Actual Over Written Effort Percentage and Cost Share Percentage
- Select effort summarization criteria - if you select this, the report displays a summary of the distributions for the group of employees based on Assignment or PTAE0 details. The following example explains the importance of summarization criteria:

Table 1: Lets assume the following labor schedule for John Doe:

Employee	Assignment	Charging Instructions	%Effort
John Doe	Assignment 1	Project1, Task1, Award1, Expenditure Type1, Expenditure Organization1	50%
John Doe	Assignment 1	Project1, Task1, Award1, Expenditure Type2, Expenditure Organization1	50%
John Doe	Assignment 2	Project2, Task2, Award2, Expenditure Type2, Expenditure Organization2	100%

Please note that in the above example, the first two lines have the same Project, Task, Award and Expenditure Organization.

Lets also assume that John Doe is on a monthly payroll and gets a salary of \$1000.00 for Assignment1 and \$1000.00 for Assignment2 in the month of January.

Table 2: If the summarization criteria is Employee, Assignment, Project, Task, Award, Expenditure Type, Expenditure Organization, the % effort for John Doe for January will look like this:

Employee	Assignment	Charging Account	%Effort
John Doe	Assignment1	Project1, Task1, Award1, Expenditure Type1, Expenditure Organization1	25%
John Doe	Assignment1	Project1, Task1, Award1, Expenditure Type2, Expenditure Organization1	25%
John Doe	Assignment2	Project2, Task2, Award2, Expenditure Type2, Expenditure Organization2	50%

Table 3: If the Summarization Criteria is Employee, Assignment, Project, Task, Award, and Expenditure Organization, the % effort for John Doe for January will now look like this:

Employee	Assignment	Charging Account	%Effort
John Doe	Assignment1	Project1, Task1, Award1, Expenditure Organization1	50%
John Doe	Assignment2	Project2, Task2, Award2, Expenditure Organization2	50%

- Choose to view a preview of the effort report - this ensures that you as the Initiator, receive the report in PDF format before it is sent to any of the approvers or final recipients
- Specify the number of days after which to send automatic reminders to the approver, if you choose one
- Select a predefined approval type or define a custom approval type using Oracle Approvals Management. You can choose pre-approved approval type if you don't want workflow approval.
- Select the final recipients of the effort report - these are the recipients who receive the consolidated approved effort reports for archiving and printing after all the approvers have approved the effort reports.
- Allowable Tolerance for Supersedence - you can define the tolerance type of amount or percentage

- Persons to notify if the Effort Report is superseded - you can select one or more of the following persons: Initiator, All Approvers, Final Recipient, Employee.

You can override the predefined groups that appear in the effort report PDF and define your own groups to display effort report activities. By default, the effort report PDF displays efforts under the following groups:

- GL activities
- Non-sponsored activities
- Sponsored activities

You can use a user hook to override predefined groups and to define your own to appear in the effort report PDF. See: Technical Essay on Labor Distribution Configuration (Metalink Note ID 302304.1)

Create Effort Report

You can create effort reports by running the PSP: Create Effort Reports (Multi-Threaded) process either from the Search Template page or from the Submit Requests window. The process has the following parameters:

- Select a Template Name from the list.
- Select a Start Date. By default, the start date day is the day after the end date for the last effort report submitted for the same template. For the very first process run of the template, the start date field is blank. For example: if the end date in the previous process run for the selected template was 31-DEC-2004, the start date will default to 01-JAN-2005.
- Select an End Date. By default, the end date is computed based on the start date and the effort period frequency in the effort report template you select. For example: if the start date is 01-JAN-2005 and the frequency in the selected template is Calendar Monthly, the end date will default to 31-JAN-2005.
- Select the First Sort By criteria. By default, this is the sorting option in the effort report template you select.
- Select the First Order By criteria. By default, this is the ordering option in the effort report template you select.
- Select the Second Sort By criteria. By default, this is the sorting option in the effort report template you select.
- Select the Second Order By criteria. By default, this is the ordering option in the effort report template you select.
- Select the Third Sort By criteria. By default, this is the sorting option in the effort report template you select.
- Select the Third Order By criteria. By default, this is the ordering option in the effort report template you select.
- Select the Fourth Sort By criteria. By default, this is the sorting option in the effort report template you select.
- Select the Fourth Order By criteria. By default, this is the ordering option in the effort report template you select.

You can create effort reports for employees only once per effort report period.

A notification is sent to the initiator if the process completes successfully with the consolidated employee effort reports PDF attached to the notification. The initiator can preview the effort report and submit for approval. If the process encounters errors, then the consolidated employee effort reports PDF is not attached and the notification displays a Retry button. The initiator can fix the errors and click Retry button to restart the process. For example, initiators receive notifications, if the effort report has been superseded due to new transactions and can recreate the effort report.

Selecting Employees in the Effort Report Process

Lets assume the following employees exist in the Oracle HRMS database:

Table 4: Employees in the Oracle HRMS database:

Employee Name	Primary Assignment Organization	Employment Type Segment in People Group Key Flexfield
John Stuart	Department of Engineering	Full Time
Michael Lawson	Department of Chemistry	Part Time
Beth Swenson	Department of Mathematics	Full Time
Lou Andersen	Department of Engineering	Part Time
Mary Johnson	Department of Engineering	Full Time

Now, assume the following inclusion criteria are defined in Effort Report template:

Table 5: Inclusion Criteria:

Organization	People Group Segment
Department of Engineering, Department of Mathematics	Full Time

Now, assume the following exclusion criteria are defined in the same Effort Report template:

Table 6: Exclusion Criteria:

Employee Name
Mary Johnson

Now, lets see how the processing works:

Table 7: Processing Step 1 - Inclusion Criteria:

Inclusion Criteria	Selected Employees After Applying Inclusion Criteria	Remarks
Organization	John Stuart	Employees who belong to the organization Department of Engineering or Department of Mathematics are selected for processing
	Beth Swanson	
	Lou Andersen	
	Mary Johnson	
People Group	John Stuart	From the list above, employees who belong to the Full Time people group are retained
	Beth Swanson	
	Mary Johnson	

Now, the application applies the selection criteria sequentially.

Table 8: Processing Step 2 - Exclusion Criteria:

Exclusion Criteria	Selected Employees After Applying Exclusion Criteria	Remarks
Mary Johnson	John Stuart	Mary Johnson is removed from the inclusion list in Table 6 as per the exclusion criteria defined in the Effort Report Template
	Beth Swanson	

The Effort Report is created for two employees - John Stuart and Beth Swenson. In summary, Inclusion Criteria is an AND operation. This means that the effort report selects employees common to all inclusion criteria. Exclusion Criteria is a MINUS operation, hence the effort report applies these criteria sequentially.

Purging the Create Effort Report Process Run

After the Create Effort Report process completes successfully, the initiator receives a notification which contains the attached effort report PDF. The initiator can review the effort report. If the effort reports are not accurate or missing from some employees, initiators can purge the effort report run by clicking Purge on the notification.

Handling Errors and Warnings in Create Effort Report Process

After the Create Effort Report process completes, a notification is sent to the initiator. If the process encounters errors, then the application does not generate the effort report and initiators can view the errors from the notification or from the concurrent process log. The Create Effort Report process can fail in the following scenarios:

- Workflow approver for the employee effort report was not found
- Unexpected Database error occurred like not enough available space

The Create Effort Report process also spawns a Generate Effort Report PDF process to generate the Effort Report PDF. The Generate Effort Report PDF can fail due to unexpected database errors like not enough space available.

The initiator receives a notification in case of errors and the notification displays a Retry button. Initiators can fix the problem and click Retry, which restarts the process from the point where it failed.

The notification also displays a Purge button and initiators can decide to purge the run, submit a fresh Create Effort Report process after they fix the errors.

Warnings could occur for the following scenarios:

- Effort Report already exists for the period
- No employees were selected based on the criteria in the template

In case of warnings, the effort report PDF is generated for the applicable employees (those for whom the processing did not encounter errors or warnings) and sent to the initiator. The warnings are also sent as an FYI to the initiator.

Effort Report Workflow Approval Process

When you create and submit the effort report for approval, approvers for the effort report receive a workflow notification. The application embeds the effort report output in the workflow notification in a PDF format, so you can easily review and approve or reject the effort report. If you approve the effort report, and the approval definition in Oracle Approvals Management requires no further approvals, the effort report process is complete, and the application does not send an effort report workflow notification. However, if the approver rejects the effort report, the application sends a workflow notification to the effort report initiator and all previous approvers, who need to correct, recreate and resubmit the effort report for approval.

You can override certain values and add comments to an effort report that you receive for approval using the Enter Additional Effort Report Information page. The values that you can enter are:

- Effort Percentage
- Cost Share Percentage
- Comments

The Additional Effort Report Information contains the Header section and the Details section. The information that appears in these sections depends on the report layout that you select when you create the effort report template.

If you select ...	Then ...
Employee Certification report layout	The Header section displays the employees whose effort report details you must approve. You select an employee in the Header section to display that employee's effort report details in the Details section.
Any of the following report layouts: <ul style="list-style-type: none">• Award Principal Investigator• Project Manager• Task Manager	The Header section displays the details of the Principal Investigator, or Project Manager or Task Manager. The Details section displays the effort report details of the employees to approve.

You can also enter additional information using descriptive flexfields in the Header and Details section. However, you must set up the DFFs so that you can enter additional information.

Superseding Employee Effort Reports

If you defined distribution adjustments or brought in new payroll transactions for employees who had their effort reports already created, they are considered superseded, and you need to recreate the effort report. However, you can also specify the tolerance type and value for which the effort report is not superseded. The Summarize and Transfer Payroll Distribution process, Summarize and Transfer Distribution Adjustments process supersedes the employee effort report if there are new employee transactions for already approved effort reports and the tolerance limit is exceeded. The persons to be notified when superseding employee effort report are defined in the template. You can send superseding notifications to the Initiator, All Approvers, Final Recipient, and the Employee.

Consider that employee John Doe has following Effort Distributions in the Effort Report for January.

Table 9: Effort Distributions:

Charging Account	Amount (USD)	Percentage
General Ledger Account-1	40	40
Project1, Task1, Award1, Expenditure Type1, Expenditure Organization1	60	60

At this point, a Pre-Generated Distribution lines batch for this employee is imported into Labor distribution. Assume that the following is the Effort distribution after cumulating the pre-gen transactions:

Table 10: After Pre-Generated Distribution Lines are Imported:

Charging Account	Amount (USD)	Percentage
General Ledger Account-1	41	41
Project1, Task1, Award1, Expenditure Type1, Expenditure Organization1	59	59

Now, let us consider how different Supersedence Tolerance setups in Effort Report template will have an effect on superseding John Doe's effort report:

Table 11: After Supersedence Tolerance:

Scenario	Supersedence Tolerance Setup	Result
1	No Tolerance Setup	Effort Report Superseded
2	Tolerance Amount = \$0.50	Effort Report Superseded
3	Tolerance Amount = \$1.50	Effort Report is not superseded
4	Tolerance Percent = 1%	Effort Report is not superseded
5	Tolerance Percent = 0.9%	Effort Report Superseded

Rollback Effort Report

The rollback effort report process accepts a Request_ID as an input and rolls back the previously created Effort Report. The Request_ID corresponds to the concurrent process Request_ID for the Create Effort Reports Process run. The parameter list of values for this input parameter displays the template_name, start_date, end_date along with the request_id to facilitate selection. You can resubmit the Create Effort Reports process to recreate Effort Reports, after running the Rollback Effort Reports process.

You can run the Rollback Effort Reports process only when notification is pending with the Initiator. The Rollback Effort Report Process also closes the open notification.

Importing Additional Effort Report Details

You can import the following additional information from a third party system using Effort Reporting user hooks. The Effort Report displays the following three fields:

- Proposed Salary
- Proposed Effort Report Percentage
- Committed Cost Share

You can populate attribute1 through attribute10 and value1 through value10 columns in the psp_eff_report_details table through the same user hook.

You can import external pay details in the effort report. For example, you can import pay details for income that employees receive working outside the organization and that their regular payroll does not include. In addition, the application enables you to import additional information through the optional ATTRIBUTE1 to ATTRIBUTE15 columns.

See: Technical Essay on Labor Distribution Configuration (Metalink Note ID 302304.1)

Defining Custom Approval Types

Complete the following steps to define a custom approval type in the Effort Report Template:

1. Define a new lookup code for the PSP_CUSTOM_APPROVAL_TYPE Lookup Type.
2. Select the Custom Approval Type option, and select the lookup code from the list.
3. The Oracle Approvals Manager receives the lookup code from the the APPROVAL_TYPE attribute.

4. Create rules in Oracle Approvals Manager using the APPROVAL_TYPE attribute. See: Implementing Oracle Approvals Management (Metalink Note #227391.1) for information on how to set up rules in Oracle Approvals Manager.

Effort Report Monitor

After the initiator creates the effort report, administrators can run the effort report monitor to view the status of the effort reports and print the effort reports.

To run the effort report monitor, do the following:

1. Search for effort reports based on search criteria such as Effort Report Period, Template Name, Concurrent Process ID, or Employee.
2. Click Go.

The Effort Report Monitor page displays the following details:

- Effort Report Status - this includes Approval Pending, Approved, Pre-Approved, Rejected, and Superseded
- Employee Count - this displays the number of employees associated with the status of the effort report. Click on this to view details of the status. The details displayed differ based on the status type you choose.
- Percentages - this displays the percentage of employees associated with the status of the effort report.

You can also view a pie-chart that displays the percentages of the status.

3. Click Consolidated Effort Report to view details of all effort reports for the effort report period you selected. You can view information such as Template Name, Request ID, Effort Report Type, and the Effort Report. Click Template Name to view the template details. Click Effort Report to view the effort report pdf.

Reports Procedure

Reports Procedures

Definition

Oracle Labor Distribution provides various management and operational reports that can be used for inquiry and analysis.

Overview

The reports defined in this section are as follows:

- Employees Using Default Labor Schedules Report, page 17-2
- Employee Labor Schedule Report, page 17-2
- Organization Default Labor Schedule Report, page 17-2
- Default Account Report, page 17-3
- Suspense Account Report, page 17-3
- Distribution Adjustment History by Employee Report, page 17-3
- Distribution History by Project Report, page 17-3
- Distribution History by Award Report, page 17-3
- Distribution History by Organization, page 17-3

The option to print a hard copy of the report in its entirety is included with each report parameter window.

Employees Using Default Labor Schedules Report

The Employees Using Default Labor Schedules report provides a listing of employees and assignments for which the organization level default labor schedule is to be used. The report is based on selected organizations, elements, and a time period.

Employee Labor Schedule Report

The Employee Labor Schedule Report provides a listing of employee labor schedules for a particular period of time and for selected organizations. The report identifies labor schedules that need correction before payroll is imported into Labor Distribution. Labor schedules with totals greater than 100% should be corrected to avoid payroll transactions going to a suspense account.

Users have the option of running the regular report for all of the selected organizations or the exception report for selected organizations. The exception report provides details for the selected organizations that have schedules equalling less or greater than 100%.

Organization Default Labor Schedule Report

The Organization Default Labor Schedule Report provides a listing of organization labor schedules for a particular period of time. The report also identifies the labor schedules that require correction before payroll is imported into Labor Distribution. Each labor schedule should equal 100% for each day. If the total is less than 100%, the remainder goes to a suspense account. Labor schedule with totals greater than 100% should be corrected.

The report can be run in either Regular or Exception mode. In Regular mode, the report provides schedule details and a schedule summary. In Exception mode, the report provides organization schedules with a Default Labor Schedule less than 100% and organization schedules with a Labor Schedule greater than 100%.

Default Account Report

The Default Account report provides a listing of employees, assignments, and elements for which a default account of a particular organization is charged. This report is based on selected organizations and a time period.

Suspense Account Report

The Suspense Account report provides a listing of employees, assignments, and elements for which a suspense account for a particular organization is charged. This report is based on selected organizations and a time period.

Distribution Adjustment History by Employee Report

The Distribution Adjustment History by Employee report provides a detailed view of the actual employee salary distributed for a given assignment period and element. This report displays only element labor schedules by employee. All input fields are required.

Distribution History by Project Report

The Distribution History by Project report provides the labor distribution history by Oracle Grants Accounting charging instruction by project. This report is based on selected Grants Accounting projects and a Grants Accounting period.

Distribution History by Award Report

The Distribution History by Award report provides the labor distribution history by Grants Accounting charging instruction by award.

Note: If Grants Accounting is not installed, a warning message appears when the user attempts to navigate to this window.

Distribution History by Organization

The Distribution History by Organization report provides the labor distribution history by charging instruction by organization.

Generating Employees Using Default Labor Schedules Report Procedure

To print the Employees Using Default Labor Schedules report, perform the following steps.

1. In Labor Distribution, navigate to the Employees Using Default Labor Schedules window as follows:
Scheduling Reports - Emp Using Default Schedules
2. Click Show Elements.
3. To include all the elements in the report, click >> (A).

4. To include selected elements in the report, select an element and click > (B).
5. Click Show Organizations.
6. To include all the organizations in the report, click >> (G).
7. To include selected organizations in the report, select an organization and click > (I).
8. To deselect all organizations, click << (K)).
9. To deselect selected organizations, select an organization and click < (J).
10. In the From field, select the start date for the report from the list of values.
11. In the To field, select the end date for the report from the list of values.
12. To print a hard copy of the report in its entirety, click Printing Options.

The Printing Options window appears.

13. Enter data in the Printing Options window as described in Table 1, page 17-5.
 14. Click OK.
 15. Click Run Report.
- The Requests window appears.
16. To view the report file, select the appropriate Request ID and click View Output.
 17. Close the window.

Note: If no organization level default labor schedules are found for the provided organization, element, and time period, an error message is displayed and the report is not submitted.

Printing Options Window Description

Printing Options Window Description

Field Name	Type	Features	Description
Save all Output files	required	check box	If selected, the report is saved to a file and printed; if deselected, only a hard copy can be printed, and the report is not saved. Note: If the system profile value Concurrent: Save Output is set to Yes, the default value is the selected check box.
Notify the Following People	disabled		
Print the Output to: Region			
Style	required	list of values	printing style
Printer	required	list of values	printer Note: The default value for the printer is set up using the system profile value Printer in Oracle Applications System Administration.
Copies	required		number of copies to be printed Note: The default value for the number of copies is set using the system profile value Concurrent: Report Copies in System Administration.
Cancel		button	closes window without saving
OK		button	saves the printing options and returns to the report parameters window

Generating Employee Labor Schedule Report

To obtain details of employee labor schedules by organization, perform the following steps:

1. In Labor Distribution, navigate to the Employee Labor Schedules Report window as follows:
Scheduling Reports - Employee Labor Schedule Report
2. Click Show Organizations.
3. To include all organizations in the report, click >> (A).

4. To include selected organizations in the report, select an element and click > (B).
5. To deselect all selected organizations, click << (D).
6. To deselect a single selected organization, select an organization and click < (C).
7. In the Period From field, select the start date for the report from the list of values.
8. In the To field, select the end date for the report from the list of values.

Note: The value in the To field must be greater than the value in the Period From field.

9. To print a hard copy of the report in its entirety, click Printing Options.
The Printing Options window appears.
10. Enter data in the Printing Options window as described in Table 1, page 17-5.
11. Click OK.
12. To run a regular report, click Run Report.
To run an exception report, click Exception Report.
The Requests window appears.
13. To view the report output, select the appropriate Request ID and click View Output.
14. Close the window.

Employee Labor Schedules Report Description

Employee Labor Schedules Report Description

Region	Description
Header Section	report type, labor schedule period, date and time report run, and page number
Organization Name	organization name
Employee Name	employee name
Assgn. Number	assignment number
Hierarchy	schedule level
Charging Instructions	account charged
Start	beginning of labor schedule
End	end of labor schedule
Percent	percent charged to the account

Generating Organization Default Labor Schedule Report

To obtain schedule details and schedule summary information by organization, perform the following steps:

1. In Labor Distribution, navigate to the Organization Default Labor Schedule Report window as follows:

Scheduling Reports - Org Default Labor Schedule Report

2. In the Period From field, select the start date for the report from the list of values.
3. In the To field, select the end date for the report from the list of values.

Note: The value in the To field must be greater than the value in the Period From field.

4. Click Show Organizations.
5. To include all organizations in the report, click >> (A).
6. To include a single selected organization in the report, select an organization and click > (B).
7. To deselect all organizations, click << (D).
8. To deselect a single selected organization, select an organization and click < (C).
9. To print a hard copy of the report in its entirety, click Printing Options.
The Printing Options window appears.
10. Enter data in the Printing Options window as described in Table 1, page 17-5.
11. Click OK.
12. To run a regular report, click Run Report.
To run an exception report, click Exception Report.
The Requests window appears.
13. To view the report output, select the appropriate Request ID and click View Output.
14. Close the window.

Generating Default Account Report Procedure

To print the Default Account report, perform the following steps.

1. In Labor Distribution, navigate to the Default Account Report window as follows:

Distribution Reports - Default Account Report

2. Click Show Organizations.
3. To include all the organizations in the report, click >> (A).
4. To include a single selected organization in the report, select an organization and click > (B).
5. To deselect all organizations, click << (D).
6. To deselect a single selected organization, select an organization and click < (C).
7. In the From field, select the start date for the report from the list of values.
8. In the To field, select the end date for the report from the list of values.

Note: The value entered in the To field must be greater than the value entered in the From field.

9. To print a hard copy of the report in its entirety, click Printing Options.
The Printing Options window appears.
10. Enter data in the Printing Options window as described in Table 1, page 17-5.
11. Click OK.
12. Click Run Report.
The Requests window appears.
13. To view the report file, select the appropriate Request ID and click View Output.
14. Close the window.

Generating Suspense Account Report Procedure

To print the Suspense Account report, perform the following steps.

1. In Labor Distribution, navigate to the Suspense Account Report -- Input Parameters window as follows:
Distribution Reports - Suspense Account Report
2. In the Period From field, select the start date for the report from the list of values.
3. In the To field, select the end date for the report from the list of values.
Note: The value entered in the To field must be greater than the value entered in the From field.
4. Click Show Suspense Organizations to view only the organizations used for suspense posting.
5. Click Show All Organizations to view all organizations.
6. To include all the organizations in the report, click >> (A).
7. To include a selected single organization in the report, select an organization and click > (B).
8. To deselect all organizations, click << (D).
9. To deselect a single selected organization, select an organization and click < (C).
10. To print a hard copy of the report in its entirety, click Printing Options.
The Printing Options window appears.
11. Enter data in the Printing Options window as described in Table 1, page 17-5.
12. Click OK.
13. Click Run Report.
The Requests window appears.
14. To view the report file, select the appropriate Request ID and click View Output.
15. Close the window.

Generating Distribution Adjustment History by Employee Report Procedure

To print the Distribution Adjustment History by Employee report, perform the following steps.

1. In Labor Distribution, navigate to the Distribution Adjustment History by Employee window as follows:
Distribution Adjustments - Distribution Adj History by Emp.
2. In the Employee Name field, select the employee and assignment from the list of values.
3. In the Begin Date field, select the start date of the report from the list of values.
4. In the End Date field, select the end date of the report from the list of values.
5. To print a hard copy of the report in its entirety, click Printing Options.
The Printing Options window appears.
6. Enter data in the Printing Options window as described in Table 1, page 17-5.
7. Click OK.
8. Click Run Report.
The Requests window appears.
9. To view the report file, select the appropriate Request ID and click View Output.
10. Close the window.

Generating Distribution History by Project Report Procedure

To print the Distribution History by Project report, perform the following steps.

1. In Labor Distribution, navigate to the Distribution History by Project Parameters window as follows:
Distribution Reports - Distribution History by Project
2. Click Show Projects.
3. To include all the projects in the report, click >> (A).
4. To include a single selected project in the report, select a project and click > (B).
5. To deselect all projects, click << (D).
6. To deselect a single selected project, select a project and click < (C).
7. In the Period From and To fields, select the Grants Accounting period for the report from the list of values.
8. To print a hard copy of the report in its entirety, click Printing Options.
The Printing Options window appears.
9. Enter data in the Printing Options window as described in Table 1, page 17-5.
10. Click OK.
11. Click Run Report.
The Requests window appears.

12. To view the report file, select the appropriate Request ID and click View Output.
13. Close the window.

Generating Distribution History by Award Report Procedure

To print the Distribution History by Award report, perform the following steps.

1. In Labor Distribution, navigate to the Distribution History by Award Parameters window as follows:
Distribution Reports - Distribution History by Award
2. Click Show Awards.
3. To include all the awards in the report, click >> (A).
4. To include a single selected award in the report, select an award and click > (B).
5. To deselect all awards, click << (D).
6. To deselect a single selected award, select an award and click < (C).
7. In the Period From and To fields, select the Grants Accounting period for the report from the list of values.
8. To print a hard copy of the report in its entirety, click Printing Options.
The Printing Options window appears.
9. Enter data in the Printing Options window as described in Table 1, page 17-5.
10. Click OK.
11. Click Run Report.
The Requests window appears.
12. To view the report file, select the appropriate Request ID and click View Output.
13. Close the window.

Generating Distribution History by Organization Report Procedure

To print the Distribution History by Organization report, perform the following steps.

1. In Labor Distribution, navigate to the Distribution History by Organization -- Input Parameters window as follows:
Distribution Reports - Distribution History by Org.
2. Click Show Organizations.
3. To include all the organizations in the report, click >> (A).
4. To include a single selected organization in the report, select an organization and click > (B).
5. To deselect all organizations, click << (D).
6. To deselect a single selected organization, select an organization and click < (C).
7. In the Begin Date field, select the start date for the report from the list of values.
8. In the End Date field, select the end date for the report from the list of values.

9. To print a hard copy of the report in its entirety, click Printing Options.
The Printing Options window appears.
10. Enter data in the Printing Options window as described in Table 1, page 17-5.
11. Click OK.
12. Click Run Report.
The Requests window appears.
13. To view the report file, select the appropriate Request ID and click View Output.
14. Close the window.

Creating a Parameter Set

You can create a parameter set to run an encumbrance report that you frequently use. For example, if you frequently run the Encumbrance History by Award report where you must select one or more parameters, then you can create a parameter set to store the parameters. You can then input the parameter set when you run the process to view the report.

You can create parameter sets for the following:

- Payrolls
- Awards
- Organizations

You can use parameter sets for the following encumbrance reports:

- Encumbrance History by Award
- Encumbrance History by Organization
- Encumbrance Suspense Charge

To create a parameter set:

1. On the Setup menu, click Parameter Set.
2. On the Parameter Set page, click Add Parameter Set.
3. Enter the effective date of the parameter set in the Effective Date field.
4. Enter the name of the parameter set in the Set Name field.
5. Optionally, specify additional information about the parameter set in the Description field.
6. Select the type of parameter you want to include in the parameter set from the Parameter list.
7. Click Add Rows from the LOV to add values to the parameter set. For example, if you select Award as the parameter type, then you can select the awards from this LOV.
8. Click Submit.

Note: If you want to modify the parameter set, select the parameter set, and click the Update icon in the table.

Reconciliation and Control Reports Procedures

Reconciliation and Control Reports Procedures

Definition

Reconciliation and Control allows users to ensure reconciliation between processes. The basic principle in Oracle Labor Distribution is to ensure that amounts and records are accounted for. This means that there are ways to ensure that the amount distributed and transferred between one process or application and the next are equal and that all of the records are accounted for in the process.

Overview

For each of the processes, appropriate control structures are maintained and reports and inquiries are available to confirm the reconciliation. When a problem exists with the reconciliation or when exceptions exist, users can view a report describing the problem.

Process

Reconciliation reports are generated for the following payroll sources:

- Oracle and Non-Oracle Payroll Sources, page 18-2
- Pre-generated Distributions, page 18-3

Oracle and Non-Oracle Payroll Sources

The Reconciliation and Control process generates the following reports for payrolls from Oracle and Non-Oracle sources:

- Reconciliation Between Payroll Lines and Sublines Report, page 18-2
- Reconciliation Between Payroll Sublines Report and Distribution Lines, page 18-3
- Reconciliation Between Distribution Lines Report and Summarized Distributions, page 18-3

Reconciliation Between Payroll Lines and Sublines Report

As a result of the Import Payroll Transactions process, the sum of the amounts of the payroll sublines must equal the sum of the amounts of the payroll lines coming from the payroll report. The amounts summarized by employee, assignment, and element should match between the payroll lines and payroll sublines.

If the reconciliation report indicates errors and the Create Distribution Lines process has not been run, users can roll back the Oracle payroll or the Non-Oracle payroll batch to correct the errors.

For information on rolling back an Oracle payroll, see Import Payroll Transactions Procedures, page 8-2.

For information on rolling back a non-Oracle payroll batch, see Rolling Back Non-Oracle Payroll Procedure, page 12-13.

Reconciliation Between Payroll Sublines Report and Distribution Lines

As a result of the Create Distribution Lines process, the sum of the dollar amounts of the distribution lines for any one set of payroll sublines must equal the sum of the dollar amounts of those payroll sublines in total and by employee, assignment, and element.

If the reconciliation report indicates error and the Summarize and Transfer Payroll Distributions process has not been run, users can roll back the distribution lines to correct the errors.

For information on rolling back distribution lines, see Rolling Back Distribution Lines Procedure, page 9-10.

Reconciliation Between Distribution Lines Report and Summarized Distributions

As a result of the Summarize and Transfer Payroll Distributions process, the sum of the amounts of the summarized lines for any one set of distribution lines must equal the sum of the amounts of those distribution lines in total and by employee, assignment, and charging instructions.

Pre-generated Distributions

The Reconciliation and Control process generates the following report for pre-generated distributions:

Reconciliation Between Pre-generated Distribution Lines and Report Summarized Distributions, page 18-3

Reconciliation Between Pre-generated Distribution Lines and Report Summarized Distributions

As a result of the Summarize and Transfer Payroll Distributions process, the sum of the amounts of the summarized lines for any one set of pre-generated distribution lines must equal the sum of the amounts of those pre-generated distribution lines in total and by employee, assignment, and charging instructions.

Generating Reconciliation and Control Reports Procedure

To create payroll sublines, perform the following steps.

1. In Labor Distribution, navigate to the Submit Request window as follows:

Processes & Reports - Run

The Submit a New Request pop-up window appears.

2. Select the Single Request radio button.
3. Click OK.

The Submit Request window appears.

4. In the Name field, select one of the following:

- Reconciliation between distribution lines and summary
- Reconciliation between pre-generated distribution lines and summary lines
- Reconciliation between payroll lines and sublines
- Reconciliation between sublines and distribution lines

The Parameters pop-up window appears.

5. In the Source Type field, select a source type from the list of values.
6. In the Source Code field, select a source code from the list of values.
7. In the Time Period field, select a time period from the list of values.
8. If the source type is not Oracle, in the Batch Name field, users must select a batch name from the list of values.
9. To apply the parameters, click OK.
10. In the Submit Request window, click Submit.
The Requests window appears.
11. To view the report file, select the appropriate Request ID and click View Output.
12. Close the window.

Labor Distribution Process

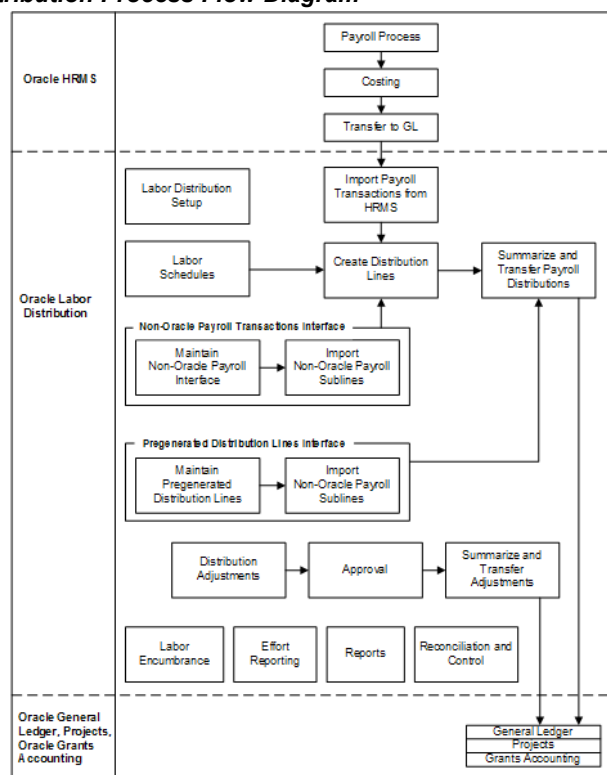
Definition

The purpose of this appendix is to provide an understanding of the Oracle Labor Distribution process. A process flow diagram shows the interaction between the different components in Labor Distribution. Each process is briefly explained and chapter references are provided for more information.

Oracle Labor Distribution Process Flow Diagram

Figure 1, page A-1 shows the Oracle Labor Distribution Process Flow diagram as described in the accompanying text.

Oracle Labor Distribution Process Flow Diagram



Oracle Labor Distribution Process

This section describes the Labor Distribution process flow diagram.

The Labor Distribution process includes the following components:

- Setup, page A-2
- Labor Scheduling, page A-2
- Payroll Transactions, page A-2
- Non-Oracle Payroll Transactions Interface, page A-3
- Create Distribution Lines, page A-3
- Pre-generated Distribution Lines Interface, page A-4
- Summarize and Transfer Payroll Distributions, page A-4
- Distribution Adjustments, page A-4
- Labor Encumbrance, page A-4
- Effort Reporting, page A-5
- Reports, page A-5
- Reconciliation and Control, page A-5

Setup

Labor Distribution setup provides users with the ability to customize predefined components or modules through configuration options. These options, delivered with Labor Distribution, alleviate the need for software code modifications.

For information on Labor Distribution setup, see Labor Scheduling Setup, page 4-2.

Labor Scheduling

Labor scheduling is an online process used to create, update, and review employee labor schedules. The labor schedules are a required input for the Create Distribution Lines process.

For information on labor scheduling, see Labor Scheduling Procedures, page 7-2.

Payroll Processes (Payroll Process, Costing, Transfer to GL)

You must run the Payroll process, costing process, and the Transfer to GL process to prepare payroll transactions for use in Labor Distribution.

When you define costing information at the payroll level, the application charges the information to a single GL account. However, in Labor Distribution, you can maintain detailed costing information using labor schedules. Therefore, you must specify the GL account that you used to specify costing information at the payroll level, in Labor Distribution.

See: Setting Up Clearing Account Procedure, page 4-20

When you later run the Summarize and Transfer Payroll Distributions process, the application reverts funds that it posted in the clearing account, and posts the funds again, based on the new charging instructions you defined in the labor schedule.

Import Payroll Transactions From HRMS

You must run the Import Payroll Transactions from HRMS process to import the payroll information for use with Labor Distribution.

See: Import Payroll Transactions Procedures, page 8-2.

Non-Oracle Payroll Transactions Interface

If users do not use Oracle Payroll or uses another payroll system in addition to Oracle Payroll, the Non-Oracle Payroll Interface process is initiated to import transactions from the interface table. This process feeds Maintain Non-Oracle Payroll Transactions. Users must write their own process to export the appropriate records and load this interface table.

The Non-Oracle Payroll Transactions Interface includes the following:

- Maintain Non-Oracle Payroll Interface
- Import Non-Oracle Sublines

Maintain Non-Oracle Payroll Interface

Once a non-Oracle payroll interface is imported, the Maintain Non-Oracle Payroll Interface allows users to edit the imported file.

Import Non-Oracle Sublines

The Import Non-Oracle Sublines process reads the interface table and creates records in the Payroll Sublines table.

For information on maintaining non-Oracle payroll interface and importing non-Oracle payroll sublines, see Non-Oracle Payroll Interface Procedures, page 12-2.

Create Distribution Lines

There are three inputs for the Create Distribution Lines process. They are as follows:

- Create Payroll Sublines transactions
- Maintain Non-Oracle Payroll Interface transactions
- information from Oracle Human Resources

Based on the inputs, distribution lines are generated in preparation for the Summarize Distribution Lines and Transfer process.

To distribute payroll charges accurately, the system uses various employee-related events, such as salary increase, to calculate an accurate distribution amount. Actual payroll charges are distributed based on a daily rate. The daily rate is calculated by taking the salary that is in effect for the weekdays based on the payroll period and appropriate employee events. The total distribution for any employee assignment and earning classification or pay element cannot exceed 100% for any given day.

Labor Scheduling can be used to transfer pre-generated distribution charging instructions from other systems such as time and attendance systems. Labor Scheduling can also be used to distribute non-Oracle payrolls.

For information on Create Distribution Lines, see Create Distribution Lines Procedures, page 9-2.

Pre-generated Distribution Lines Interface

The Pre-generated Distribution Lines Interface table is used to import transactions from timecard systems. Users must write their own process to export the appropriate records and to load this interface table. This process creates records in the Pre-Generated Distribution Lines table.

The Pre-generated Distribution Lines Interface process includes the following:

- Maintain Pre-generated Distribution Lines
- Import Pre-generated Distribution Lines

Maintain Pre-generated Distribution Lines

Once pre-generated distribution lines are created in the interface table, Maintain Pre-generated Distribution Lines allows users to edit the imported transactions.

Import Pre-generated Distribution Lines

Import Pre-generated Distribution Lines reads the interface table and creates records in the Payroll Sublines table.

For information on maintaining pre-generated distribution lines and importing pre-generated distribution lines, see Pre-generated Distribution Lines Interface Procedures, page 13-2.

Summarize and Transfer Payroll Distributions

The Summarize and Transfer Payroll Distributions process summarizes the distribution lines and transfers the summarized transactions into the General Ledger, Oracle Projects, and Grants Accounting interface tables.

For information on summarizing distribution lines and transferring them to General Ledger, Projects, and Grants Accounting, see Summarize and Transfer Payroll Distributions Procedures, page 10-2.

Distribution Adjustments

Distribution Adjustments involves changing labor distributions that have already been posted to General Ledger, Projects, and Grants Accounting. Distribution Adjustments can be made to each actual distribution or to a set of distributions across time. Labor Distribution reverses the original distribution transaction and creates new distribution transactions.

Once the transfers are specified, they must be approved before they are processed. Users can configure workflow rules to determine appropriate routing and approvals for modifying payroll distributions.

For information on distribution adjustments, see Distribution Adjustments Procedures, page 14-2.

Labor Encumbrance

Labor Encumbrance allows users to differentiate unspent and uncommitted funds from unspent funds. The labor encumbrance process includes the following processes:

- create encumbrance lines

- summarize and transfer encumbrances
- update encumbrance lines
- liquidate encumbrances

For information on the encumbrance processes and reports, see Labor Encumbrance Processes and Reports Procedures, page 15-2.

For information on the encumbrance process, see Labor Encumbrance Process, page C-1.

Effort Reporting

Effort reports can be created for specified time periods, by employee, groups of employees, or other selection criteria. Effort reports can be generated online or in hard-copy format.

Effort is calculated based on the actual amount of base salary distributed. Therefore, effort equals base pay.

Online forms can be routed to appropriate individuals using workflow rules. Users can accept or return the report with comments. Users can also create ad hoc effort reports based on various user-selected parameters.

For information on effort reporting, see Effort Reporting Procedures, page 16-2.

Reports

Labor Distribution provides various management reports.

For information on reports, see Reports Procedures, page 17-2.

Reconciliation and Control

Reconciliation and Control allows users to ensure reconciliation between processes by generating various reports.

For information on reconciliation and control, see Reconciliation and Control Reports Procedures, page 18-2.

Scheduling Hierarchy Process

Definition

Oracle Labor Distribution allows users to create labor schedules at the following levels:

- employee organization
- employee assignment
- element

The Scheduling Hierarchy process is used to determine which labor schedule to use based on the hierarchy.

Process

Figure B - 1 illustrates the Scheduling Hierarchy process. Labor Distribution begins searching for a labor schedule at the lower level of the hierarchy and moves upward until finding a labor schedule or account.

The Global Element labor schedule is at the lowest level of the schedule hierarchy. At the next three levels of the scheduling hierarchy, Element Type, Element Group, and Assignment labor schedules are defined for the employee assignment. Schedules at the employee assignment level can apply to multiple elements for an employee.

At the upper three levels of the scheduling hierarchy, Organization Default Labor Schedule, Organization Default Account, and Organization Suspense Account labor schedules are defined at the human resources organization level. Schedules at the employee organization level can apply to many employees in that organization.

The Scheduling Hierarchy process consists of the following levels:

1. Organization
 - Generic Suspense Account
 - Suspense Account
 - Default Account
 - Default Labor Schedule
2. Employee Assignment
 - Assignment
 - Element Group
 - Element

3. Element
 - Global Element

Generic Suspense Account

The Generic Suspense Account is set up to collect costs from labor distribution if there are no labor schedules at any level.

Organization Suspense Account

The Organization Suspense Account is set up to collect costs from labor distribution if charging instructions at a lower level of the scheduling hierarchy are missing. This account also collects costs for rejected transactions.

Organization Default Account

The Organization Default Account is set up to collect costs from labor distribution if charging instructions at the lower level of the scheduling hierarchy are missing. This account also collects costs for the unscheduled portion of a partially scheduled schedule.

This level is only used if the system administration profile, Use Organization Default Account, is enabled.

Organization Default Labor Schedule

Users can create labor schedule lines for each organization. This labor schedule is used when the Organization Default Labor Schedule is selected at setup. This allows the user to create one labor schedule set at the Organization Default level for that unique organization that applies to all assignments and the elements associated with it.

This level is only used if the system administration profile, Use Organization Default Labor Schedule, is enabled.

Example

A single schedule is created for the Budget Office. All assignments with an organization of Budget Office and labor schedule set at the Organization Default level use the labor schedule defined for the organization of Budget Office. The user does not have to individually create a labor schedule for each employee assignment that is attached to the Budget Office.

Employee Assignment

Users can create labor schedule lines for an employee assignment. This labor schedule is used when the Assignment box is checked in the Schedule Hierarchy region of the Labor Scheduling window. This allows the user to create one labor schedule that applies to all elements that may be paid to that assignment.

Labor schedules defined at the assignment level take precedence over labor schedules defined at the Organization level.

Example

A single schedule is created at the employee assignment level. Any element paid to that employee assignment uses the assignment labor schedule. The user does not have to individually create a labor schedule for each element that an employee assignment might pay.

Element Group

Element groups are defined at the employee level and are used to group elements. These groups can be used to identify a common distribution schedule to which all elements that are within the specified group are scheduled and distributed to an employee assignment. This feature allows users to specify one distribution profile for a group, and all elements associated with this group are scheduled and distributed based on the specified single profile for an employee assignment.

For an employee assignment, users can define a labor schedule for each element group. This allows users to create one labor schedule that applies to all elements in a specified element group. Labor schedules defined at the element group level take precedence over labor schedules defined at the Assignment and Organization Default Schedule levels.

Example

A single schedule is created for an employee assignment at the element group level of Regular Salary, where Regular Salary includes the elements of Regular Pay, Overtime, and Shift. Any Regular Pay, Overtime, and Shift element that is paid to the specified employee assignment uses the labor schedule defined for the Regular Salary element group. The user does not have to individually create a labor schedule for each element.

Element

Users can create labor schedules at the employee level for individual elements. Labor schedules defined at the Element level take precedence over labor schedules defined at the Element Group, Assignment, and Organization Default Schedule levels.

Example

A single schedule is created for an employee assignment at the element level. The user creates a schedule at the element group of Regular Salary, which includes the element of Regular Pay, Overtime, and Shift. The user also creates a schedule for the Shift element. Any pay for Shift pay uses the schedule for Shift and uses the Elements Group Schedule for any pay for Regular Pay and Overtime.

The user can create an element level labor schedule for any element that an employee assignment is paid.

Global Element

Users can define a Global Element labor schedule for an individual element at the site level. This labor schedule is used only for the associated element and applies to all employee assignments. Users cannot select or change the Global Element labor schedule in the employee assignment labor schedule. This allows the institution to create a global labor schedule that applies across the entire institution.

Labor schedules defined at the Global Element level take precedence over labor schedules defined at the Element, Element Group, Assignment, and Organization Default Schedule levels.

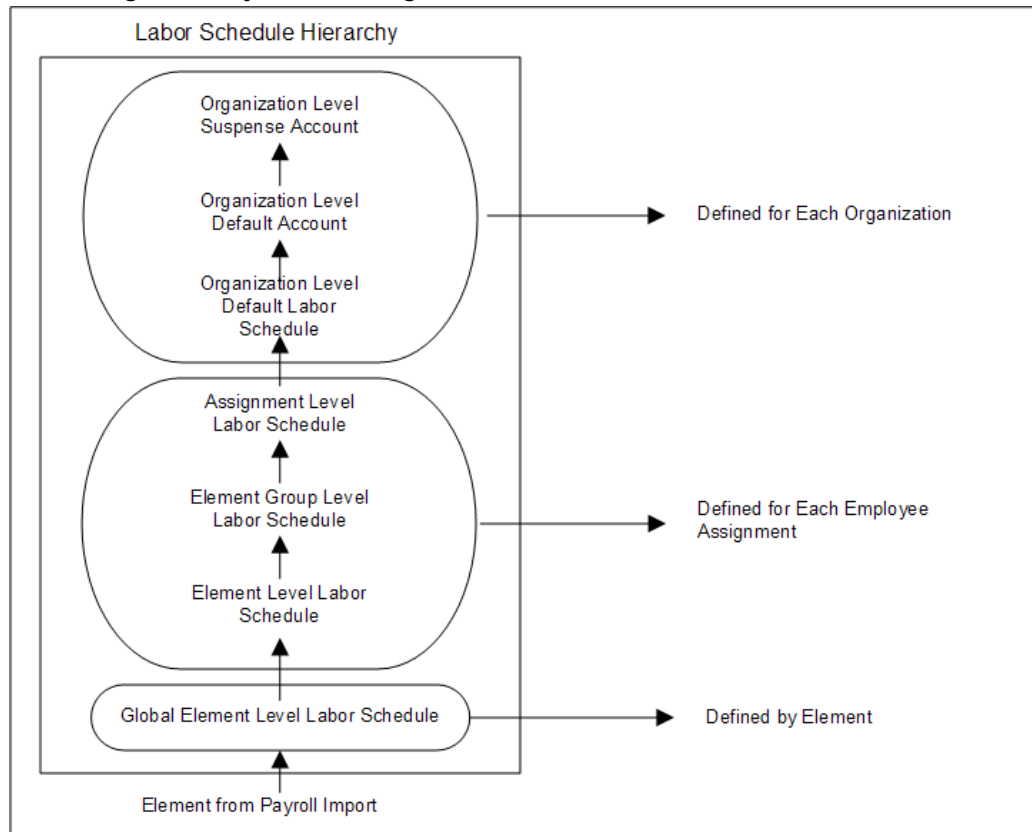
Example

A Global Element Schedule is created for the element of Paid Time Off. Any pay for Paid Time Off uses the Global Element Schedule, regardless of other scheduling instructions.

Scheduling Hierarchy Process Diagram

Figure 1, page B-4 shows the Scheduling Hierarchy Process diagram as described in the accompanying text.

Scheduling Hierarchy Process Diagram



Labor Encumbrance Process

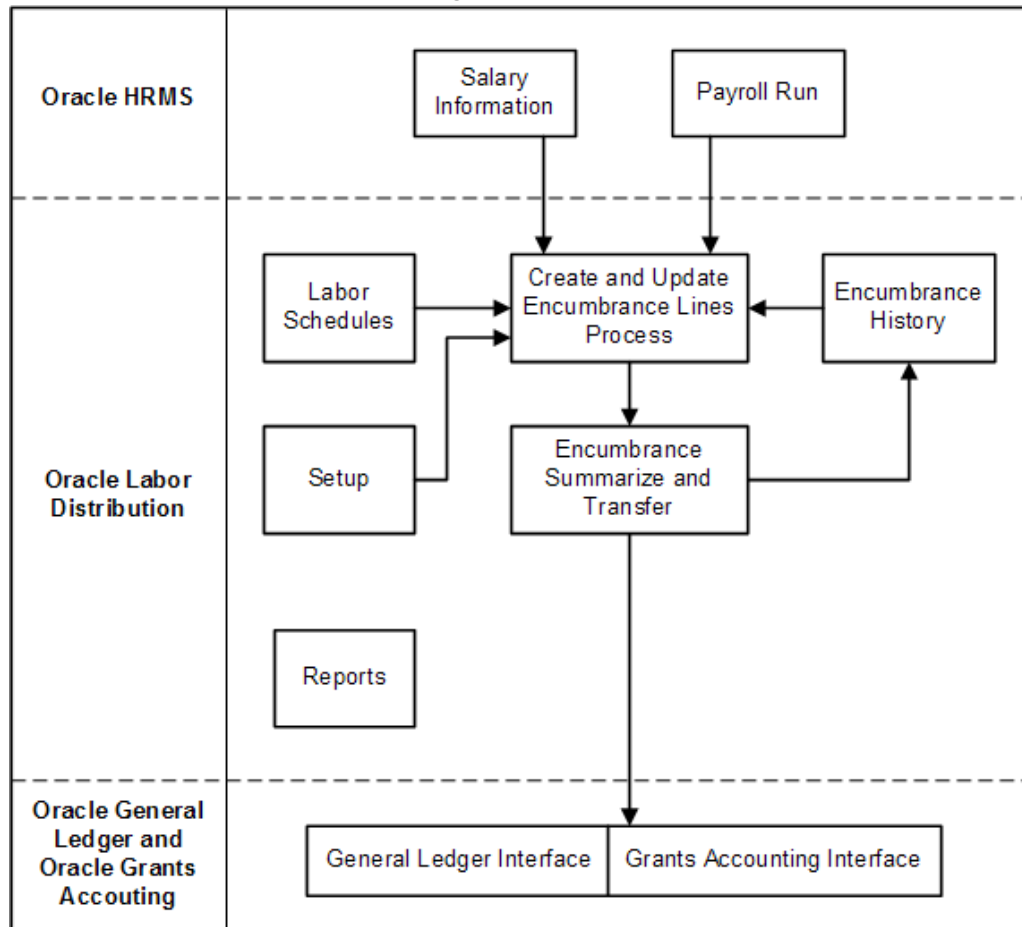
Definition

The purpose of this appendix is to provide an understanding of the Labor Encumbrance process in Labor Distribution. A process flow diagram shows the interaction between the different components in Labor Distribution. Each process is briefly explained and chapter references are provided for more information. Also included in this chapter is a description of rules governing the creation and update of encumbrances, including various scenarios pertaining to these processes.

Labor Encumbrance Process Flow Diagram

Figure 1, page C-2 shows the Labor Encumbrance Process Flow diagram as described in the accompanying text.

Labor Encumbrance Process Flow Diagram



Labor Encumbrance Process

This section describes the Labor Encumbrance process flow diagram.

The Labor Encumbrance process includes the following components:

- Setup, page C-2
- Labor Scheduling, page C-3
- Create and Update Encumbrance Lines, page C-3
- Summarize and Transfer Encumbrances, page C-3
- Encumbrance History, page C-3
- Reports, page C-3

Setup

Labor Encumbrance setup provides users with the ability to customize predefined components through configuration options. These options delivered with Labor Distribution alleviate the need for software code modifications.

For information on Labor Encumbrance setup, see Labor Encumbrance Setup, page 5-2.

Labor Scheduling

Labor scheduling is an online process used to create, update, and review employee labor schedules. The labor schedules are a required input for the Create Encumbrance Lines process.

For information on labor scheduling, see Labor Scheduling Procedures, page 7-2.

Create and Update Encumbrance Lines

The PSP: Create and Update Encumbrance Lines process enables you to generate, update, and liquidate encumbrances for the elements that you selected when you set up labor encumbrances.

See: Processes, page 15-2.

Summarize and Transfer Encumbrances

Summarize and Transfer Encumbrances is a concurrent process that posts data to Oracle General Ledger and Oracle Grants Accounting. Setup options allow the user to group the data based on time period and charging instructions.

For information on summarizing and transferring encumbrances, see Labor Encumbrance Processes and Reports Procedures, page 15-2.

Encumbrance History

During the Summarize and Transfer Encumbrances process, an encumbrance history is stored in the tables to be used for the Create and Update Encumbrance Lines process.

Reports

Labor Encumbrance includes the following reports:

- Suspense Charge Encumbrance Report
- Organization Default Usage Encumbrance Report
- Encumbrance History by Award Report
- Encumbrance History by Organization Report
- Assignments Processed by Create and Update Encumbrance Lines Report

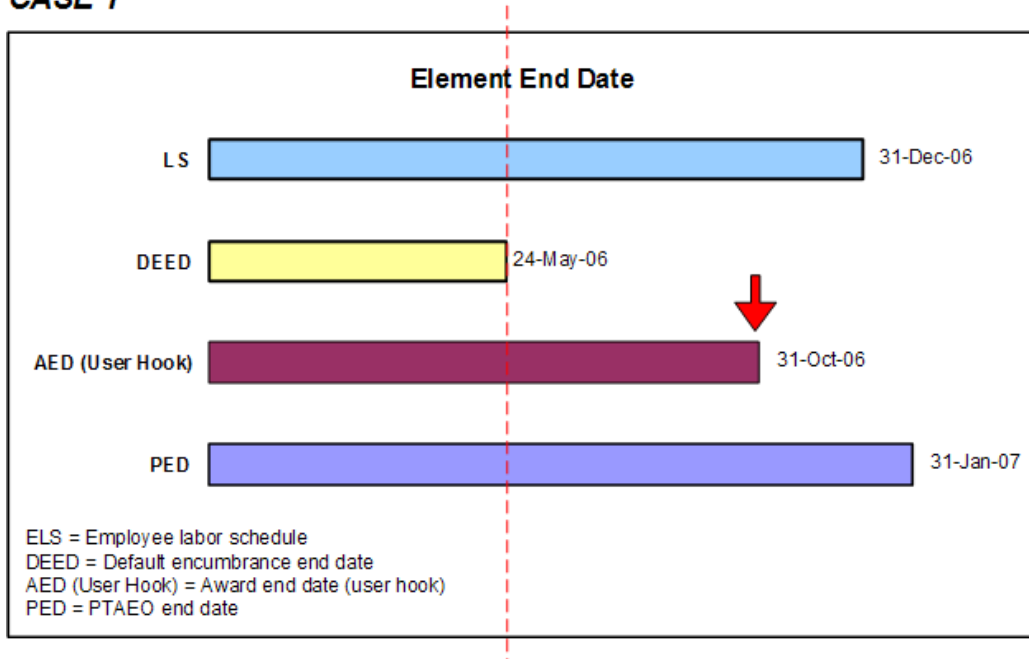
See: Review Posted Encumbrance Reports, page 15-11.

Labor Encumbrance End Date Scenarios Diagram

This topic explains the labor encumbrance end date scenarios when you run the Create and Update Encumbrance Lines process.

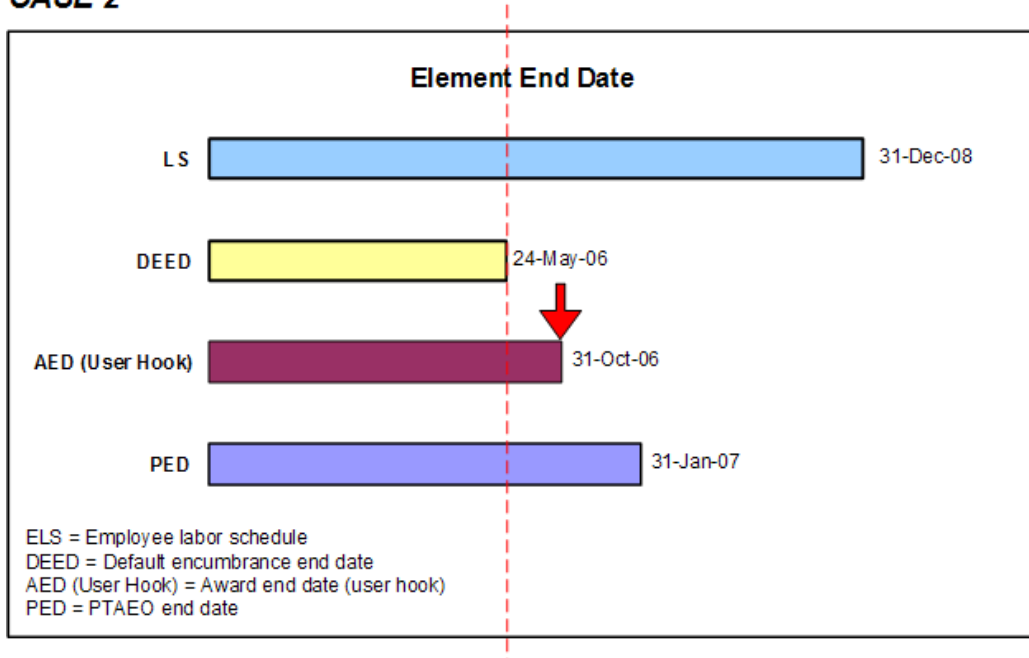
See: Processes, page 15-2.

CASE 1



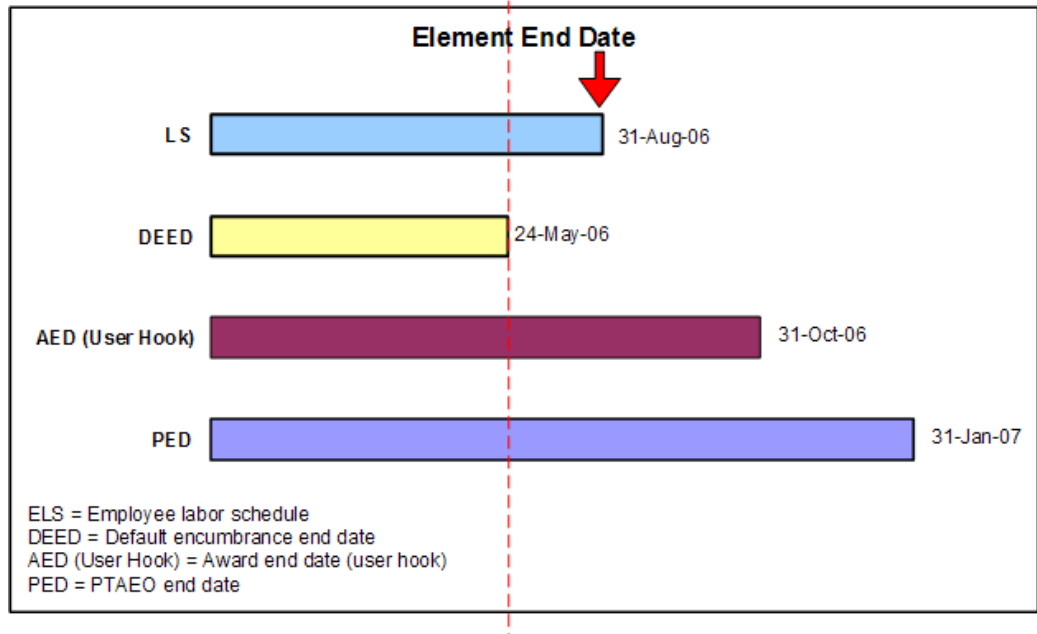
In the above example, the application creates encumbrances till the award end date that you specified using the user hook.

CASE 2



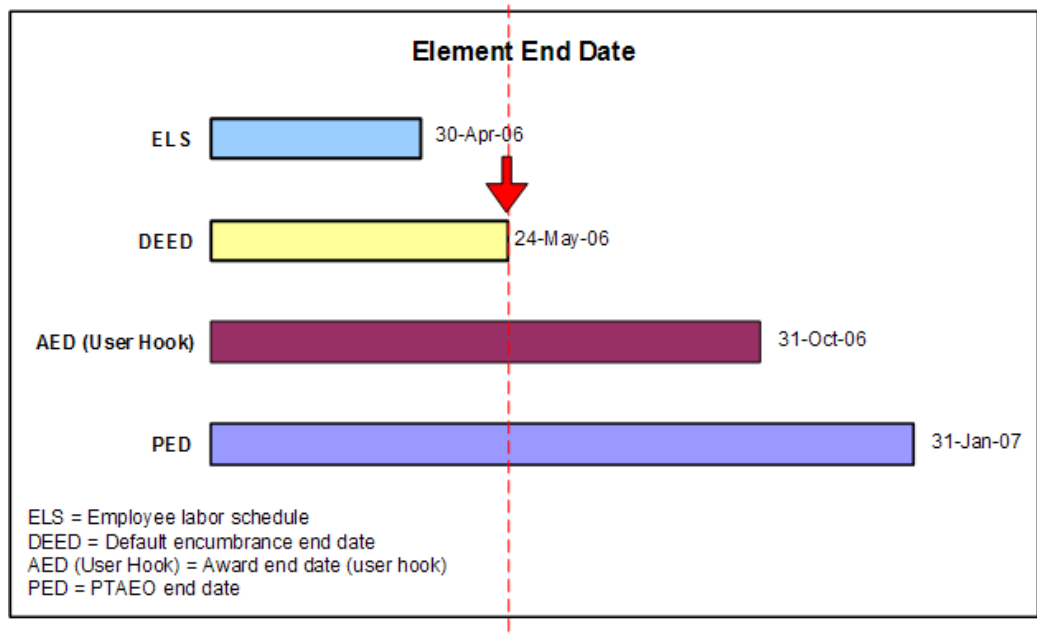
In the above example, the award end date that you specified using the user hook extends beyond the encumbrance default end date. Therefore, the application creates encumbrances till the award end date.

CASE 3



In the above example, although the award encumbrance end date you specified using the user hook extends to 31-Oct-2006, the labor schedule ends on 31-Aug-2006. Therefore, the application creates encumbrances till the end date of the labor schedule.

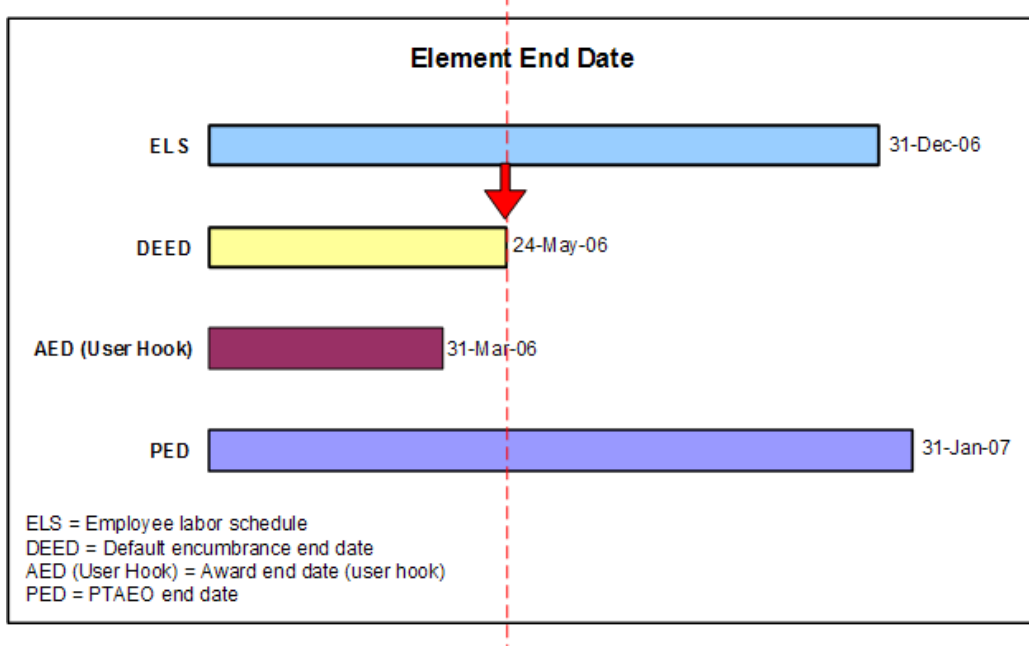
CASE 4



In the above example, because the employee labor schedule ends before the default encumbrance end date, the application encumbers till the end of the labor schedule, and then continues to encumber in the following order till the default encumbrance end date:

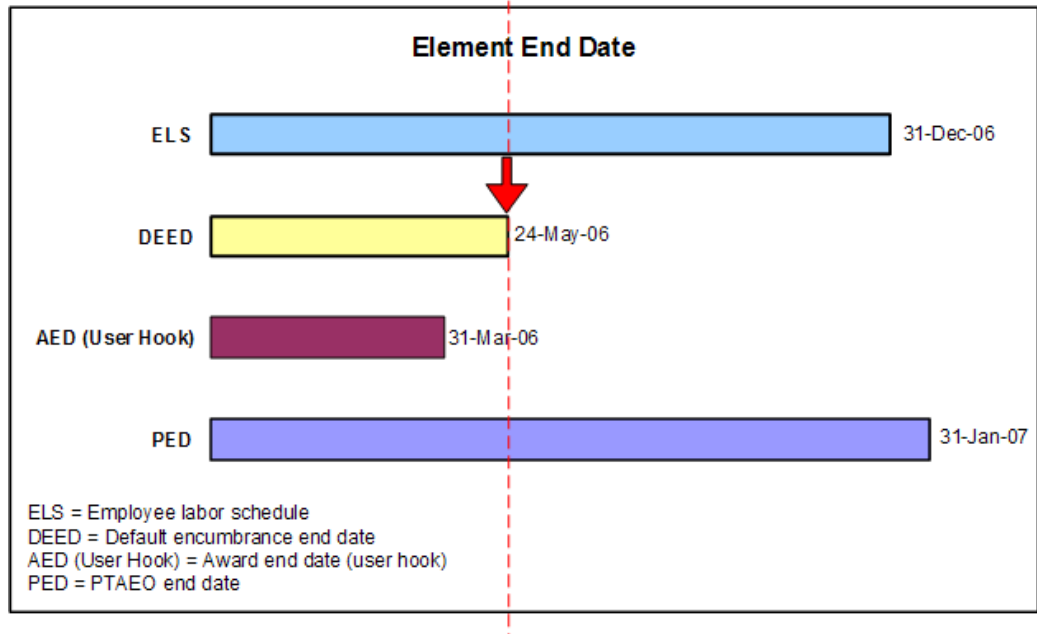
- Organization default labor schedule, or
- Organization default account, or
- Suspense account

CASE 5



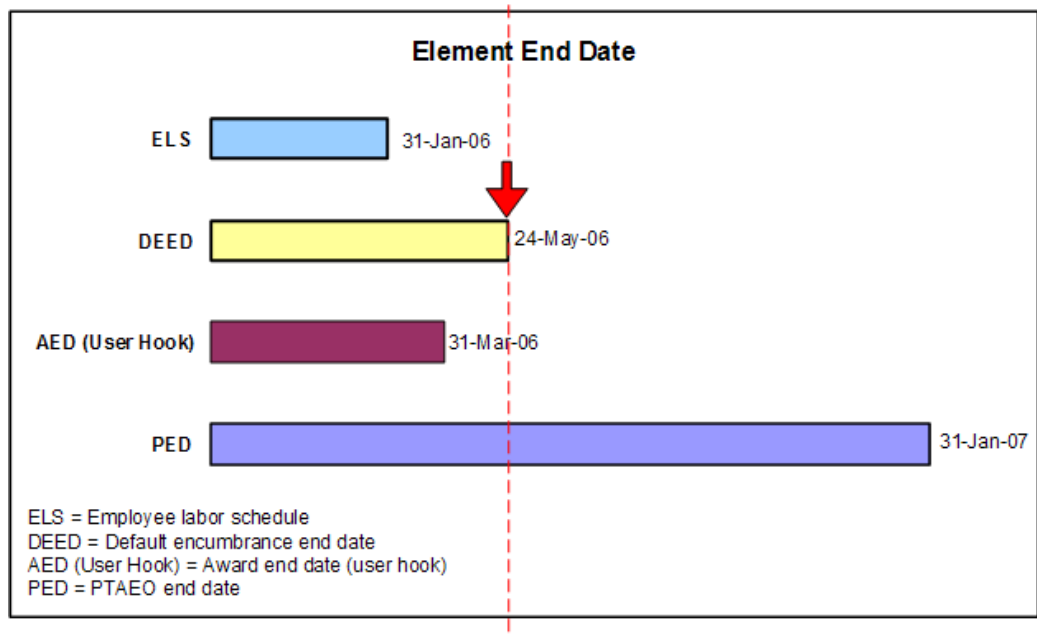
In the above example, the award end date you specified using the user hook ends earlier than the labor schedule. Therefore, the application encumbers till the labor schedule is valid (31-Mar-2006) and posts the balance encumbrances to the suspense account till the default encumbrance end date.

CASE 6



In the above example, the application encumbers till the award end date you specified using the user hook and posts the balance encumbrances to the suspense account. The application encumbers till the default encumbrance end date.

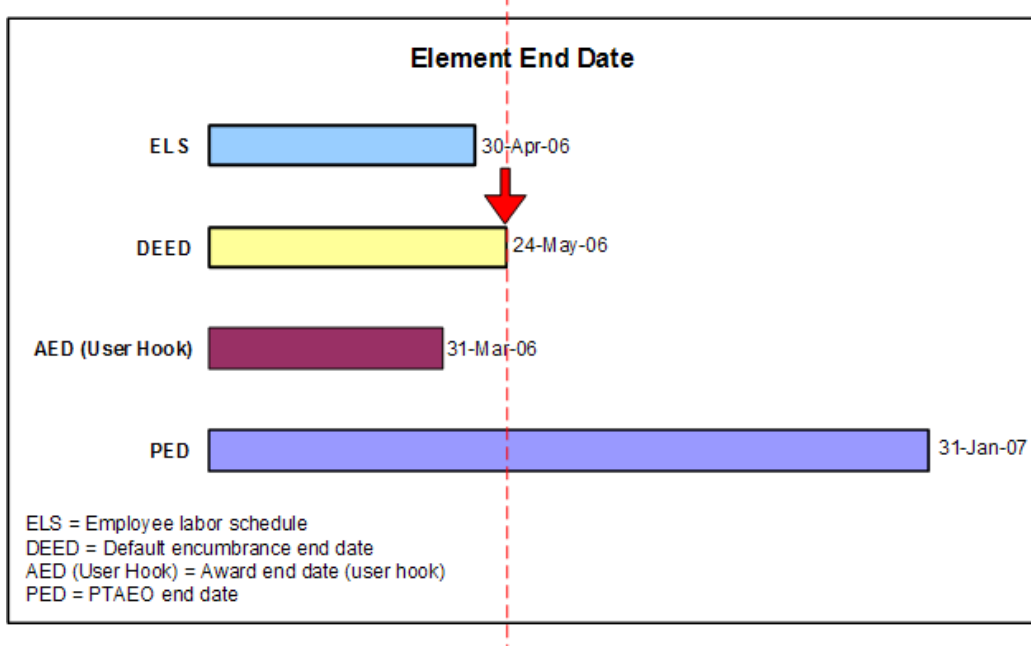
CASE 7



In the above example, the application encumbers funds till the end of the labor schedule and posts the balance encumbrances in the following order till the default encumbrance end date:

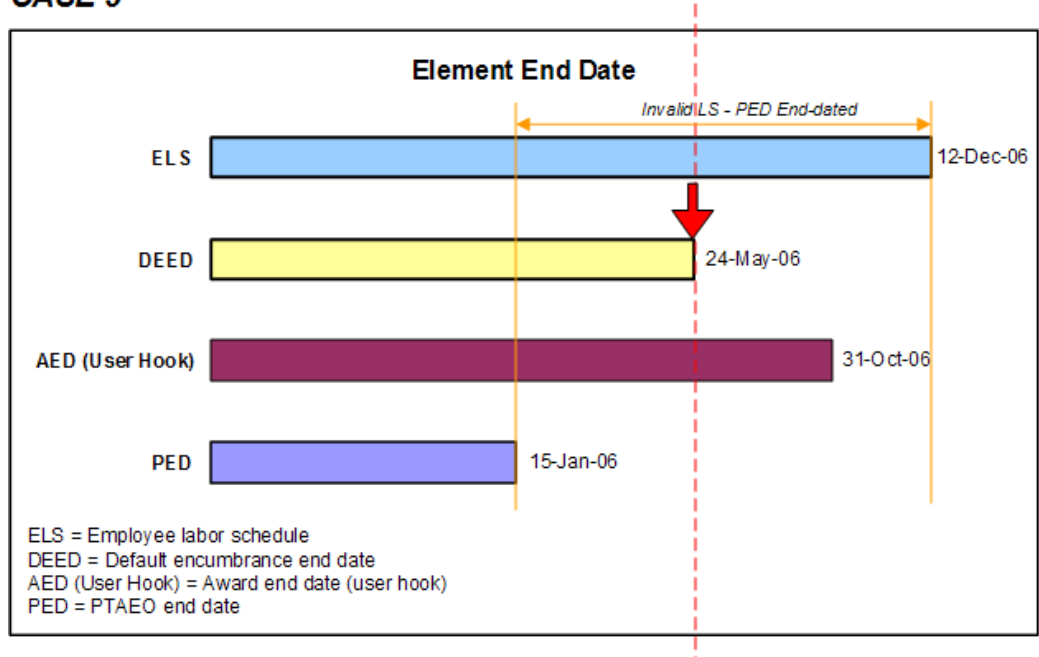
- Organization default labor schedule, or
- Organization default account, or
- Suspense account

CASE 8



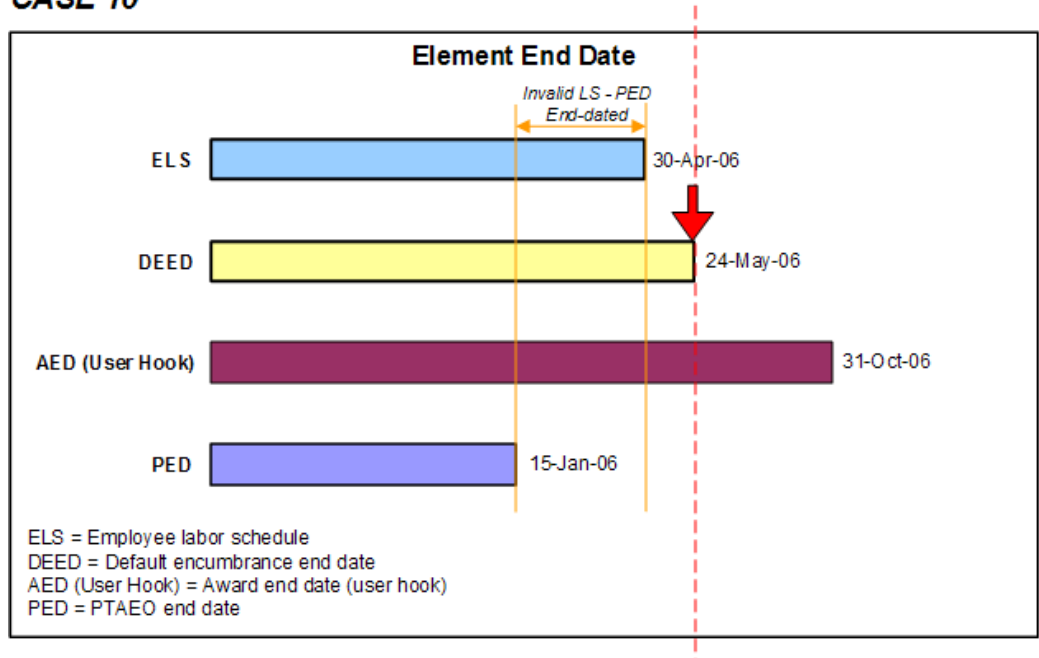
In the above example, the end date of the award that you specified using the user hook occurs earlier than the labor schedule (31-Mar-2006). Therefore, the application posts the balance encumbrances from 31-Mar-2006 to 30-Apr to the suspense account, and from 1-May to 24-May, to the organization default labor schedule, or the organization default account, or the suspense account.

CASE 9



In the above example, the labor schedule is invalid as the PTAE0 ends before the labor schedule's end date. Therefore, the application creates encumbrances till the end of the PTAE0 end date, and posts the balance encumbrances to the suspense account until the encumbrance default end date.

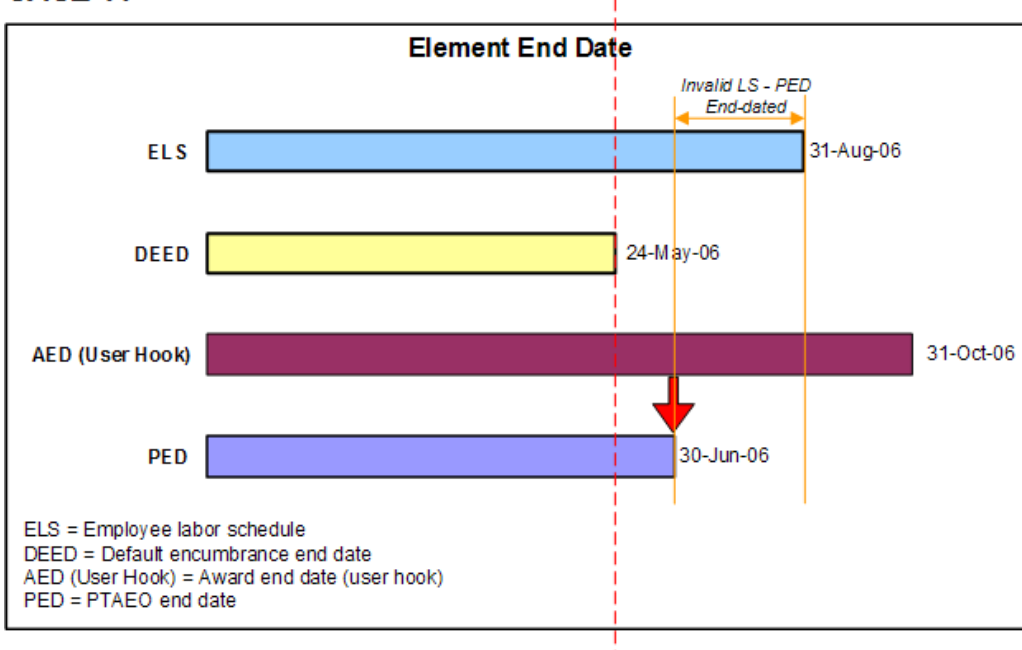
CASE 10



In the above example, the labor schedule after 15-Jan is invalid as the PTAE0 ends before the labor schedule's end date. Therefore, the application creates encumbrances

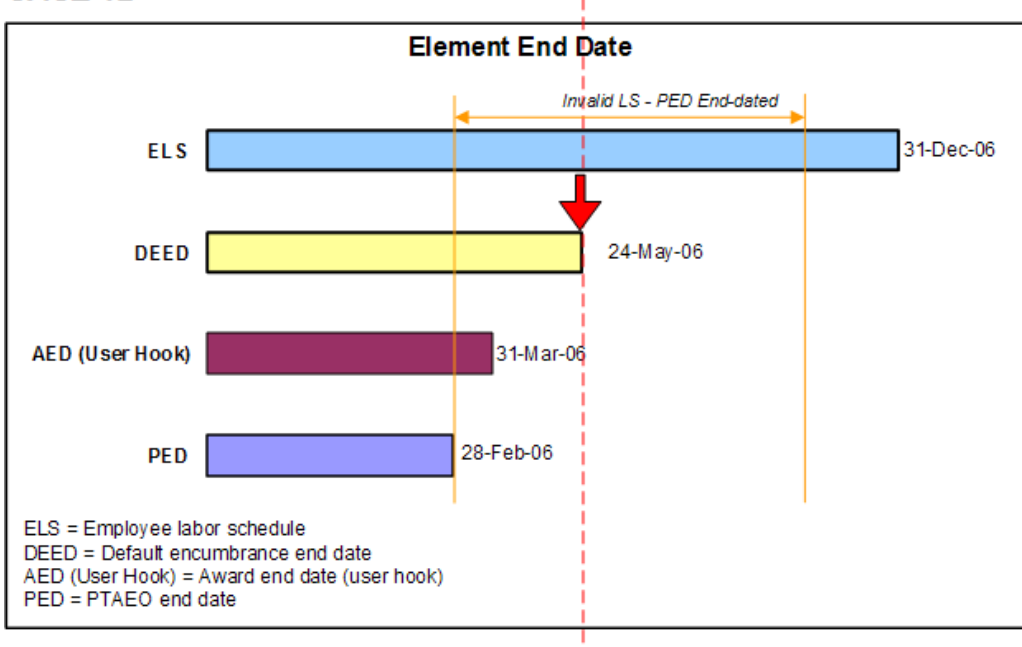
till the end of the PTAE0 end date, and posts the balance encumbrances (from 16-Jan to 30-Apr) to the suspense account. The application posts the balance encumbrance till the default encumbrance end date to the organization default labor schedule, or the organization default account, or suspense account.

CASE 11



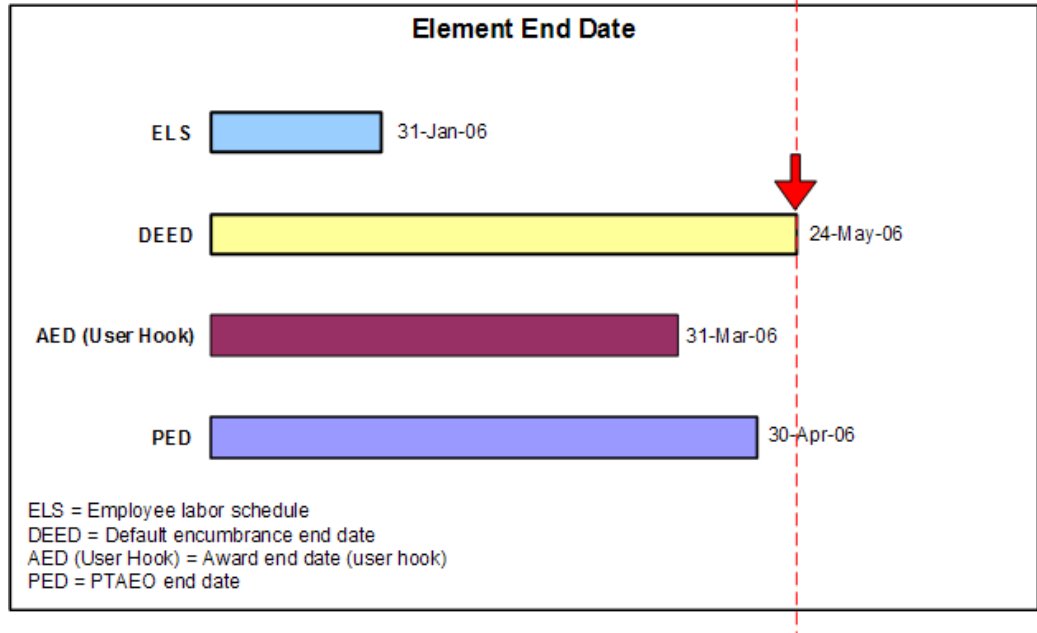
In the above example, the labor schedule after 30-Jun is invalid as the PTAE0 ends before the labor schedule's end date. Therefore, the application creates encumbrances till the PTAE0 end date.

CASE 12



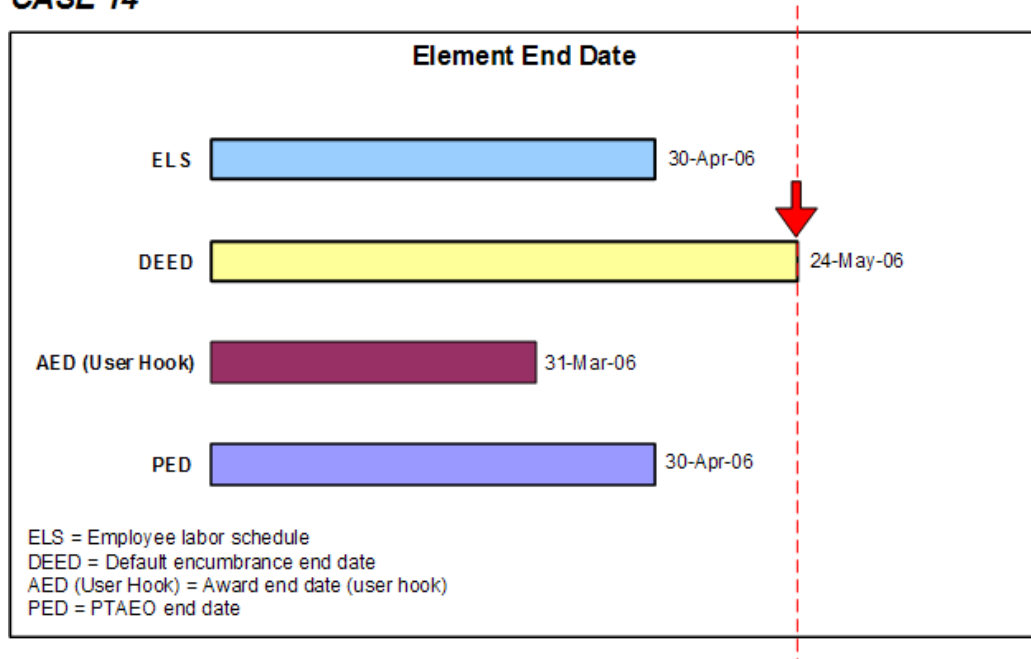
In the above example, the labor schedule after 28-Feb is invalid as the PTAE0 ends before the labor schedule's end date. Therefore, the application creates encumbrances till the PTAE0 end date. The application posts the balance encumbrances till the default encumbrance end date to the suspense account.

CASE 13



In the above example, the PTAE0 end date extends beyond the end date of the labor schedule. Therefore, the application creates encumbrances till the end of the PTAE0 end date according to the labor schedule. The application continues to encumber till the default encumbrance end date and posts encumbrances to the organization default labor schedule, or the organization default account, or the suspense account.

CASE 14



In the above example, the labor schedule extends beyond the award end date you specified using the user hook. Therefore, the application encumbers till the award end date and posts the balance encumbrances (from 1-Apr to 30-Apr) to the suspense account. The application then continues to encumber till the default encumbrance end date and posts encumbrances to the organization default labor schedule, or organization default account, or the suspense account.

Data Entry Validations Process

Overview

Data entry validations in Oracle Labor Distribution are performed on the following attributes:

- Oracle Projects charging instructions
- Oracle Grants Accounting charging instructions
- Oracle General Ledger code combinations

The purpose of data entry validation in Labor Distribution is as follows:

- to ensure that labor scheduled cannot be distributed more than 100% on any given day
- to prevent deletion of any schedule line whose begin and end dates overlap with the date of any distribution lines that are generated in the past

The validations that are performed for General Ledger code combinations are the same as those performed for other Oracle financial applications.

The validations that are performed for Projects and Grants Accounting charging instructions during the labor scheduling process are the same as those performed during the Create Distribution Lines process.

Data Entry Validations

Data Entry Validations consists of the following:

- Labor Scheduling Validation Rules, page D-2
- Labor Scheduling Setup Deletion Validation Rules, page D-2
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- Labor Scheduling Validation Warnings, page D-4
- Create Distribution Lines Validations, page D-4
- Other Validations, page D-4
- Custom Data Entry Validation, page D-5

Labor Scheduling Validation Rules

In the Labor Scheduling window, the following validation rules are applied:

- The expenditure item date used when validating the Grants Accounting charging instruction is the begin date from the schedule line.
- The message box displayed to the user indicates which particular entry failed validation.
- All entry failures are considered errors or warnings.
- If entry failures are considered errors, Labor Distribution does not allow the schedule line to be saved until a correction is entered and passes validation.
- If entry failures are considered warnings, corrective action is not required, and the schedule line can be saved without making corrections.

Labor Scheduling Setup Deletion Validation Rules

Labor scheduling rules for deletions are as follows:

- Element types can be deleted if the following conditions apply:
 - No payrolls for the element type dates exist.
 - No schedule lines for the element type dates exist.
 - No element groups are associated with the element type.
 - If a global element exists for this element type, the element type must exist in the PSP element types table at least once or more to maintain referential integrity.
- An element type can be deleted from an element group if there are no schedule lines for the dates of the associated element group.
- An element group can be deleted if there are no element types associated with it.
- A global element can be deleted if there are no payrolls for the dates of the global element.
- A default schedule can be deleted if there are no payrolls imported for the dates of the default schedule.
- A default account can be deleted if there are no payrolls imported for the default account dates.
- A suspense account can be deleted if there are no payrolls imported for the dates of the suspense account.

Labor Scheduling Setup End-Dating Validation Rules

Rules for end-dating apply to the following:

- element type
- element group
- global element
- default schedules
- default accounts
- suspense accounts

Element Type

End-dating rules for element types are as follows:

- An element type can be end-dated to the last payroll import date.
- An element type can be end-dated to the last schedule line date.
- An element type in an element group must be end-dated to make the element type active for at least one day.
- An element type's end date can be extended if it does not overlap with other instances of this element type.

Element Group

End-dating rules for element groups are as follows:

- An element group can be end-dated to the last payroll import date.
- An element group can be end-dated to the date of the element group's last schedule line.
- An element group can be end-dated so that each element type associated with it can be active for at least one day.
- An element group's end date can be extended if it does not overlap with other instances of this element group.

Global Element

End-dating rules for global elements are as follows:

- A global element can be end-dated to the last payroll date.
- A global element's end date can be extended if there are no payrolls for the extended period and if the global element does not overlap with other instances of this global element.

Default Schedules

End-dating rules for default schedules are as follows:

- A default schedule can be end-dated to the last payroll date.
- A default schedule's end date can be increased if there are no payrolls for the extended period and if the default schedule does not overlap with other instances of the default schedule organization.

Default Accounts

End-dating rules for default accounts are as follows:

- A default account can be end-dated to the last payroll date.
- A default account's end date can be increased if there are no payrolls for the extended period and if the default account does not overlap with other default accounts for this organization.

Suspense Accounts

End-dating rules for suspense accounts are as follows:

- A suspense account can be end-dated to the last payroll date.

- A suspense account's end date can be increased if there are no payrolls for the extended period and if the suspense account does not overlap with other suspense or global accounts for this organization.

Labor Scheduling Validation Errors

In the Labor Scheduling window, entry failures of many charging instructions or accounting flexfields are considered errors. Entry failure for charging instructions include the following:

- Project does not exist.
- Task does not exist for the project.
- Award does not exist.
- Expenditure Organization does not exist.
- Expenditure Type does not exist.
- General Ledger code combination does not exist.

Labor Scheduling Validation Warnings

In the Labor Scheduling window, the following entry failures are considered warnings:

- Project is not active for schedule line begin date.
- Task is not active for schedule line begin date.
- Award is not linked to the Project via an installment.
- A new schedule line is entered which has a begin-date that includes a payroll that has already been distributed.

Create Distribution Lines Validations

During the Create Distribution Lines process, all entry failures are considered errors. All charging account entry failures are posted to the organizational suspense account.

Other Validations

Other data entry validations include the following:

- End date can be changed if it is greater than the last payroll process date and can be changed to a date greater than the payroll process date.
- Begin date can be changed if it is greater than the last payroll process date and can be changed to a date greater than the payroll process date.
- New schedule lines can be created with a begin date that is greater than the last payroll process date.
- Percentages cannot be changed on any schedule line if the schedule line has already been used in any payroll distribution.

Note: Users can change the end date and create a new record.

- The end date of the most recent Oracle Payroll, Quick Pay or non-Oracle payroll imported into Oracle Labor Distribution is checked by Labor Distribution. Schedules

can only be adjusted for dates after the end date of the last processed payroll for the selected employee assignment, assuming that the employee assignment was included in the payroll import.

If Oracle Payroll, Quick Pay, or a non-Oracle payroll is imported into Labor Distribution for a payroll period for employee assignments, the schedules of these employee assignments are locked from update for any date within that payroll period. Users can update the schedules of employee assignments not included in that payroll import.

Custom Data Entry Validation

Users can define and program additional validation rules for the labor scheduling process that meet the needs of their unique business requirements.

Effort Calculation Process

Definition

The underlying concept of effort calculation is that effort equals the percentage of pay distributed.

Process

The following steps illustrate the effort calculation process:

1. Determine the individual's meeting coverage criteria for the given effort reporting period.
2. Summarize all distribution lines, including transfers, where elements are not excluded from the element set selected in the effort report template and where begin and end dates fall completely within the effort reporting period.
3. Calculate the effort base for an individual employee by summing the total applicable distributions.
4. Calculate effort percentages by summing for each individual employee the applicable distributions for each summarization criteria defined in the effort report template.

Examples

The following examples provide clarification of the effort calculation process.

Doctor Jane Doe Smith has one assignment, Principal Investigator. Her annual salary was \$60,000 (\$5,000 per month) starting January 1, 1999. Her annual salary was increased to \$72,000 on April 16, 1999 (\$5,500 for the month of April).

Table 1, page E-1 shows Dr. Smith's schedule.

Dr. Smith's Schedule

Project	Date Range	Percentage of Time
89 AC Cardiology	01-Jan-1999 to 31-Mar-1999	100%
756 Study	01-Apr-1999 to 20-Apr-1999	50%
912 NIH Ca	01-Apr-1999 to 15-Apr-1999	50%
3784 NSF S	16-Apr-1999 to 30-Apr-1999	50%

Dr. Smith was paid as follows:

- \$5,000.00 per month for January through March
- \$2,500.00 for 1 - 15 April
- \$3,000.00 for 16 - 30 April

Table 2, page E-2 shows Dr. Smith's actual distributions.

Dr. Smith's Actual Distributions

Project	Date Range	Actual Distributions
89 AC Cardiology	01-Jan-1999 to 31-Mar-1999	\$15,000.00
756 Study	01-Apr-1999 to 20-Apr-1999	\$1,659.09
912 NIH Ca	01-Apr-1999 to 15-Apr-1999	\$1,250.00
Note: Project 3784 NSF was invalid at the time of distribution; suspense account posting is driven by user setup options.		
Cardiology Suspense	21-Apr-1999 to 30-Apr-1999	\$1,090.91
Total		\$20,500.00

Before any distribution adjustment, Dr. Smith's effort is calculated for the period of February 1 through April 30 as shown in Table 3, page E-2.

Dr. Smith's Effort

Project	Amount/Percentage
89 AC Cardiology	\$10,000.00/\$15,500.00 = 64.52%
756 Study	\$1,659.09/\$15,500.00 = 10.70%
912 NIH Ca	\$1,250.00/\$15,500.00 = 8.06%
Note: Project 3784 NSF was invalid at the time of distribution; suspense account posting is driven by setup options.	
Total	100%

Distribution Adjustments Approval Notification Workflow Process

Overview

Labor Distribution uses Oracle Workflow to define and implement the distribution adjustments approval process.

Workflow features include the following:

- Oracle Workflow Builder, a graphical tool that allows users to create business process definitions
- Workflow Engine, which implements process definitions at runtime
- Notification System, which sends notifications and processes responses in a workflow

Workflow functionality in Labor Distribution automatically routes distribution adjustments approval notifications throughout the organization and delivers electronic notifications to users regarding distribution adjustments that require their attention or processes that are completed.

Use Oracle Workflow Builder to customize workflows or to create new workflows. For information on Workflow, see Overview of Oracle Workflow for Developers, *Oracle Workflow Developer's Guide*.

The PSP Distribution Adjustments Approval Item Type

Several Workflow attributes are associated with the PSP Distribution Adjustments Approval item type that reference information in the application tables. The attributes are used and maintained by function activities as well as notification activities throughout the process.

Table 1, page F-2 describes the attributes associated with PSP Distribution Adjustments Approval.

Attributes Associated with the PSP Distribution Adjustments Approval Item Type

Display Name	Description	Type	Length/Format/ Lookup Type
Batch Name		Text	
Employee Person ID		Number	
Employee Display Name		Text	240
Assignment		Text	
Element		Text	
Begin Date		Date	
End Date		Date	
Distribution Adjustment	form	Form	
Creator UserName		Text	100
Creator Display Name		Text	240
Approver UserName		Text	100
Approver Display Name		Text	240
Note		Text	
Time Out	time out for approver to approve		

Distribution Adjustments Approval Workflow Diagram

Figure 1, page F-3 shows the distribution adjustments approval nodes as described in the accompanying text.

This section describes the Distribution Adjustments Approval Workflow process.

Table 2, page F-3 describes a standard function activity that marks the start of the Distribution Adjustments Approval process.

Function	Result Type	Prerequisite Activities
WF_STANDARD.NOOP	None	None

Table 3, page F-4 describes a function activity that checks to see whether an approver is required for the distribution adjustment. The system default is No. To customize this activity, use the PL/SQL stored procedure PSP_WF_ADJ_CUSTOM.OMIT_APPROVAL_CUSTOM.

Omit Approval (Node 2)

Function	Result Type	Prerequisite Activities
PSP_WF_ADJ_PKG.OMIT_APPROVAL	Yes/No	Start

Select Approver (Node 3)

Table 4, page F-4 describes a function activity that searches for the approver if an approver for the distribution adjustment is required. To customize this activity, use the PL/SQL stored procedure PSP_WF_ADJ_CUSTOM.SELECT_APPROVER_CUSTOM.

Select Approver (Node 3)

Function	Result Type	Prerequisite Activities
PSP_WF_ADJ_PKG.SELECT_APPROVER	Found/Not Found or Notify Creator: Returned with Comments or Notify Creator: No Response	Omit Approval

Notify Approver: Approval Required (Node 4)

Table 5, page F-4 describes an activity, which notifies the approver that approval for a distribution adjustment is required.

Notify Approver: Approval Required (Node 4)

Message	Result Type	Prerequisite Activities
To Approver: Approval Required	Approval	Select Approver

Get Final Approver [Approved] (Node 5)

Table 6, page F-4 describes a function activity, which searches for the final approver's name if the distribution adjustment is approved.

Get Final Approver [Approved] (Node 5)

Function	Result Type	Prerequisite Activities
PSP_WF_ADJ_PKG.GET_APPROVAL_RESPONDER	None	Notify Approver: Approval Required

Record Approver (Node 6)

Table 7, page F-5 describes a function activity that updates the database to approved with the approver identifier.

Record Approver (Node 6)

Function	Result Type	Prerequisite Activities
PSP_WF_ADJ_PKG.RECORD_APPROVER	None	Get Final Approver

Notify Creator: Approved (Node 7)

Table 8, page F-5 describes an activity, which notifies the creator that the distribution adjustment is approved.

Notify Creator: Approved (Node 7)

Message	Result Type	Prerequisite Activities
To Creator: Approved	None	Record Approver

End (Node 8)

Table 9, page F-5 describes a function activity, which marks the end of the process.

End (Node 8)

Function	Result Type	Prerequisite Activities
WF_STANDARD.NOOP	None	Notify Creator: Approved

Record Creator as Approver (Node 9)

Table 10, page F-5 describes a function activity, which updates the distribution adjustment status in the database to approved with the creator as the approver identifier if the approval process is omitted. To customize this activity, use the PL/SQL stored procedure PSP_WF_CUSTOM.RECORD_CREATOR_CUSTOM.

Record Creator as Approver (Node 9)

Function	Result Type	Prerequisite Activities
PSP_WF_ADJ_PKG.RECORD_CREATOR	None	Omit Approval

Notify Creator: No Approval Required (Node 10)

Table 11, page F-6 describes an activity, which notifies the distribution adjustment creator that no approval is required for the adjustment.

Notify Creator: No Approval Required (Node 10)

Function	Result Type	Prerequisite Activities
To Creator: No Approval Required	None	Record Creator as Approver

End (Node 11)

Table 12, page F-6 describes a function activity that marks the end of the process.

End (Node 11)

Function	Result Type	Prerequisite Activities
WF_STANDARD.NOOP	None	Notify Creator: No Approval Required

Notify Creator: No Approver Found (Node 12)

Table 13, page F-6 describes an activity, which notifies the creator that no approver was found.

Notify Creator: No Approver Found (Node 12)

Message	Result Type	Prerequisite Activities
To Creator: No Approver Found	Decision	Select Approver

Undo Distribution Adjustment (Node 13)

Table 14, page F-6 describes a function activity, which reverts distribution adjustments to their original state.

Undo Distribution Adjustment (Node 13)

Function	Result Type	Prerequisite Activities
PSP_WF_ADJ_PKG.UNDO_DISTRIBUTION_ADJUSTMENT	None	Notify Creator: No Approver Found

End (Node 14)

Table 15, page F-6 describes a function activity that marks the end of the process.

End (Node 14)

Function	Result Type	Prerequisite Activities
WF_STANDARD.NOOP	None	Undo Distribution Adjustment

Notify Creator: No Response [Timeout] (Node 15)

Table 16, page F-7 describes an activity, which notifies the distribution adjustment creator that there is no response to the distribution adjustment notification if the adjustment is not approved, rejected, or returned with comments within a specified period of time. The measure of time is in days and the default value is 0, which means no timeout.

Notify Creator: No Response [Timeout] (Node 15)

Message	Result Type	Prerequisite Activities
To Creator: No Response	Decision	Notify Approver: Approval Required

Undo Distribution Adjustment (Node 16)

Table 17, page F-7 describes a function activity, which reverts distribution adjustment to its original state.

Undo Distribution Adjustment (Node 16)

Function	Result Type	Prerequisite Activities
PSP_WF_ADJ_PKG.UNDO_DISTRIBUTION_ADJUSTMENT	None	Notify Creator: No Response

End (Node 17)

Table 18, page F-7 describes a function activity that marks the end of the process.

End (Node 17)

Function	Result Type	Prerequisite Activities
WF_STANDARD.NOOP	None	Undo Distribution Adjustment

Get Final Approver [Return with Comments] (Node 18)

Table 19, page F-7 describes a function activity, which searches for the final approver if the distribution adjustment is returned with comments.

Get Final Approver [Return with Comments] (Node 18)

Function	Result Type	Prerequisite Activities
PSP_WF_ADJ_PKG.GET_APPROVAL_RESPONDER	None	Notify Approver: Approval Required

Notify Creator: Returned with Comments (Node 19)

Table 20, page F-8 describes an activity, which notifies the creator that the distribution adjustment is returned with comments.

Notify Creator: Returned with Comments (Node 19)

Message	Result Type	Prerequisite Activities
To Creator: Returned with Comments	Decision	Get Final Approver

Undo Distribution Adjustment (Node 20)

Table 21, page F-8 describes a function activity, which reverts distribution adjustment to its original state.

Undo Distribution Adjustment (Node 20)

Function	Result Type	Prerequisite Activities
PSP_WF_ADJ_PKG.UNDO_DISTRIBUTION_ADJUSTMENT	None	Notify Creator: Returned with Comments

End (Node 21)

Table 22, page F-8 describes a function activity that marks the end of the process.

End (Node 21)

Function	Result Type	Prerequisite Activities
WF_STANDARD.NOOP	None	Undo Distribution Adjustment

Get Final Approver [Rejected] (Node 22)

Table 23, page F-8 describes a function activity, which searches for the final approver if a distribution adjustment is rejected.

Get Final Approver [Rejected] (Node 22)

Function	Result Type	Prerequisite Activities
PSP_WF_ADJ_PKG.GET_APPROVAL_RESPONDER	None	Notify Approver: Approval Required

Notify Creator: Rejected (Node 23)

Table 24, page F-8 describes an activity, which notifies the distribution adjustment creator that the distribution adjustment is rejected.

Notify Creator: Rejected (Node 23)

Message	Result Type	Prerequisite Activities
To Creator: Rejected	None	Get Final Approver

Undo Distribution Adjustment (Node 24)

Table 25, page F-9 describes a function activity, which reverts distribution adjustments to its original state.

Undo Distribution Adjustment (Node 24)

Function	Result Type	Prerequisite Activities
PSP_WF_ADJ_PKG.UNDO_DISTRIBUTION_ADJUSTMENT	None	Get Final Approver

And (Node 25)

Table 26, page F-9 describes a function activity that completes when the Notify Creator: Rejected and the Undo Distribution Adjustment branches converge.

And (Node 25)

Function	Result Type	Prerequisite Activities
WF_STANDARD.AND JOIN	None	Notify Creator: Rejected and Undo Distribution Adjustment

End (Node 26)

Table 27, page F-9 describes a function activity that marks the end of the process.

End (Node 26)

Function	Result Type	Prerequisite Activities
WF_STANDARD.NOOP	None	Notify Creator: Rejected and Undo Distribution Adjustment

Customizing Distribution Adjustments Approval Workflow Process

This section describes how the Distribution Adjustments Approval Workflow process can be customized.

Required Modifications

No modifications are required to run the Distribution Adjustments Approval Workflow process.

Optional Customizations

Users can perform the following tasks relative to optional customizations:

- Users can create new messages. Messages are used for notification activities in the workflow process.
- Users can create new notifications and notification activities and can modify the workflow process to accommodate these new activities.

- Users can omit the approval step in the Distribution Adjustments Approval Workflow process.
 - If organizations elect to omit the approval step, no Oracle Workflow notification is sent requesting distribution adjustment approval, but users must set `p_omit_approval` to Y in procedure `PSP_WF_ADJ_CUSTOM.OMIT_APPROVAL_CUSTOM`, which is in file `PSPWFACB.pls`.
 - When the distribution adjustment creator is the same person as the distribution adjustment approver, no Oracle Workflow notification is sent to the approver. When this circumstance applies, users must write code in the `PSP_WF_ADJ_CUSTOM.OMIT_APPROVAL_CUSTOM` function to omit the approval process.

Labor Distribution Navigation Paths

Navigation

Table 1, page G-1 shows the navigation path for each window in Labor Distribution.

Navigation Paths

Window	Navigation Path
Auto-Fill Expenditure Types	Setup > Auto-Population > Expenditure Type
Auto-Fill Natural Account	Setup > Auto-Population > Natural Account
Auto-Population Segment Definition	Setup > Auto-Population > Segment Setup
Begin Date Auto-fill Parameters	Setup > Auto-fill Begin Date
Bypass Expenditure Types	Setup > Auto-Population > Bypass Expenditure Type
Bypass Natural Account	Setup > Auto-Population - Bypass Natural Account
Clearing Account Setup	Setup > Clearing Account
Create and Run Effort Reports	Effort Reporting > Configure and Run Effort Report Templates
Default Account Report - Input Parameters	Distribution Reports > Default Account Report
Define Rule	Setup > Auto-Population - Expenditure Type Click Define Rule or Setup > Auto-Population > Natural Account Click Define Rule
Distribution Adjustments	Distribution Adjustments
Distribution History by Award - Input Parameters	Distribution Reports > Distribution History by Award
Distribution History by Organization - Input Parameters	Distribution Reports > Distribution History by Org.
Distribution History by Project - Input Parameters	Distribution Reports > Distribution History by Project
Elements Groups	Setup > Element Groups
Elements Imported	Setup > Element Types

Window	Navigation Path
Employee Labor Schedules Report - Input Parameters	Scheduling Reports > Employee Labor Schedule Report
Employees Using Default Labor Schedules - Input Parameters	Scheduling Reports > Emp using Default Schedules
Encumbrance - Creation Options for GL	Labor Encumbrance > Creation Options for GL
Encumbrance - Default Encumbrance End Date	Labor Encumbrance > Default End Date
Encumbrance - Element Selection	Labor Encumbrance > Element Selection
Encumbrance History by Organization	Labor Encumbrance > Encumbrance History by Org
Encumbrance - Payroll and Assignment Selection	Labor Encumbrance > Payroll Selection
End Date Auto-fill Parameters	Setup > Auto-fill End Date
Global Element Override	Setup > Global Elements
Labor Scheduling	Labor Schedules
Lookups (Auto Lookups)	Setup > Auto-Population > Lookups Table
Maintain Non-Oracle Payroll Sublines	Payroll Interface > Non-Oracle Sublines
Maintain Pre-generated Distribution Lines	Payroll Interface > Pre-Gen Distribution Lines
Mass Print Effort Reports	Effort Reporting > Mass Print Effort Report
Monthly Schedule Summary	Labor Schedules Click Schedule Lines Click Monthly Summary
Organization Default Accounts	Setup > Organization Default Accounts
Organization Default Labor Schedule	Setup > Org. Default Labor Schedules
Organization Default Labor Schedule Report - Input Parameters	Scheduling Reports > Org Default Labor Schedule Report
Organization Suspense Accounts	Setup > Organization Suspense Accounts
Payroll Period Schedule Summary	Labor Schedules Click Schedule Lines Click Payroll Period
Payroll Sources	Setup > Payroll Sources
Reorder	Setup > Auto-Population > Expenditure Type Click Re-Order or Setup > Auto-Population > Natural Account Click Re-Order
Schedule Lines	Labor Schedules Click Schedule Lines

Window	Navigation Path
Schedule Summary	Labor Schedules Click Schedule Lines Click Schedule Summary
Suspense Account Report - Input Parameters	Distribution Reports > Suspense Account Report
Worklist	Workflow > Workflow User > Worklist
Salary Cap	Setup > Salary Cap
Parameter Set	Setup > Parameter Set
Configuration Values	Setup > Configuration Values

Distribution and Configuration Options

Overview

The purpose of this appendix is to provide an understanding of how scheduling elements are used in the payroll distribution process to configure labor schedules.

Payroll Distribution Process

The Payroll Distribution Process illustrates the interaction of the organization level default labor schedule, organization default accounts, and organization suspense account during distribution in the labor schedule hierarchy.

For a specific payroll run that has been exported to Oracle Labor Distribution and for every payroll line that includes a single employee, assignment, and element, Labor Distribution performs the following steps:

1. Identifies the Oracle Grants Accounting charging instruction or Oracle General Ledger account that determines labor distribution by using the labor schedule hierarchy.

Labor Distribution begins searching for a labor schedule at the lower level of the hierarchy and moves upward until it finds a labor schedule or account.

At the lower three levels of the scheduling hierarchy, Element Type, Element Group, and Assignment, labor schedules are defined for the employee assignment.

At the upper three levels of the scheduling hierarchy, Organization Default, Organization Default Account, and Suspense Account, labor schedules are defined at the human resources organization level for that employee assignment.

2. Identifies and corrects incomplete labor schedules.

If a labor schedule is identified, Labor Distribution checks if the schedule distributes 100% of the element for the entire payroll period. If not, Labor Distribution adds a Grants Accounting suspense account charging instruction or a General Ledger suspense account to the labor schedule based on the Hierarchy for Balances on Incomplete Labor Schedules illustrated in Figure C - 1. This additional line includes valid dates equal to the times when the labor schedule distribution does not equal 100%.

Only one suspense account, either a Grants Accounting suspense account or a General Ledger suspense account, can be set up for an organization.

3. Replaces Invalid, Closed, or Inactive charging instructions.

For every Grants Accounting charging instruction and General Ledger account line in the labor schedule, Labor Distribution checks if it is still valid. If the charging instruction or account is invalid, Labor Distribution replaces it with a Grants Accounting suspense account charging instruction or a General Ledger suspense account as illustrated in Figure 1, page H-3.

Only one suspense account, either a Grants Accounting suspense account or a General Ledger suspense account, can be set up for an organization.

4. Distributes the Element.

Configuration Options

The diagrams in this section illustrate how the scheduling hierarchy process works based on the site implementation of the following configuration options:

- Organization Level Default Labor Schedule for All Employees or Assignments
- Organization Level Default Accounts

The diagrams are explained in the previous section, Payroll Distribution Process, page H-1.

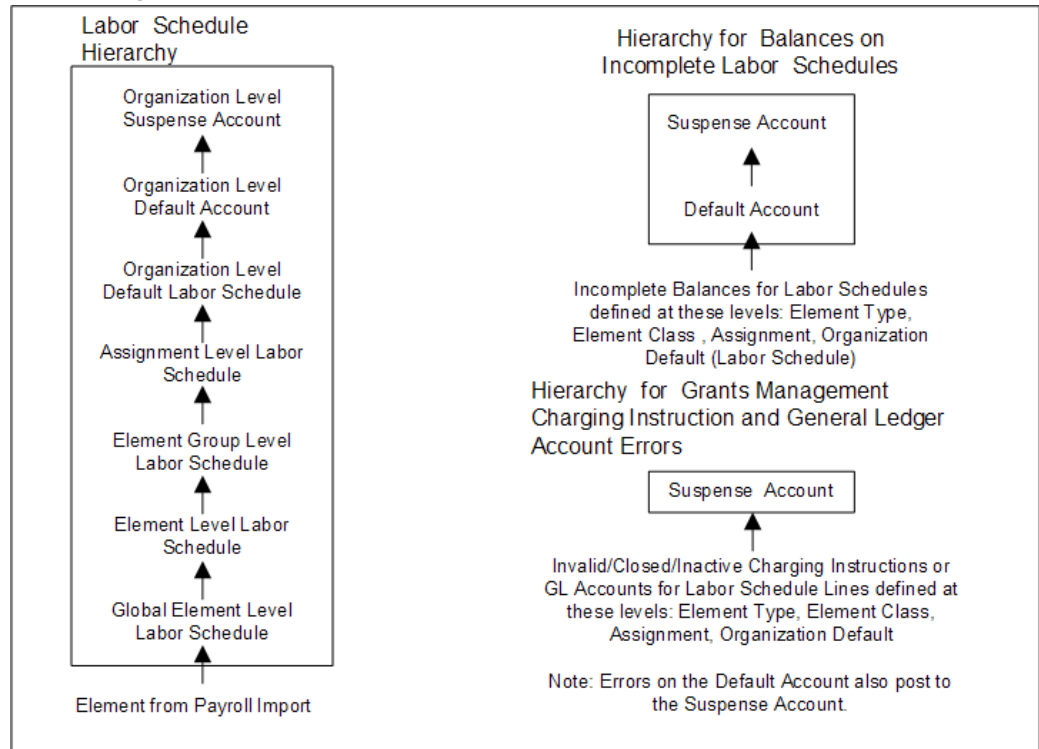
Case 1 Diagram

Figure 1, page H-3 illustrates how the Scheduling Hierarchy works with the following configuration setting:

Enable: Organization Level Default Labor Schedule for All Employees or Assignments

Enable: Organization Level Default Accounts

Case 1 Diagram



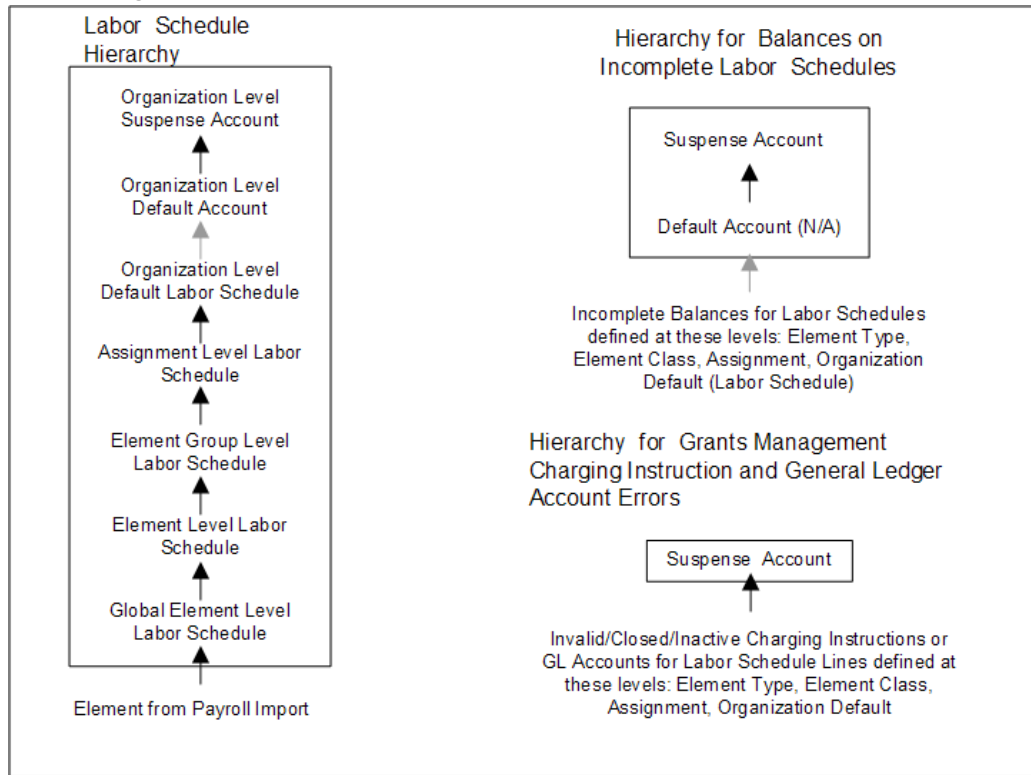
Case 2 Diagram

Figure 2, page H-4 illustrates how the Scheduling Hierarchy works with the following configuration setting:

Enable: Organization Level Default Labor Schedule for All Employees or Assignments

Disable: Organization Level Default Accounts; indicated in *italics*

Case 2 Diagram



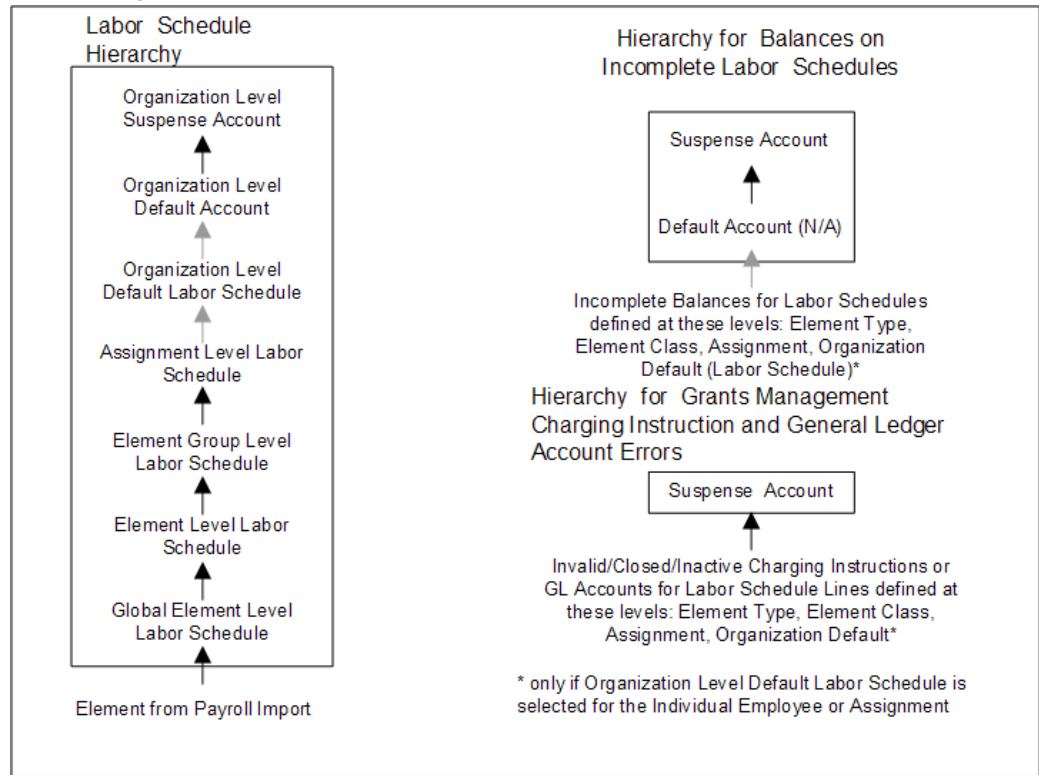
Case 3 Diagram

Figure 3, page H-5 illustrates how the Scheduling Hierarchy works with the following configuration setting:

Disable: Organization Level Default Labor Schedule for All Employees or Assignments

Disable: Organization Level Default Accounts; indicated in *italics*

Case 3 Diagram



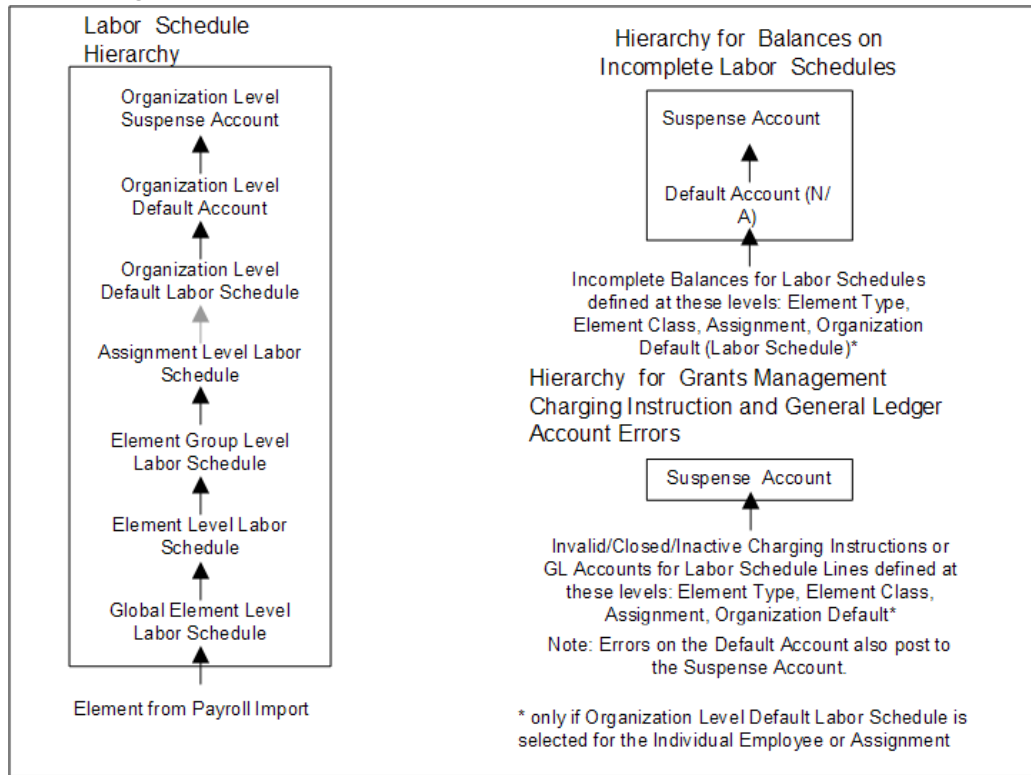
Case 4 Diagram

Figure 4, page H-6 illustrates how the Scheduling Hierarchy works with the following configuration setting:

Disable: Organization Level Default Labor Schedule for All Employees or Assignments

Enable: Organization Level Default Accounts; indicated in italics

Case 4 Diagram



Labor Distribution Accounting Example

Definition

The purpose of this appendix is to provide an understanding of balancing journal entries that are created during payroll, labor distribution, and grants processing.

Payroll Balancing Overview

In Oracle Human Resources, there is a hierarchy for payroll costing. Labor costs can be assigned at the following levels with payroll at the highest level:

- payroll
- element link
- organization
- assignment
- element entry

In Human Resources and Payroll, each element is linked to a payroll using the Cost Allocation flexfield segments. Each element and payroll combination is costed using the payroll costing hierarchy, with the balancing account being an appropriate liability or cash account defined in the Element Link window.

Entries made at the lower levels override entries at higher levels.

For information on labor costs, see The Oracle HRMS Cost Allocation Key Flexfield Example, *Oracle HRMS Enterprise and Workforce Management Guide*.

Labor Costing Example

The labor costing example includes the following parts:

- labor costing
- distribution adjustments

In the labor costing example, payroll is run and costed for two employees. These payroll costs are distributed to Oracle Grants Accounting and Oracle General Ledger. These costs are then adjusted using Labor Distribution.

In this example, the balancing account is payroll liability.

Labor Costing

The following examples illustrate labor costing.

1. Two employees are on the monthly payroll at Oracle University. They are John Smith with a monthly salary of \$2,400 and Mary Marshall with a monthly salary of \$3,600. The one element is Regular Salary.

Total payroll costs are \$6,000 for the current month. These costs are processed and costed from Payroll to General Ledger as shown in Table 1, page I-2.

Example of Labor Costing

Account	Total Payroll Costs	Debit/Credit
Payroll Clearing (00.000.1500)	\$6,000	Debit
Payroll Liability (00.000.2100)	\$6,000	Credit

2. Labor schedules are established at the employee assignment level for each employee in Labor Distribution.

Table 2, page I-2 shows schedule lines for John Smith.

Schedule Lines for John Smith

Charging Instructions	Labor Schedule
GL Account 10.200.6010	20%
OGM DOD Project	80%

Table 3, page I-2 shows schedule lines for Mary Marshall.

Schedule Lines for Mary Marshall

Charging Instructions	Labor Schedule
GL Account 10.300.6010	40%
OGM NSF Project	60%

3. Through Labor Distribution, current payroll is matched with schedule lines for each employee. Table 4, page I-2 shows the distribution lines created.

Distribution Lines Created for John Smith and Mary Marshall

Employee	Charging Instructions	Distribution Amount
John Smith	GL 10.200.6010	\$480
John Smith	DOD Project	\$1,920
Mary Marshall	GL 10.300.6010	\$1,440
Mary Marshall	NSF Project	\$2,160

4. Labor Distribution summarizes and transfers distribution lines to the appropriate General Ledger accounts and Grants Accounting projects. Table 5, page I-3 shows the journal entries created by the General Ledger journal.

Journal Entries Created by the General Ledger Journal

Journal Entries	Amount	Debit/Credit
GL 10.200.6010	\$480	Debit
GL 10.300.6010	\$1,440	Debit
Payroll Clearing	\$1,920	Credit

Table 6, page I-3 shows the labor distribution transactions that Grants Accounting imports.

Labor Distribution Transactions Imported by Grants Accounting

Grants Accounting Project	Amount
DOD Project	\$1,920
NSF Project	\$2,160

5. In Grants Accounting, concurrent processes are initiated to transfer labor costs to General Ledger. Table 7, page I-3 shows the journal entries created according to the AutoAccounting setup in Grants Accounting after the concurrent processes complete.

Journal Entries Created According to the AutoAccounting Setup in Grants Accounting

Account	Amount	Debit/Credit
GL 20.000.6000	\$4,080	Debit
Payroll Clearing	\$4,080	Credit

Note: The AutoAccounting setup in Grants Accounting must include an appropriate payroll clearing account. If it is important that the payroll clearing account net to zero, then the AutoAccounting setup in Grants Accounting must generate the same payroll clearing account as defined in Labor Distribution. This labor costing example assumes that this is true.

For information on defining auto accounting, see *How to Use AutoAccounting, Oracle® Public Sector Financials User's Guide*.

6. Table 8, page I-4 shows the entries for each General Ledger account. After all processes and steps are complete, the payroll clearing has a zero balance and appropriate General Ledger accounts show debit balances for labor expenditures.

General Ledger Journal Account Entries for Labor Costing

Account	Example Number	Debit	Credit
00.000.1500, Payroll Clearing	1.	\$6,000	
	4.		\$1,920
	5.		\$4,080
00.000.2100, Payroll Liability	1.		\$6,000
10.200.6010, General Fund.Engineering.Salary	4.	\$480	
10.300.6010, General Fund.Cardiology.Salary	4.	\$1,440	
20.000.6000, Restricted Fund.General.Salary	5.	\$4,080	

Distribution Adjustments

The logic for distribution adjustments is the same as that of regular Labor Distribution transactions.

The following examples illustrate distribution adjustments in the labor costing example.

1. After the payroll was distributed, it was determined that only 50% of John Smith's time should have been charged to the DOD project instead of 80%. The other 30% should be charged to the General Fund.Engineering.Salary account, 10.200.6010.

After adjusting the distribution in the Distribution Adjustments window, the entries in the Adjusted Distributions region of the Distribution Adjustments window are as shown in Table 9, page I-4, with the calculations shown in parentheses.

Entries in the Adjusted Distributions Region of the Distribution Adjustments Window

Charging Instructions	Amount	Calculations
DOD Project	-\$1,920	
DOD Project	\$1,200	(\$2,400 x 50%)
GL 10.200.6010	\$720	(\$2,400 X 30%)
Unaccounted Balance	\$0.00	

2. After the distribution adjustment is entered and approved, Labor Distribution creates General Ledger journal entries as shown in Table 10, page I-5.

General Ledger Journal Entries

Account	Amount	Debit/Credit
GL 10.200.6010	\$720	Debit
Payroll Clearing	\$720	Credit

After the distribution adjustment is entered and approved, the Grants Accounting import is created as shown in Table 11, page I-5.

Grants Accounting Import

Project	Amount
DOD Project	-\$1,920
DOD Project	\$1,200

The Grants Accounting transfer to General Ledger process creates the import and posting entries shown in Table 12, page I-5 using AutoAccounting.

Import and Posting Entries Using AutoAccounting

Account	Amount	Debit/Credit
Payroll Clearing	-\$720	Credit
GL 20.000.6000 for DOD Project	-\$720	Debit (1,200-1,900)

3. Table 13, page I-6 shows the entries for each General Ledger account transaction. Labor Distribution processes all adjustments as positive or negative debits and the clearing account as positive or negative credits.

General Ledger Journal Account Entries for Distribution Adjustments, John Smith

Account	Example Number	Debit	Credit
00.000.1500, Payroll Clearing	1.	\$6,000	
	4.		\$1,920
	5.		\$4,080
	7.		\$720
	8.		-\$720
00.000.2100, Payroll Liability	1.		\$6,000
10.200.6010, General Fund.Engineering. Salary	4.	\$480	
	7.	\$720	
10.300.6010, General Fund.Cardiology. Salary	4.	\$1,440	
20.000.6000, Restricted Fund. General.Salary	5.	\$4,080	
	8.	-\$720	

4. After the payroll was distributed, it was determined that Mary Marshall should have only 10% of her time charged to the General Fund in General Ledger instead of 40%. The other 30% should be charged to the NSF Project.

After adjusting the distribution in the Distribution Adjustments window, the entries in the Adjusted Distributions region of the Distribution Adjustments window are as shown in Table 14, page I-6, with the calculations shown in parentheses.

Entries in the Adjusted Distributions Region of the Distribution Adjustments Window

Charging Instructions	Amount	Calculations
GL 10.300.6010	-\$1,440	
NSF Project	\$1,080	(\$3,600 x 30%)
GL 10.300.6010	\$360	(\$3,600 x 10%)
Unaccounted Balance	\$0.00	

5. After the distribution adjustment is entered and approved, Labor Distribution creates General Ledger journal entries as shown in Table 15, page I-7.

General Ledger Journal Entries

Account	Amount	Debit/Credit
GL 10.300.6010	-\$1,080	Debit
Payroll Clearing	-\$1,080	Credit

The Grants Accounting import is created as shown in Table 16, page I-7.

Grants Accounting Import

Project	Amount
DOD Project	\$1,080

The Grants Accounting transfer to General Ledger creates import and posting entries using AutoAccounting as shown in Table 17, page I-7.

Import and Posting Entries Using AutoAccounting

Account	Amount	Debit/Credit
Payroll Clearing	\$1,080	Credit
GL 20.000.6000 (for DOD Project)	\$1,080	Debit

6. Table 18, page I-8 shows the entries for each General Ledger account transaction. Labor Distribution processes all adjustments as positive or negative debits and the clearing account as positive or negative credits.

General Ledger Journal Account Entries for Distribution Adjustments, Mary Marshall

Account	Example Number	Debit	Credit
00.000.1500, Payroll Clearing	1.	\$6,000	
	4.		\$1,920
	5.		\$4,080
	7.		\$720
	8.		-\$720
	10.		-\$1,080
	11.		\$1,080
00.000.2100, Payroll Liability	1.		\$6,000
10.200.6010, General Fund. Engineering.Salary	4.	\$480	
	7.	\$720	
10.300.6010, General Fund. Cardiology.Salary	4.	\$1,440	
	10.	-\$1,080	
20.000.6000, Restricted Fund.General.Salary	5.	\$4,080	
	8.	-\$720	
	11.	1,080	

Non-Oracle Payroll Interface Table

Non-Oracle Interface Table Field Description Table

The interface table that contains data for sublines from non-Oracle sources is the PSP_PAYROLL_INTERFACE table. Table 1, page J-1 describes the various fields in this table and their data types.

Non-Oracle Interface Table Field Description Table

NAME	NULL?	DATA TYPE
PAYROLL_INTERFACE_ID	NOT NULL	NUMBER(10)
PAYROLL_ID	NOT NULL	NUMBER(9)
PAYROLL_PERIOD_ID	NOT NULL	NUMBER(9)
PERSON_ID	NOT NULL	NUMBER(9)
ASSIGNMENT_ID	NOT NULL	NUMBER(9)
ELEMENT_TYPE_ID	NOT NULL	NUMBER(9)
PAY_AMOUNT	NOT NULL	NUMBER
EARNED_DATE		DATE
CHECK_DATE		DATE
EFFECTIVE_DATE	NOT NULL	DATE
PAYROLL_SOURCE_CODE	NOT NULL	VARCHAR2(30)
FTE		NUMBER
REASON_CODE		VARCHAR2(30)
SUB_LINE_START_DATE	NOT NULL	DATE
SUB_LINE_END_DATE	NOT NULL	DATE
DAILY_RATE	NOT NULL	NUMBER
SALARY_USED	NOT NULL	NUMBER
DR_CR_FLAG	NOT NULL	VARCHAR2(1)
STATUS_CODE	NOT NULL	VARCHAR2(1)

NAME	NULL?	DATA TYPE
BATCH_NAME	NOT NULL	VARCHAR2(30)
ERROR_CODE		VARCHAR2(30)
LAST_UPDATE_DATE	NOT NULL	DATE
LAST_UPDATED_BY	NOT NULL	NUMBER(15)
LAST_UPDATE_LOGIN	NOT NULL	NUMBER(15)
CREATED_BY	NOT NULL	NUMBER(15)
CREATION_DATE	NOT NULL	DATE
GL_POSTING_OVERRIDE_DATE		DATE
GMS_POSTING_OVERRIDE_DATE		NOT CURRENTLY USED
ATTRIBUTE1 through ATTRIBUTE15		

Non-Oracle Interface Table Population Rules

This section describes the validation checks that Labor Distribution performs when it validates and imports data from the interface tables. When you write programs to load the interface table, you must ensure that the data you enter must comply with the rules. If there is invalid data in the interface table, then Labor Distribution detects the errors and enables you to correct the errors using the Non-Oracle Sub-lines Maintenance window.

Table 2, page J-2 describes the validation checks that the application performs before it imports data.

Non-Oracle Interface Table Population Rules

Validation Name	Description
1. BATCH_NAME	The application imports sublines from non-Oracle sources into Labor Distribution based on the batches in which you loaded the sublines into the interface table. Ensure that the batch names in the interface table are unique. You must not reuse the batch names even after you load the batches into Labor Distribution and remove them from the interface table.
2. PAYROLL_INTERFACE_ID	The PAYROLL_INTERFACE_ID field identifies records within any batch. The loader program must use a sequence that you created during the installation process of Labor Distribution. The sequence you must use for this purpose is PSP_PAYROLL_INTERFACE_S.

3. EFFECTIVE_DATE	You can use the EFFECTIVE_DATE field when you post a transaction to Oracle Grants Accounting or Oracle Public Sector General Ledger. You can use the date field to check the validity of number of other fields.
4. PERSON_ID	The PERSON_ID field refers to the person for whom the subline is created. The PERSON_ID must be a valid ID in Oracle Human Resource Management Systems for an active employee for the effective date specified in the record. The person is defined in the PER_PEOPLE_F table.
5. ASSIGNMENT_ID	The ASSIGNMENT_ID field must be a valid assignment for the PERSON_ID specified in the record. The field must also be defined in Human Resource Management Systems. The assignment is defined in the PER_ASSIGNMENTS_F table.
6. PAYROLL_ID	The PAYROLL_ID field must refer to a valid payroll identifier in Human Resource Management Systems. The payroll name referred to by this field must also be a valid payroll for the ASSIGNMENT_ID and EFFECTIVE_DATE specified by the record. The payroll is defined in the PAY_PAYROLLS_F table.
7. PAYROLL_PERIOD_ID	The PAYROLL_PERIOD_ID field must refer to a valid payroll period identifier in Human Resource Management Systems. The payroll period must be linked to the PAYROLL_ID on the effective date selected. The payroll period is defined in the PER_TIME_PERIODS table.
8. ELEMENT_TYPE_ID	The ELEMENT_TYPE_ID field must refer to a valid element selected in the Elements Imported window in Labor Distribution for the dates of the payroll period. The elements selected in the setup window are valid element types in Human Resource Management Systems. The element type is defined in the PAY_ELEMENT_TYPES_F table.
9. PAY_AMOUNT	PAY_AMOUNT is the amount that is to be paid to an employee over the subline date range specified. Pay amount = daily rate multiplied by number of business days between subline Start and End dates
10. EARNED_DATE	EARNED_DATE is the date that pay amount is earned.
11. CHECK_DATE	CHECK_DATE is the date that the check is made.
12. PAYROLL_SOURCE_CODE	The PAYROLL_SOURCE_CODE field must refer to a valid non-Oracle source as specified in the Payroll Sources window in Labor Distribution. The payroll batch source is defined in the PSP_PAYROLL_SOURCES table.

13. DR_CR_FLAG	The DR_CR_FLAG field must contain either a D for debit amount or C for credit amount.
14. STATUS_CODE	All records loaded into the interface table by an external loader program must contain a status code of N for New.
15. ERROR_CODE	The ERROR_CODE field must not contain any value. This is filled by Labor Distribution when validating and importing records.
16. SUB_LINE_START_DATE	The SUB_LINE_START_DATE field must fall within the valid date range for the specified payroll period in the PAYROLL_PERIOD_ID field. The date cannot fall before the assignment start date, and it must be before the subline end date.
17. SUB_LINE_END_DATE	The SUB_LINE_END_DATE field must fall within the valid date range for the specified payroll period in the PAYROLL_PERIOD_ID field. The date cannot be after the assignment end date, and it must be greater than the SUB_LINE_START_DATE.
18. GL_POSTING_OVERRIDE_DATE	General Ledger override date for posting. If defined, this date overrides the effective date for posting to General Ledger.
19. GMS_POSTING_OVERRIDE_DATE	Not currently used
20. Invalid records	<p>No employee can be paid more than once for the same assignment, element, payroll period, and payroll source for overlapping subline date ranges. This rule ensures that there are no two records with the same ASSIGNMENT_ID, ELEMENT_TYPE_ID, PAYROLL_PERIOD_ID, and PAYROLL_SOURCE_CODE for subline start and end dates that overlap each other.</p> <p>This rule is restricted to records in the same batch.</p> <p>Table 3, page J-5 shows an example of two records in a batch that would result in an error when importing the two records because of overlapping date ranges.</p>
21. DAILY_RATE	<p>The external loader program must ensure that the PAY_AMOUNT field equals the product of DAILY_RATE and the number of working days, excluding Saturday and Sunday in every week, between the subline start and subline end dates for each subline.</p> <p>Note: Labor Distribution does not perform any validation on the DAILY_RATE field. Ensure that you enforce this rule.</p>
22. BUSINESS_GROUP_ID	Business group identifier.
23. SET_OF_BOOKS_ID	Set of Books identifier

24. LAST_UPDATE_DATE	Standard Who Column
25. LAST_UPDATED_BY	Standard Who Column
26. LAST_UPDATE_LOGIN	Standard Who Column
27. CREATED_BY	Standard Who Column
28. CREATION_DATE	Standard Who Column

Table 3, page J-5 shows an example of invalid records in a batch with overlapping date ranges.

Example of Invalid Records in a Batch with Overlapping Date Ranges

Assgn_ID	Elmnt_ID	Period_ID	Pay_ID	Src_cde	Start_Date	End_Date	Pay_amnt
10	201	220	22	NON_1	01-jan-97	10-jan-97	100
10	201	220	22	NON_1	20-dec-96	05-jan-97	200

Pre-generated Interface Table

Pre-generated Interface Table Field Description Table

The interface table that contains data for sublines from Non-Oracle sources is the PSP_DISTRIBUTION_INTERFACE table. Table 1, page K-1, describes the various fields in this table and their data types.

Pre-generated Interface Table Field Description Table

NAME	NULL?	DATA TYPE
DISTRIBUTION_INTERFACE_ID	NOT NULL	NUMBER(10)
PAYROLL_ID	NOT NULL	NUMBER(9)
TIME_PERIOD_ID	NOT NULL	NUMBER(9)
PERSON_ID	NOT NULL	NUMBER(9)
ASSIGNMENT_ID	NOT NULL	NUMBER(9)
ELEMENT_TYPE_ID	NOT NULL	NUMBER(9)
DISTRIBUTION_AMOUNT	NOT NULL	NUMBER
DISTRIBUTION_DATE	NOT NULL	DATE
SOURCE_CODE	NOT NULL	VARCHAR2(30)
GL_CODE_COMBINATION_ID		NUMBER(15)
PROJECT_ID		NUMBER(15)
EXPENDITURE_ORGANIZATION_ID		NUMBER(15)
EXPENDITURE_TYPE		VARCHAR2(30)
TASK_ID		NUMBER(15)
AWARD_ID		NUMBER(15)
DR_CR_FLAG	NOT NULL	VARCHAR2(1)
STATUS_CODE	NOT NULL	VARCHAR2(1)

NAME	NULL?	DATA TYPE
BATCH_NAME	NOT NULL	VARCHAR2(30)
ERROR_CODE		VARCHAR2(30)
ATTRIBUTE_CATEGORY		VARCHAR2(30)
ATTRIBUTE1		VARCHAR2(150)
ATTRIBUTE2		VARCHAR2(150)
ATTRIBUTE15		VARCHAR2(150)
LAST_UPDATE_DATE	NOT NULL	DATE
LAST_UPDATED_BY	NOT NULL	NUMBER(15)
LAST_UPDATE_LOGIN	NOT NULL	NUMBER(15)
CREATED_BY	NOT NULL	NUMBER(15)
CREATION_DATE	NOT NULL	DATE
GL_POSTING_OVERRIDE_DATE		DATE
GMS_POSTING_OVERRIDE_DATE		NOT CURRENTLY USED

Pre-generated Interface Table Population Rules

This section describes the validation checks that Labor Distribution performs when it validates and imports data from the interface tables. When you write programs to load the interface table, you must ensure that the data you enter complies with the rules. If there is invalid data in the interface table, then Labor Distribution detects traps the errors and enables you to correct the errors using the Maintenance of Pre-Generated Distribution Lines window.

Table 2, page K-2 describes the validation checks Labor Distribution performs before it imports data.

Pre-generated Interface Table Population Rules

Validation Name	Description
1. BATCH_NAME	The application imports pre-generated distribution lines from non-Oracle sources into Labor Distribution based on the batches in which you loaded them into the interface table. Ensure that the batch names in the interface table are unique. Ensure that you do not reuse the batch names even after you load the batches into Labor Distribution and you remove the data you transferred from the interface table.

Validation Name	Description
2. DISTRIBUTION_INTERFACE_ID	The DISTRIBUTION_INTERFACE_ID identifies records within any batch. The loader program uses a sequence that the application creates during the Labor Distribution installation process. The sequence that the loader program uses for this purpose is PSP_PAYROLL_INTERFACE_S.
3. DISTRIBUTION_DATE	The application uses the DISTRIBUTION_DATE field when it posts a transaction to Oracle Grants Accounting, Oracle Projects, or Oracle General Ledger. You can use this date field to check the validity of a number of other fields.
4. PERSON_ID	The PERSON_ID field refers to the person for whom the subline is created. The PERSON_ID must be a valid ID in Oracle Human Resource Management Systems for an active employee for the effective date specified in the record. The person is defined in the PER_PEOPLE_F table.
5. ASSIGNMENT_ID	The ASSIGNMENT_ID field must be a valid assignment for the PERSON_ID specified in the record. The field must also be defined in Human Resource Management Systems. The assignment is defined in the PER_ASSIGNMENTS_F table.
6. PAYROLL_ID	The PAYROLL_ID field must refer to a valid payroll cycle name in Human Resource Management Systems. When there is a complete installation of Human Resource Management Systems, the payroll name referred to by this field must also be a valid payroll for the ASSIGNMENT_ID and EFFECTIVE_DATE specified by the record. The payroll is defined in the PAY_PAYROLLS_F table.
7. TIME_PERIOD_ID	The TIME_PERIOD_ID field must refer to a valid payroll period in Human Resource Management Systems. The payroll period must be linked to the PAYROLL_ID on the effective date selected. The time period is defined in the PER_TIME_PERIODS table.
8. ELEMENT_TYPE_ID	The ELEMENT_TYPE_ID field must refer to a valid element selected in the Elements Imported window in Labor Distribution. The elements selected in the setup window are valid element types in Human Resource Management Systems. The element type is defined in the PAY_ELEMENT_TYPES_F table.
9. DISTRIBUTION_AMOUNT	DISTRIBUTION_AMOUNT is the amount that is to be paid to an employee over the subline date range specified.

Validation Name	Description
12. PAYROLL_SOURCE_CODE	The PAYROLL_SOURCE_CODE field must refer to a valid non-Oracle source as specified in the Payroll Sources window in Labor Distribution.
13. DR_CR_FLAG	The DR_CR_FLAG field must contain either a D for debit amount or C for credit amount.
14. GL_CODE_COMBINATION_ID	The GL_CODE_COMBINATION (GL_CCID) field must refer to a valid General Ledger account in General Ledger. This field can contain a value only if the PROJECT_ID, EXPENDITURE_ORGANIZATION_ID, EXPENDITURE_TYPE, TASK_ID, and AWARD_ID (POETA) fields are NULL. During validation and the import of sublines, Labor Distribution checks to ensure that GL_CCID and the POETA are mutually exclusive.
15. PROJECT_ID	The PROJECT_ID field must refer to a valid project in Grants Accounting and Projects. Labor Distribution ensures that the PROJECT_ID field exists in the Grants Accounting view GMS_PROJECT_EXPEND_V. This field can contain a value only if the GL_CODE_COMBINATION_ID field does not. The PROJECT_ID field and the GL_CODE_COMBINATION_ID fields are mutually exclusive and Projects is implemented. The project is defined in the PA_PROJECTS table.
16. EXPENDITURE_ORGANIZATION_ID	The EXPENDITURE_ORGANIZATION_ID field must refer to a valid Expenditure Organization in the Grants Accounting view PA_ORGANIZATIONS_EXPEND_V. This field can contain a value only if the GL_CODE_COMBINATION_ID field does not contain a value if Projects is implemented. The expenditure organization is defined in the PA_ORGANIZATION_EXPEND_V table.
17. GL_POSTING_OVERRIDE_DATE	Date is to be specified if required to override this date to the Effective Date in PSP_DISTRIBUTION_LINES which is later transferred to the GL Accounts Interface. General Ledger override date for posting; if defined, this date overrides the distribution date for posting to General Ledger.
18. GMS_POSTING_OVERRIDE_DATE	Not currently used

Validation Name	Description
19. EXPENDITURE_TYPE	The EXPENDITURE_TYPE field must be defined in Projects with an ST or STRAIGHT TIME system linkage function. If award is implemented, it must have an allowability schedule related to an award in Grants Accounting-allowable expenditures. This field can contain a value only if the GL_CODE_COMBINATION_ID field is not entered and Projects is implemented. The expenditure type is defined in the PA_EXPENDITURE_TYPES table.
20. TASK_ID	The TASK_ID field must refer to a valid task in the Oracle Projects view PA_TASKS_EXPEND_V and must be linked to the project identified by the field PROJECT_ID. This field can contain a value only if the GL_CODE_COMBINATION_ID field does not contain a value and Projects is implemented. The task is defined in the PA_TASKS table.
21. AWARD_ID	The AWARD_ID field must refer to a valid award in the Grants Management view GMS_AWARDS_BASIC_V. This field can contain a value only if the GL_CODE_COMBINATION_ID field does not contain a value and awards is implemented. The award is defined in the GMS_AWARDS table.
22. ATTRIBUTE_CATEGORY, ATTRIBUTE1 through ATTRIBUTE15	The attribute fields are designed for Descriptive Flexfields that are reserved for future use.
23. SET_OF_BOOKS_ID	Set of Books identifier
24. BUSINESS_GROUP_ID	Business group identifier
25. LAST_UPDATE_DATE	Standard Who column
26. LAST_UPDATED_BY	Standard Who column
27. LAST_UPDATE_LOGIN	Standard Who column
28. CREATED_BY	Standard Who column
29. CREATION_DATE	Standard Who column

Caution: Oracle recommends that you do not populate columns in the interface table that this topic does not list. This is because the application uses those columns for internal calculations.

Multiple Organizations Compliance in Oracle Labor Distribution

Definition

Multiple Organizations enables users to define multiple organizations and the relationships among them in a single installation of Labor Distribution.

Overview

Multiple Organizations provides secure access to Oracle Human Resources data. Without Multiple Organizations, any user who logs into Labor Distribution can access scheduling and distribution data for all employees in the entire site because Labor Distribution does not specify the data that can be accessed by different users even if multiple business groups are defined in the implementation.

If you implement Multiple Organizations, then you can link more than one Labor Distribution responsibility to a business group, ledger, operating unit, and generic suspense account.

For information on Multiple Organizations, see Multiple Organizations in Oracle Applications.

Features

Multiple Organizations includes the following features:

- Business Group, page L-1
- Set of Books, page L-2
- Operating Unit, page L-2

Business Group

In Multiple Organizations, a Labor Distribution responsibility is linked to a business group set up in Human Resources. Data relating to employee assignments and organizations in a business group is accessible only to users using the related responsibility.

For information on defining business groups, see *Adapting and Creating a New Business Group, Oracle HRMS Enterprise and Workforce Management Guide*.

Set of Books

In Multiple Organizations, you can link a Labor Distribution responsibility to a set of books that you define in Oracle General Ledger. Payrolls in Human Resources point to specific sets of books, and Multiple Organizations partitions the payroll information according to the set of books that you link to each Labor Distribution responsibility.

For information on defining a set of books, see Defining Sets of Books, *Oracle General Ledger User Guide*.

For information on defining a ledger, see Defining Ledger, *Oracle General Ledger User Guide*.

Operating Unit

In Multiple Organizations, a Labor Distribution responsibility is linked to an operating unit defined by the Multiple Organizations profile, MO: Operating Unit. The information relating to Oracle Projects charging instructions is derived in the same manner as the Expenditure Entry feature in Projects. Depending on the profile for operating unit, the assignments can be scheduled to Projects that belong to the specified operating unit.

For information on operating units in Projects, see Support for Multiple Organizations in Oracle Projects, *Oracle General Ledger User Guide*.

User Procedures

This section describes how Labor Distribution uses Multiple Organizations for the following:

- Labor Distribution Responsibility, page L-2
- Labor Distribution Setup, page L-3
- Labor Scheduling, page L-4
- Labor Distribution Processes, page L-5

Labor Distribution Responsibility

You can link a Labor Distribution responsibility to a unique combination of one business group (BG), set of books (SOB), and one operating unit (OU). If you work with multiple business groups, sets of books, and operating units, then you must create multiple Labor Distribution responsibilities for each BG-SOB-OU combination.

If you do not implement Multiple Organizations, then the Labor Distribution responsibility uses the Human Resources business group and the General Ledger default set of books.

If you implement Multiple Organizations, then you must set up a Labor Distribution responsibility for each operating unit. You can use the following profile options to link the Labor Distribution responsibility to specific BG-SOB-OU combinations:

- HR: Business Group
- GL: Set of Books
- MO: Operating Unit
- PSP: Generic Suspense Account Organization

The PSP: Generic Suspense Account Organization profile identifies the Organization with the Generic Suspense Account.

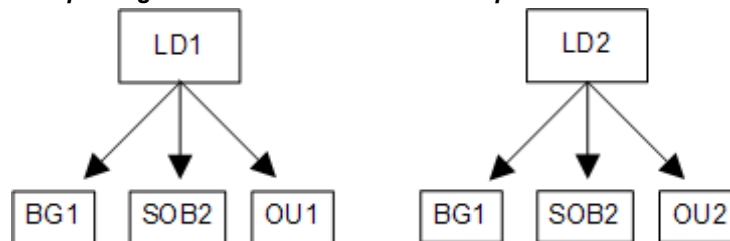
For every unique BG-SOB combination, you must select one organization in the Labor Distribution profile set.

For information on defining system profiles, see *System Administration Setup*, page 3-2.

Example

If you use one business group (BSG1), and one set of books (SOB2), and two operating units (OU1 and OU2), then you need to set up two Labor Distribution responsibilities. Figure 1, page L-3 illustrates how you can link the responsibilities to a combination of BG, SOB, and OU. In the figure, LD1 is linked to BG1, SOB1, and OU1. LD2 is linked to BG2 SOB2, and OU2.

Multiple Organizations Combination Example



Labor Distribution Setup

If you implement Multiple Organizations, then ensure that you complete all the setups in Labor Distribution for each combination of business group and set of books. If there are two different BG-SOB combinations, then you need to complete the entire Labor Distribution setup twice to use the application with the two BG-SOB combinations. You need to set up Labor Distribution for every unique BG-SOB combination.

The business group and ledger partitions Labor Distribution data. The application uses the MO: Operating Unit profile option to determine the Projects information when you schedule and distribute employees' salaries.

You must specify a different generic suspense account for each unique BG-SOB combination. The application links the generic suspense account to the organization you select in the PSP: Generic Suspense Account Organization profile for your responsibility.

You must set up a clearing account in the Clearing Account window for each unique BG-SOB combination. You must also set up a natural account auto-population segment in the Autopop Segment Setup (Autopop Segment Definition) window.

For information on setting up a clearing account, see *Labor Scheduling Setup*, page 4-2.

For information on setting up a natural account auto-population segment, see *Expenditure Type and Natural Account Auto-Population Setup*, page 6-2.

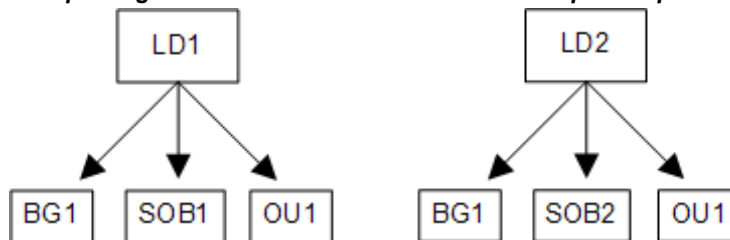
Example

If you use a single business group and two sets of books, then you may encounter a situation where an organization may contain two records. For example, the Chemistry department can have a single organization suspense account that points to an accounting flexfield in SOB1 that you set up using the LD1 responsibility. The department may also contain another record for the organization suspense account that points to SOB2 that you set up using a different Labor Distribution responsibility (LD2.) Even though you can view the record using both the responsibilities (LD1 and LD2), the application stores

the data using the correct context (business group identifier and Set of Books identifier) and prevents conflicts when you run any of the Labor Distribution processes. This partition occurs even if you use a Projects charging instruction instead of a General Ledger charging instruction. Similarly, the application uses this methodology to the Organization Default Labor Schedule, Organization Default Accounts, Generic Suspense Account, and Global Earnings Element Override.

Figure 2, page L-4 illustrates the Labor Distribution setup example. The Labor Distribution responsibility (LD1) links the business group (BG1), set of books (SOB1,) and an operating unit (OU1.) Another labor distribution responsibility (LD2) links the business group, a different set of books (SOB2,) and the operating unit (OU1.)

Multiple Organizations In Labor Distribution Setup Example



Labor Scheduling

When you log on to Labor Distribution using a particular responsibility, then you can access and schedule assignments that belong to the BG-SOB combination you linked to that responsibility. Therefore, the employee assignments that belong to an organization in a business group, and their respective payrolls, point to the set of books. If you use a single business group, and two sets of books, as shown in the figure, then you cannot secure the Human Resources data relating to employees and organizations since both LD1 and LD2 point to the same business group.

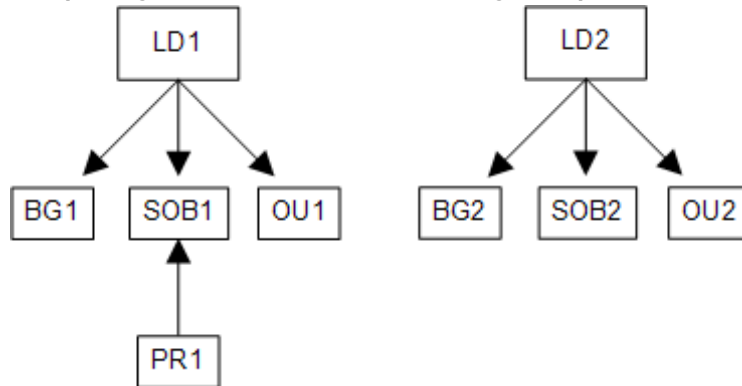
The application filters data of employee assignments based on the assignment's payroll. This payroll determines the set of books that is relevant to that employee assignment.

Example

You set up Labor Distribution with two responsibilities, LD1 and LD2, because you are working with a single business group but two sets of books. If Sarah Brown is on payroll PR1 and this payroll points to SOB1, then you can schedule that employee assignment only with the LD1 responsibility.

Figure 3, page L-5 illustrates a labor scheduling example. LD1 links BG1, SOB1, and OU1, and PR1 links SOB1. LD2 links BG2, SOB2, and OU2.

Multiple Organizations in Labor Scheduling Example



Labor Distribution Processes

This section describes the following processes:

- Import Payroll Transactions from Human Resources, page L-5
- Import Non-Oracle Sublines, page L-5
- Create Distribution Lines, page L-5
- Import Pre-generated Distribution Lines, page L-6
- Summarize and Transfer Payroll Distributions, page L-6
- Distribution Adjustments and Summarize and Transfer Adjustments, page L-6
- Effort Report, page L-7
- Labor Encumbrance, page L-7

Import Payroll Transactions from Human Resources

In the Import Payroll Transactions from Human Resources process, you select the name of the payroll and the time period for the payroll you want to import. Based on your responsibility, you can view a list of valid payrolls. These payrolls are based on the business group and the set of books attached to the responsibility. This ensures that the application imports payroll lines only for the relevant employee assignments.

Import Non-Oracle Sublines

The application stores payroll lines from a non-Oracle payroll source in an interface table as batches based on a set of rules. These rules ensure that the batch contains payroll lines which pertain to employee assignments belonging to the same payroll. Since each payroll you create in Oracle Human Resources can link to a unique BG-SOB combination, the rule ensures that the application groups the data it imports in a single batch into Labor Distribution so that you can link the data to a responsibility.

Create Distribution Lines

In the Create Distribution Lines process, if you use an Oracle payroll, then you select a payroll name and a payroll period. If you use a non-Oracle payroll, then you select a batch. You need to ensure that you specify parameters that are relevant to the specific BG-SOB combination that your responsibility is linked to.

The Create Distribution Lines process applies the appropriate schedules to the payroll lines when it generates the distribution lines. If an assignment has a valid labor schedule, then the process uses this schedule. Since the context in terms of the business group and the set of books is set at the responsibility level, the application maintains the integrity of data in terms of assignments, payroll lines, and schedule lines.

If you use the organization defaults, then the BG-SOB identifier ensures that the process detects the correct organization defaults for creating the distribution lines. Even though an organization can have multiple records for each default, as described in the Labor Distribution setup example, only a single record for any BG-SOB combination can exist to maintain integrity.

Import Pre-generated Distribution Lines

The process loads pre-generated distribution lines into an interface table based on a set of rules. One of these rules stipulates that a batch can only contain distribution information pertaining to employee assignments. These assignments must belong to the same business group and the payrolls of those assignments must point to the same set of books. This ensures that the application processes each batch using least one responsibility that links a specific BG-SOB combination.

Summarize and Transfer Payroll Distributions

In the Summarize and Transfer Payroll Distributions process, if you use an Oracle payroll, then you specify a payroll name and a payroll period. If you use a non-Oracle payroll or pre-generated lines, then you specify the name of the batch. The BG-SOB combination that links to your responsibility determines the parameter values you can specify for this process.

Distribution Adjustments and Summarize and Transfer Adjustments

You can complete distribution adjustments for all employee assignments in the specific BG-SOB context. The application maintains the integrity of the assignment data and the charging instructions.

If you select a date range for the distribution adjustment that encompasses a time period during which the charging instructions point to two different set of books, then the distribution adjustments process limits the user to a modified date range. The date range includes the begin date on the original date ranges you specified and the last distribution date for the period when the assignment pointed to the first set of books.

If you want to make a distribution adjustment for the second set of charging instructions, then you define a separate distribution adjustment. To do this, you access the application with a different responsibility. This ensures that the Summarize and Transfer Adjustments process always processes individual distribution adjustment batches that point to the same set of books.

Projects Charging Instructions

The rules in the Distribution Adjustments and Summarize and Transfer Adjustments section do not apply for Projects charging instructions. Because Labor Distribution does not maintain any information relating to operating units at the distribution history level, you can access distribution lines that you originally charged to projects in OU1 and attempt to transfer it to a project in OU2. The application enables you to transfer the distribution lines only if its charging instruction is valid.

If you perform a distribution adjustment from projects in OU1 to projects in OU2, then the process completes successfully. If there is an anomaly in terms of cross charging, the application deals with it independent of Labor Distribution.

Effort Report

When you create an effort report template from the Effort Reporting page, the application displays selection criteria from Human Resources, General Ledger, Grants Accounting, and Projects. When you select information from the selection criteria, the application maintains the BG-SOB integrity. This filter ensures that the employee assignment belongs to the relevant business group and the payroll of the assignment points to the relevant set of books.

Labor Encumbrance

If you implement Multiple Organizations, then you must set up the HR: Business Group profile option. The BG-SOB combination that links to your responsibility determines the values you can specify to run the process.

For information on setting up profile options, see System Administration Setup, page 3-2.

Glossary

Account Segment

One of up to 30 different sections of an accounting flexfield, which together make up the General Ledger account code. Each segment is separated from the other segments by a symbol, such as -, /, or \. Each segment typically represents an element of the business structure, such as Company, Cost Center, or Account.

Accounting Flexfield

The code used to identify a general ledger account in Oracle Applications. Each accounting flexfield segment value corresponds to a summary or rollup account within the chart of accounts.

Accounting Flexfield Structure

The account structure defined to fit the specific needs of the organization. Users choose the number of segments as well as the length, name, and order of each segment in the accounting flexfield structure.

Adjustment Batch

One or multiple adjustment sets that are submitted for approval at the same time.

Adjustment Set

A group of actual distributions belonging to the same payroll element and the same type of transaction, whether debit or credit, that are adjusted to new distributions. An adjustment set is complete when the unaccounted balance is zero and the user freezes the set by clicking Freeze Set.

Alternate Regions

A collection of logically related fields in a window, set apart from other fields by a drop-down list box.

Assignment

An employee's assignment identifies the employee's role and payroll within a business group. The assignment is made up of a number of assignment components. Of these, organization is mandatory and payroll is a required component for payment purposes.

Assignment Number

A number that uniquely identifies an employee's assignment. An employee with multiple assignments has multiple assignment numbers.

Business Unit

An organization which represents the consolidated enterprise, a major division, or an operation company. This entity partitions Oracle Human Resource Management Systems information.

DateTrack

When the user changes the effective date to past or future, DateTrack enables the user to enter information that takes effect on the new effective date and to review information as of the new date.

Descriptive Flexfield

A field that an organization can extend to capture extra information not otherwise tracked by Oracle Applications. A descriptive flexfield appears on the form as a single character, unnamed field. An organization can customize this field to capture additional information unique to the business.

Distribution Line

A line corresponding to an accounting transaction for an expenditure item on an invoice or the liability on a payment.

Distribution Line Adjustments

An adjustment of a distribution line that has already been posted.

Element

A component in the calculation of employee pay. Each element represents a compensation or benefit type, such as salary, wages, stock purchase plans, and pension contributions.

Element Link

The association of an element to one or more components of an employee assignment. The link establishes employee eligibility for that element. Employees whose assignment components match the components of the link are eligible for the element.

Expenditure Organization

Grants Accounting and Projects expenditure organization charging instruction.

Expenditure Type

An expenditure type is an implementation-defined classification of cost that users assign to each expenditure item. Expenditure types are grouped into expenditure categories such as Labor, Expense Reports, Assets, and Vendor Invoices and revenues categories such as Labor and Non-labor revenue. They are also made up of units of measure and system linkages which define a relationship between the expenditure type and another system such as Oracle Public Sector Payables. Examples of expenditure types are Professional Labor, Clerical Labor, Faculty Tenured Salary, Air Travel, Automobile Rental, Computer Services, and Supplies.

FTE

See full-time equivalency.

Full-time Equivalency

The sum of full-time positions plus part-time positions. For example, if a department has 3 full-time positions, 2 three-quarter time positions, 4 half-time positions, and 1 quarter-time positions, the department has 10 staff, but a full-time equivalency of 6.75 employees.

General Ledger Account

A specific account within an organization's chart of accounts. A General Ledger account is made up of the General Ledger accounting flexfield segments that are defined for a set of books.

Grants Management Charging Instruction

A user-defined combination of Project, Organization, Expenditure Type, Task, and Award that specifies a particular charging instruction to Oracle Grants Accounting. These instructions constitute the Oracle Grants Accounting equivalent of a General Ledger account.

Labor Schedule

A collection of schedule lines that is defined at a single level of the labor schedule hierarchy. A single labor schedule specifies how all pay elements for an assignment, all pay elements in an element group, or a single pay element from a payroll is to be distributed for a given employee and assignment. A special case labor schedule is an Organization Default Labor Schedule.

Labor Schedule Hierarchy

A collection of labor schedules that specify how payroll pay elements associated with an employee and assignment are to be distributed.

Labor Scheduling Window

A window that displays an employee and the employee's assignments. Each assignment is scheduled at one of the following levels of the schedule hierarchy: Assignment, Element Group, Element, or Organization Default.

Natural Account

A natural account is the segment that determines whether an account is an asset, liability, equity, revenue, or expense account. When chart of accounts is defined, one segment must be defined as the natural account segment. Examples of natural accounts are Accounts Payable, Accounts Receivable, Revenue, Fixed Assets, and Accrued Liabilities.

Operating Unit

An organization that partitions data for subledger products, such as Payables, Receivables, Purchasing, and Oracle Order Entry. It is roughly equivalent to a single pre-Multi-Org installation.

Organization

A required component of employee assignments. Users can define as many organizations as required within a Business Group. Organizations can be internal, such as departments, or external, such as recruitment agencies. Users can structure organizations into organizational hierarchies for reporting purposes and for system access control.

PTAEO

Project, Task, Award, Expenditure Type, Expenditure Organization.

Payroll

A group of employees that Oracle Payroll processes together with the same processing frequency, such as weekly, monthly, or bimonthly. Users can set up as many payrolls as required within a business group.

Period Type

A time division in a budgetary calendar, such as week, month, or quarter.

Region

A collection of logically related fields in a window, set apart from other fields by a rectangular box or a horizontal line across the window.

Report Parameters

Inputs made when submitting a report to control the sorting, formatting, selection, and summarizing of information in the report.

Responsibility

Determines the data, windows, menus, reports, and concurrent programs to access in Oracle Applications. It is linked to a data group. Several users can share the same responsibility, and a single user can have multiple responsibilities.

Reversal

Method of correcting payroll runs or QuickPay runs after post-run processing has taken place. The system replaces positive run result values with negative ones and negative run result values with positive ones. Both old and new values remain on the database.

Salary Basis

The period of time for which an employee's salary is quoted, such as hourly or annually. Defines a group of employees assigned to the same salary basis and receiving the same salary element.

Schedule Line

A combination of Grants Accounting and General Ledger charging instructions, schedule line begin date, schedule line end date, and distribution percentage. One or more schedule lines constitute a labor schedule.

Schedule Line Period

Contiguous days in the schedule lines in which the distribution percent is the same.

Schedule Lines

Window that is used to create a labor schedule by entering all schedule lines for that labor schedule.

Scheduling Summary

Window that summarizes all labor schedules for an employee and assignment. The window also displays the hierarchy of labor schedules.

Suspense Account

An account that collects costs from labor distribution if charging instructions at lower levels are missing or if charging instructions at any level of the scheduling hierarchy are missing. For example, if an employee receives a Special Production Bonus but no

General Ledger account code for this earning type to debit exists in the Cost Allocation flexfield, the cost of the bonus goes into the suspense account.

System Profile Options

Features that allow system administrators and users to tailor Oracle Labor Distribution to their exact requirements.

Zero Work Day

Zero work day situations occur when an employee assignment is suspended or terminated during a previous payroll period and the assignment is inactive during the payroll period being imported into Labor Distribution. Zero work day situations also occur when an employee is hired in a payroll period on a non-business day and there are no more business days in that payroll period after the hire date.

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