

PeopleSoft®

PeopleSoft Enterprise Pay/Bill Management 8.9 PeopleBook

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Contents

General Preface

- About This PeopleBook Prefacexv**
- PeopleSoft Application Prerequisites.....xv
- PeopleSoft Application Fundamentals.....xv
- Documentation Updates and Printed Documentation.....xvi
 - Obtaining Documentation Updates.....xvi
 - Ordering Printed Documentation.....xvi
- Additional Resources.....xvii
- Typographical Conventions and Visual Cues.....xviii
 - Typographical Conventions.....xviii
 - Visual Cues.....xix
 - Country, Region, and Industry Identifiers.....xx
 - Currency Codes.....xx
- Comments and Suggestions.....xx
- Common Elements Used in PeopleBooks.....xxi

Preface

- PeopleSoft Enterprise Pay/Bill Management Preface.....xxiii**
- PeopleSoft Products.....xxiii
- Understanding PeopleSoft Application Fundamentals.....xxiii
- Understanding Pages With Deferred Processing.....xxiv
- Common Elements Used in This PeopleBook.....xxiv

Chapter 1

- Getting Started with PeopleSoft Enterprise Pay/Bill Management.....1**
- Pay/Bill Management Business Processes.....1
- Pay/Bill Management Integrations.....2
- Pay/Bill Management Implementation.....3

Chapter 2

- Navigating in PeopleSoft Pay/Bill Management.....5**
- Navigating in Pay/Bill Management.....5
 - Pages Used to Navigate in Pay/Bill Management.....5

Chapter 3

Understanding PeopleSoft Pay/Bill Management.....7

Integration with Other PeopleSoft Databases.....7

 Functionality in the FSCM Database.....7

 Functionality in the HCM Database.....8

Integration with Other PeopleSoft Applications.....8

 Interaction with Staffing Front Office.....9

 Interaction with Time and Labor.....9

 Interaction with Project Costing.....9

 Interaction with Contracts.....10

 Integration with Billing.....10

 Integration with Human Resources.....10

 Integration with Payroll for North America and Global Payroll.....11

 Integration with Payables.....11

 Interaction with Supply Chain Management.....11

 Interaction with Resource Management.....11

The Pay/Bill Management Process Flow.....12

Product Functionality.....15

Chapter 4

Using Enterprise Integration Points.....17

Understanding Enterprise Integration Points.....17

 PeopleSoft Integration Broker.....17

 PeopleSoft Component Interfaces.....17

Setting Up Integration Broker Message Subscriptions.....18

 Setting Up Messages: Incremental Synchronization.....18

 Setting Up Messages: Full Table Synchronization.....21

 Activating Full Table Publish Rules.....24

Reviewing Component Interfaces.....25

Chapter 5

Preparing to Implement.....29

Understanding PeopleSoft Pay/Bill Management Table Setup.....29

Setting Up Related Applications.....29

 PeopleSoft Time and Labor.....30

 PeopleSoft Project Costing.....30

 Program Management.....31

 PeopleSoft Contracts.....31

PeopleSoft Billing.....31

PeopleSoft Payables.....31

PeopleSoft Payroll for North America.....31

PeopleSoft Global Payroll.....32

Defining Installation Options.....32

 Page Used to Define Installation Options.....32

Setting Up User Preferences.....33

Setting Up Security.....33

Chapter 6

Configuring Your PeopleSoft Pay/Bill Management System.....35

Understanding the PeopleSoft Pay/Bill Management Structure.....35

 The PeopleSoft Financials Database.....36

 The PeopleSoft HCM Database.....38

Setting Up and Mapping Branches.....40

Setting Up Contract Profiles.....40

 Understanding Contract Profiles.....40

 Page Used to Set Up Contract Profiles.....41

 Setting Up Contract Profiles.....41

Setting Up Project Profiles.....45

 Understanding Project Profiles.....46

 Page Used to Set Up Project Profiles.....46

 Setting Up Project Profiles.....46

Setting Up Rate Profiles and Rate Elements.....48

 Understanding Rate Elements and Rate Profiles.....48

 Pages Used to Set Up Rate Elements and Rate Profiles.....50

 Setting Up Rate Elements.....50

 Defining Rate Element Details.....52

 Setting Up Rate Profiles.....54

Setting Up Voucher Profiles.....55

 Page Used to Set Up Voucher Profiles.....55

 Setting Up Voucher Profiles.....55

Setting Up Customer Field Definitions.....57

 Pages Used to Set Up Customer Field Definitions.....57

 Creating Customer Field Definitions.....57

 Defining Valid Customer Field Values.....59

Setting Up Job Code Margin Indicators.....59

 Page Used to Set Up Job Code Margin Indicators.....59

 Setting Up Job Code Margin Indicators.....59

Setting Up Workers' Compensation.....60

- Pages Used to Set Up Workers' Compensation.....61
- Setting Up Workers' Compensation Companies.....62
- Associating Workers' Compensation Codes with a State.....62
- Associating Workers' Compensation Codes with a Job Code.....62
- Setting Up Workers' Compensation Rates.....63

Setting Up Fall Off Terms.....64

- Page Used to Set Up Fall Off Terms.....64
- Setting Up Fall Off Terms.....64

Setting Up Departments and Department Security.....65

Setting Up Staffing Installation Options in the Financials Database.....65

Setting Up Staffing Installation Options in the HCM Database.....65

- Page Used to Set Up Installation Options in the HCM Database.....65
- Setting Up Installation Options in the HCM Database.....65

Setting Up Staffing General and Job Data Preferences in the Financials Database.....66

Setting Up User Defined Order Types.....66

Chapter 7

Creating Records for Customers and Contacts.....67

- Understanding Customer and Contact Information.....67
- Adding or Viewing Customer Information.....68
 - Understanding Customer Record Creation.....68
- Adding or Viewing Contacts.....68

Chapter 8

Adding Employees and Contractors.....69

- Understanding Employees and Contractors for Pay/Bill Management.....69
 - Applicants.....69
 - Employees.....70
 - Non-Employees.....70
 - Human Resources Job Records.....71
 - Employee Processing.....71
 - Internal Employees that Take On Temporary Assignments and Become Eligible Staffing Front Office Resources.....71
- Creating Employee and Non-Employee Records.....72
- Maintaining Employee and Contractor Records.....72

Chapter 9

Creating Staffing Orders.....73

Understanding Staffing Orders.....73

 Using Profiles to Create Projects, Contracts, and Additional Jobs.....74

 Rate Elements and Rate Profiles.....74

 Order Types.....74

 Orders and Assignments.....75

 Order Processing.....75

 Credits and Fall Offs.....78

Common Elements Used in This Chapter.....78

Creating Staffing Orders.....79

Defining Assignments.....79

Reviewing Employee Job and Assignment Cross References in HCM.....80

 Page Used to Review Employee Job and Assignment Cross References.....80

 Reviewing Employee Job and Assignment Cross References.....80

Viewing Assignment Transactions.....81

 Page Used to View Assignment Transactions.....82

 Viewing Assignment Transactions.....82

Viewing Assignment Rates.....83

 Page Used to View Assignment Rates.....84

 Viewing Assignment Rate Information.....84

Chapter 10

Working with Purchase Order Tracking.....85

Understanding Purchase Order Tracking.....85

 PO Tracking Numbers.....86

 PO Statuses.....86

 PO Linking.....86

 PO Extensions.....87

 PO Inquires.....88

 PO Processing.....89

 PO Encumbrances.....89

Common Elements Used in This Chapter.....91

Creating PO Tracking Numbers.....91

 Pages Used to Create PO Tracking Numbers.....92

 Defining General PO Tracking Information.....92

 Editing Existing PO Tracking Numbers.....93

 Reviewing PO Tracking Extensions.....94

 Entering Service Agreement Information.....96

Linking a PO Tracking Number to a Contract Line.....96

Reviewing PO Tracking Numbers.....96

Pages Used to Review PO Tracking Numbers.....97

Reviewing PO Tracking Numbers.....97

Reviewing PO Tracking Number Details.....99

Reviewing PO Applied Transactions.....100

Chapter 11

Entering and Processing Time for Employees and Contractors.....103

Understanding Time Entry.....103

Rapid Templates.....103

Rules Templates.....103

Taskgroups and Workgroups.....104

Rapid Time Entry.....104

Billable Indicator.....105

Time Processes.....105

Payment Calculations.....108

Entering Time Through Rapid Time Entry.....109

Common Elements Used in This Section.....110

Page Used for Rapid Time Entry.....111

Using Rapid Entry for Punch Card Time.....111

Using Rapid Entry for Elapsed Time.....112

Prepopulating Time.....113

Understanding Time Prepopulation.....113

Page Used to Prepopulate Time.....114

Prepopulating Time.....114

Processing Time.....117

Pages Used to Process Time.....118

Running the Time Administration Process.....118

Managing Exceptions.....119

Approving Time.....119

Running the Publish Estimated Payable Time Process.....119

Running the Load Time and Labor to Payroll Process.....119

Running the Publish Actual Payable Time Process.....120

Chapter 12

Processing Payroll.....121

Understanding Payroll Processing.....121

Payroll for North America.....121

Global Payroll.....122

Processing Payroll for North America.....123

 Understanding Processing for Payroll for North America.....124

 Pages Used to Process North American Payroll.....124

 Running the Time Administration Process.....126

 Running the Publish Estimated Payable Time Process.....126

 Running the Load Time and Labor to Payroll Process.....126

 Running the Pay Calculation Process.....127

 Running the Pay Confirmation Process.....127

 Running the Extract Time and Labor Costs Process.....127

Reviewing North American Paychecks.....127

 Page Used to Review North American Paychecks.....128

 Reviewing North American Paychecks.....128

Processing Global Payroll.....128

 Understanding Global Payroll Processing.....128

 Pages Used to Process Global Payroll.....130

 Running the Time Administration Process.....130

 Running the Publish Estimated Payable Time Process.....131

 Running the Payroll/Absence Process.....131

 Viewing Payee Messages.....131

 Running the Time and Labor Process.....131

Reviewing Global Paychecks.....131

 Pages Used to Review Global Paychecks.....132

 Reviewing Global Payroll Paychecks.....132

Processing Workers Compensation.....132

 Understanding Workers Compensation Processing.....133

 Pages Used for Processing Workers' Compensation.....134

 Updating the Batch Publish Rules.....134

 Running the Workers Compensation Premium Calculation Process.....135

 Running the Workers Compensation GL Interface Process.....135

 Running the Batch Publish Process.....135

Chapter 13

Working With Staffing Vendors.....137

 Understanding Staffing Vendors.....137

 Identifying Eligible Staffing Vendors.....137

 Page Used to Identify Eligible Staffing Vendors.....138

 Identifying Eligible Staffing Vendors.....138

Entering Vendor Invoices.....138

 Pages Used to Enter Vendor Invoices.....138

 Entering Invoice Information.....138

 Entering Payment Information.....139

Processing Vouchers.....139

 Pages Used to Process Vouchers.....140

 Creating Vouchers for Contractors.....140

 Building Vouchers in PeopleSoft Payables.....140

 Posting Vouchers in PeopleSoft Payables.....141

 Using the AP to Projects Application Engine.....141

Chapter 14

Processing Billing.....143

Understanding Billing Processing.....143

 General Billing Processing.....143

 Streamlined Billing.....145

Processing Billing.....145

 Pages Used to Process Billing.....146

 Running the Publish Actual Payable Time Application Engine Process (TL_PY_PUB_TM).....147

 Running the PC_TL_TO_PC Process.....148

 Running the Contracts/Billing Interface Application Engine Process (CA_BI_INTFC).....148

 Running the Billing Interface Process (BIIF0001).....148

 Running the Finalization Process (BIIVC000).....148

 Running the Billing to Projects/Contracts Interface Process (BIPCC000).....148

 Running the Billing Adjustments to Projects Process (PC_BI_TO_PC).....149

Reviewing Bill Summaries.....149

 Pages Used to Review Bill Summaries.....149

 Reviewing Bill Summaries.....149

 Reviewing Options and Processes Applied to Bills.....150

Appendix A

Paying Salary and Exception Hourly Employees With PeopleSoft Payroll for North America.....151

Understanding Paying Salary and Exception Hourly Employees With PeopleSoft Payroll for North America.....151

 Salary Employees.....151

 Exception Hourly Employees.....152

Appendix B

Calculating Margin and Markup.....153

Understanding Margin and Markup.....153

 Margin Statuses.....153

 How Margin and Markup are Calculated.....154

 Determining Related Cost for Margin Markup Calculations.....154

Setting Up Margin Indicators.....155

 Page Used to Establish Margin Indicators.....155

 Entering Margin Indicators.....155

Configuring Margin.....156

 Page Used to Configure Margin.....156

 Configuring Margin.....156

Appendix C

Paying Salary and Hourly Employees With PeopleSoft Global Payroll.....157

Understanding Paying Salary and Hourly Employees With PeopleSoft Global Payroll.....157

 Salary Employees.....158

 Hourly Employees.....158

Appendix D

Pay/Bill Management Business Processes and Integrations.....159

Integration Between Pay/Bill Management and Other PeopleSoft Applications.....159

Appendix E

Pay/Bill Management Web Libraries.....163

Understanding Web Libraries.....163

Pay/Bill Management Web Libraries.....163

Appendix F

PeopleSoft Pay/Bill Management Reports.....165

PeopleSoft Pay/Bill Management Reports: A - Z.....165

Glossary of PeopleSoft Terms.....167

Index189

About This PeopleBook Preface

PeopleBooks provide you with the information that you need to implement and use PeopleSoft applications.

This preface discusses:

- PeopleSoft application prerequisites.
- PeopleSoft application fundamentals.
- Documentation updates and printed documentation.
- Additional resources.
- Typographical conventions and visual cues.
- Comments and suggestions.
- Common elements in PeopleBooks.

Note. PeopleBooks document only page elements, such as fields and check boxes, that require additional explanation. If a page element is not documented with the process or task in which it is used, then either it requires no additional explanation or it is documented with common elements for the section, chapter, PeopleBook, or product line. Elements that are common to all PeopleSoft applications are defined in this preface.

PeopleSoft Application Prerequisites

To benefit fully from the information that is covered in these books, you should have a basic understanding of how to use PeopleSoft applications.

You might also want to complete at least one PeopleSoft introductory training course, if applicable.

You should be familiar with navigating the system and adding, updating, and deleting information by using PeopleSoft menus, and pages, forms, or windows. You should also be comfortable using the World Wide Web and the Microsoft Windows or Windows NT graphical user interface.

These books do not review navigation and other basics. They present the information that you need to use the system and implement your PeopleSoft applications most effectively.

PeopleSoft Application Fundamentals

Each application PeopleBook provides implementation and processing information for your PeopleSoft applications.

Note. Application fundamentals PeopleBooks are not applicable to the PeopleTools product.

For some applications, additional, essential information describing the setup and design of your system appears in a companion volume of documentation called the application fundamentals PeopleBook. Most PeopleSoft product lines have a version of the application fundamentals PeopleBook. The preface of each PeopleBook identifies the application fundamentals PeopleBooks that are associated with that PeopleBook.

The application fundamentals PeopleBook consists of important topics that apply to many or all PeopleSoft applications across one or more product lines. Whether you are implementing a single application, some combination of applications within the product line, or the entire product line, you should be familiar with the contents of the appropriate application fundamentals PeopleBooks. They provide the starting points for fundamental implementation tasks.

Documentation Updates and Printed Documentation

This section discusses how to:

- Obtain documentation updates.
- Order printed documentation.

Obtaining Documentation Updates

You can find updates and additional documentation for this release, as well as previous releases, on the PeopleSoft Customer Connection website. Through the Documentation section of PeopleSoft Customer Connection, you can download files to add to your PeopleBook Library. You'll find a variety of useful and timely materials, including updates to the full PeopleSoft documentation that is delivered on your PeopleBooks CD-ROM.

Important! Before you upgrade, you must check PeopleSoft Customer Connection for updates to the upgrade instructions. PeopleSoft continually posts updates as the upgrade process is refined.

See Also

PeopleSoft Customer Connection, <https://www.peoplesoft.com/corp/en/login.jsp>

Ordering Printed Documentation

You can order printed, bound volumes of the complete PeopleSoft documentation that is delivered on your PeopleBooks CD-ROM. PeopleSoft makes printed documentation available for each major release shortly after the software is shipped. Customers and partners can order printed PeopleSoft documentation by using any of these methods:

- Web
- Telephone
- Email

Web

From the Documentation section of the PeopleSoft Customer Connection website, access the PeopleBooks Press website under the Ordering PeopleBooks topic. The PeopleBooks Press website is a joint venture between PeopleSoft and MMA Partners, the book print vendor. Use a credit card, money order, cashier's check, or purchase order to place your order.

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Contact MMA Partners at 877 588 2525.

Email

Send email to MMA Partners at peoplebookspres@mmapartner.com.

See Also

PeopleSoft Customer Connection, <https://www.peoplesoft.com/corp/en/login.jsp>

Additional Resources

The following resources are located on the PeopleSoft Customer Connection website:

Resource	Navigation
Application maintenance information	Updates + Fixes
Business process diagrams	Support, Documentation, Business Process Maps
Interactive Services Repository	Interactive Services Repository
Hardware and software requirements	Implement, Optimize + Upgrade, Implementation Guide, Implementation Documentation & Software, Hardware and Software Requirements
Installation guides	Implement, Optimize + Upgrade, Implementation Guide, Implementation Documentation & Software, Installation Guides and Notes
Integration information	Implement, Optimize + Upgrade, Implementation Guide, Implementation Documentation and Software, Pre-built Integrations for PeopleSoft Enterprise and PeopleSoft EnterpriseOne Applications
Minimum technical requirements (MTRs) (EnterpriseOne only)	Implement, Optimize + Upgrade, Implementation Guide, Supported Platforms
PeopleBook documentation updates	Support, Documentation, Documentation Updates
PeopleSoft support policy	Support, Support Policy
Prerelease notes	Support, Documentation, Documentation Updates, Category, Prerelease Notes
Product release roadmap	Support, Roadmaps + Schedules
Release notes	Support, Documentation, Documentation Updates, Category, Release Notes

Resource	Navigation
Release value proposition	Support, Documentation, Documentation Updates, Category, Release Value Proposition
Statement of direction	Support, Documentation, Documentation Updates, Category, Statement of Direction
Troubleshooting information	Support, Troubleshooting
Upgrade documentation	Support, Documentation, Upgrade Documentation and Scripts

Typographical Conventions and Visual Cues

This section discusses:

- Typographical conventions.
- Visual cues.
- Country, region, and industry identifiers.
- Currency codes.

Typographical Conventions

This table contains the typographical conventions that are used in PeopleBooks:

Typographical Convention or Visual Cue	Description
Bold	Indicates PeopleCode function names, business function names, event names, system function names, method names, language constructs, and PeopleCode reserved words that must be included literally in the function call.
<i>Italics</i>	Indicates field values, emphasis, and PeopleSoft or other book-length publication titles. In PeopleCode syntax, italic items are placeholders for arguments that your program must supply. We also use italics when we refer to words as words or letters as letters, as in the following: Enter the letter <i>O</i> .
KEY+KEY	Indicates a key combination action. For example, a plus sign (+) between keys means that you must hold down the first key while you press the second key. For ALT+W, hold down the ALT key while you press the W key.
Monospace font	Indicates a PeopleCode program or other code example.

Typographical Convention or Visual Cue	Description
“ ” (quotation marks)	Indicate chapter titles in cross-references and words that are used differently from their intended meanings.
... (ellipses)	Indicate that the preceding item or series can be repeated any number of times in PeopleCode syntax.
{ } (curly braces)	Indicate a choice between two options in PeopleCode syntax. Options are separated by a pipe ().
[] (square brackets)	Indicate optional items in PeopleCode syntax.
& (ampersand)	<p>When placed before a parameter in PeopleCode syntax, an ampersand indicates that the parameter is an already instantiated object.</p> <p>Ampersands also precede all PeopleCode variables.</p>

Visual Cues

PeopleBooks contain the following visual cues.

Notes

Notes indicate information that you should pay particular attention to as you work with the PeopleSoft system.

Note. Example of a note.

If the note is preceded by *Important!*, the note is crucial and includes information that concerns what you must do for the system to function properly.

Important! Example of an important note.

Warnings

Warnings indicate crucial configuration considerations. Pay close attention to warning messages.

Warning! Example of a warning.

Cross-References

PeopleBooks provide cross-references either under the heading “See Also” or on a separate line preceded by the word *See*. Cross-references lead to other documentation that is pertinent to the immediately preceding documentation.

Country, Region, and Industry Identifiers

Information that applies only to a specific country, region, or industry is preceded by a standard identifier in parentheses. This identifier typically appears at the beginning of a section heading, but it may also appear at the beginning of a note or other text.

Example of a country-specific heading: “(FRA) Hiring an Employee”

Example of a region-specific heading: “(Latin America) Setting Up Depreciation”

Country Identifiers

Countries are identified with the International Organization for Standardization (ISO) country code.

Region Identifiers

Regions are identified by the region name. The following region identifiers may appear in PeopleBooks:

- Asia Pacific
- Europe
- Latin America
- North America

Industry Identifiers

Industries are identified by the industry name or by an abbreviation for that industry. The following industry identifiers may appear in PeopleBooks:

- USF (U.S. Federal)
- E&G (Education and Government)

Currency Codes

Monetary amounts are identified by the ISO currency code.

Comments and Suggestions

Your comments are important to us. We encourage you to tell us what you like, or what you would like to see changed about PeopleBooks and other PeopleSoft reference and training materials. Please send your suggestions to:

PeopleSoft Product Documentation Manager PeopleSoft, Inc. 4460 Hacienda Drive Pleasanton, CA 94588

Or send email comments to doc@peoplesoft.com.

While we cannot guarantee to answer every email message, we will pay careful attention to your comments and suggestions.

Common Elements Used in PeopleBooks

As of Date	The last date for which a report or process includes data.
Business Unit	An ID that represents a high-level organization of business information. You can use a business unit to define regional or departmental units within a larger organization.
Description	Enter up to 30 characters of text.
Effective Date	The date on which a table row becomes effective; the date that an action begins. For example, to close out a ledger on June 30, the effective date for the ledger closing would be July 1. This date also determines when you can view and change the information. Pages or panels and batch processes that use the information use the current row.
Once, Always, and Don't Run	Select Once to run the request the next time the batch process runs. After the batch process runs, the process frequency is automatically set to Don't Run. Select Always to run the request every time the batch process runs. Select Don't Run to ignore the request when the batch process runs.
Process Monitor	Click to access the Process List page, where you can view the status of submitted process requests.
Report Manager	Click to access the Report List page, where you can view report content, check the status of a report, and see content detail messages (which show you a description of the report and the distribution list).
Request ID	An ID that represents a set of selection criteria for a report or process.
Run	Click to access the Process Scheduler request page, where you can specify the location where a process or job runs and the process output format.
SetID	An ID that represents a set of control table information, or TableSets. TableSets enable you to share control table information and processing options among business units. The goal is to minimize redundant data and system maintenance tasks. When you assign a setID to a record group in a business unit, you indicate that all of the tables in the record group are shared between that business unit and any other business unit that also assigns that setID to that record group. For example, you can define a group of common job codes that are shared between several business units. Each business unit that shares the job codes is assigned the same setID for that record group.
Short Description	Enter up to 15 characters of text.
User ID	An ID that represents the person who generates a transaction.

See Also

Enterprise PeopleTools 8.46 PeopleBook: PeopleSoft Process Scheduler

Enterprise PeopleTools 8.46 PeopleBook: Using PeopleSoft Applications

PeopleSoft Enterprise Pay/Bill Management Preface

This preface provides an overview for:

- PeopleSoft products.
- PeopleSoft application fundamentals.
- Pages with deferred processing.
- Common elements used in this PeopleBook.

PeopleSoft Products

This PeopleBook refers to these PeopleSoft products and product lines:

- PeopleSoft Enterprise Contracts
- PeopleSoft Enterprise Expenses
- PeopleSoft Enterprise General Ledger
- PeopleSoft Enterprise Financial Management Solutions
- PeopleSoft Enterprise Performance Management
- PeopleSoft Enterprise Project Costing
- PeopleSoft Enterprise Resource Management
- PeopleSoft Enterprise Staffing Front Office
- PeopleSoft Enterprise Service Automation
- PeopleSoft Enterprise Service Automation Portal Pack

Understanding PeopleSoft Application Fundamentals

The *PeopleSoft Enterprise Pay/Bill Management 8.9 PeopleBook* provides you with implementation and processing information for Pay/Bill Management. However, additional, essential information describing the setup and design of your system resides in companion documentation. The companion documentation consists of important topics that apply to many or all PeopleSoft applications across the Financials, Enterprise Service Automation, Supply Chain Management, and Human Resources Management product lines. You should be familiar with the contents of these PeopleBooks.

The following companion PeopleBooks apply to Pay/Bill Management:

- *PeopleSoft Enterprise Application Fundamentals PeopleBook*
- *PeopleSoft Enterprise Application Fundamentals for HRMS PeopleBook*

- *PeopleSoft Enterprise Bank Setup and Processing PeopleBook*
- *PeopleSoft Enterprise Billing PeopleBook*
- *PeopleSoft Enterprise Contracts PeopleBook*
- *PeopleSoft Enterprise General Ledger PeopleBook*
- *PeopleSoft Enterprise Global Options and Reports PeopleBook*
- *PeopleSoft Enterprise Global Payroll PeopleBook*
- *PeopleSoft Enterprise Human Resources PeopleBook: Administer Workforce*
- *PeopleSoft Enterprise Payables PeopleBook*
- *PeopleSoft Enterprise Payroll for North America PeopleBook*
- *PeopleSoft Enterprise Project Costing PeopleBook*
- *PeopleSoft Enterprise Receivables PeopleBook*
- *PeopleSoft Enterprise Staffing Front Office PeopleBook*
- *PeopleSoft Enterprise Time and Labor PeopleBook*
- *PeopleSoft Enterprise Order to Cash Common Information PeopleBook*

Understanding Pages With Deferred Processing

Several pages in Pay/Bill Management operate in deferred processing mode. Most fields on these pages are not updated or validated until you save the page or refresh it by clicking a button, link, or tab. This delayed processing has various implications for the field values on the page for example, if a field contains a default value, any value you enter before the system updates the page overrides the default. Another implication is that the system updates quantity balances or totals only when you save or otherwise refresh the page.

See Also

Enterprise PeopleTools PeopleBook: PeopleSoft Application Designer

Common Elements Used in This PeopleBook

Order

A request by a customer of a staffing agency to find one or more people to perform work at the client site on a temporary or permanent basis.

When Pay/Bill Management creates an order it also creates one Contracts contract and one Project Costing project. When you have Staffing Front Office installed in addition to Pay/Bill Management, these two applications share the same Order component and tables.

Assignment

The placement of a resource to perform work at a client on a temporary or permanent basis. When Pay/Bill Management creates an assignment it also creates one Contracts contract line, one Project Costing activity, and one PeopleSoft Human Resources job (if an existing job record cannot be reused). When you have Staffing Front Office installed in addition to Pay/Bill

Management, these two applications share the same Assignment component and tables.

Branch	Branches can represent units within your organization for which you want to track orders, assignments, applicants, and employees. For example, branches may represent your different staffing office locations. You must map each staffing branch to business units for the following PeopleSoft products: <ul style="list-style-type: none"> • Contracts • Project Costing • Payables
Business Unit	Identification code that represents a high-level organization of business information. Use a business unit to define regional units within a larger organization.
Contract Type	Enables you to categorize your contracts for reporting purposes.
Contracts Business Unit	PeopleSoft Contracts business unit.
Effective Date	Date on which a table row becomes effective; the date that an action begins.
EmplID (employee identification)	Unique identification code for an individual associated with your organization.
GL Unit	Individual business unit entities typically created for accounting purposes.
PC Business Unit	Business unit assigned to the project in PeopleSoft Project Costing.
Process Monitor	Click this link to access the Process List page, where you can view the status of submitted process requests.
Project ID	The ID by which a project is identified in all tables and pages in PeopleSoft Project Costing. The project must already be established in PeopleSoft Project Costing.
Report ID	Report Identifier.
Report Manager	Click this link to access the Report List page, where you can view report content, check the status of a report, and see content detail messages that describe the report and the distribution list.
Request ID	Request identification that represents a set of selection criteria for a report or process.
Run	Click this button to access the Process Scheduler Request page. On this page you can specify the location where a process or job runs and the process output format.
Run Control ID	Identification code that identifies the run parameters for a report or process.
SetID	Identification code that represents a set of control table information or TableSets. A TableSet is a group of tables (records) necessary to define your company's structure and processing options.
User ID	System identifier for the individual who generates a transaction.

CHAPTER 1

Getting Started with PeopleSoft Enterprise Pay/Bill Management

This chapter provides an overview of Pay/Bill Management and discusses:

- Pay/Bill Management business processes.
- Pay/Bill Management integrations.
- Pay/Bill Management implementation.

Pay/Bill Management Business Processes

This graphic shows the Pay/Bill Management business processes:



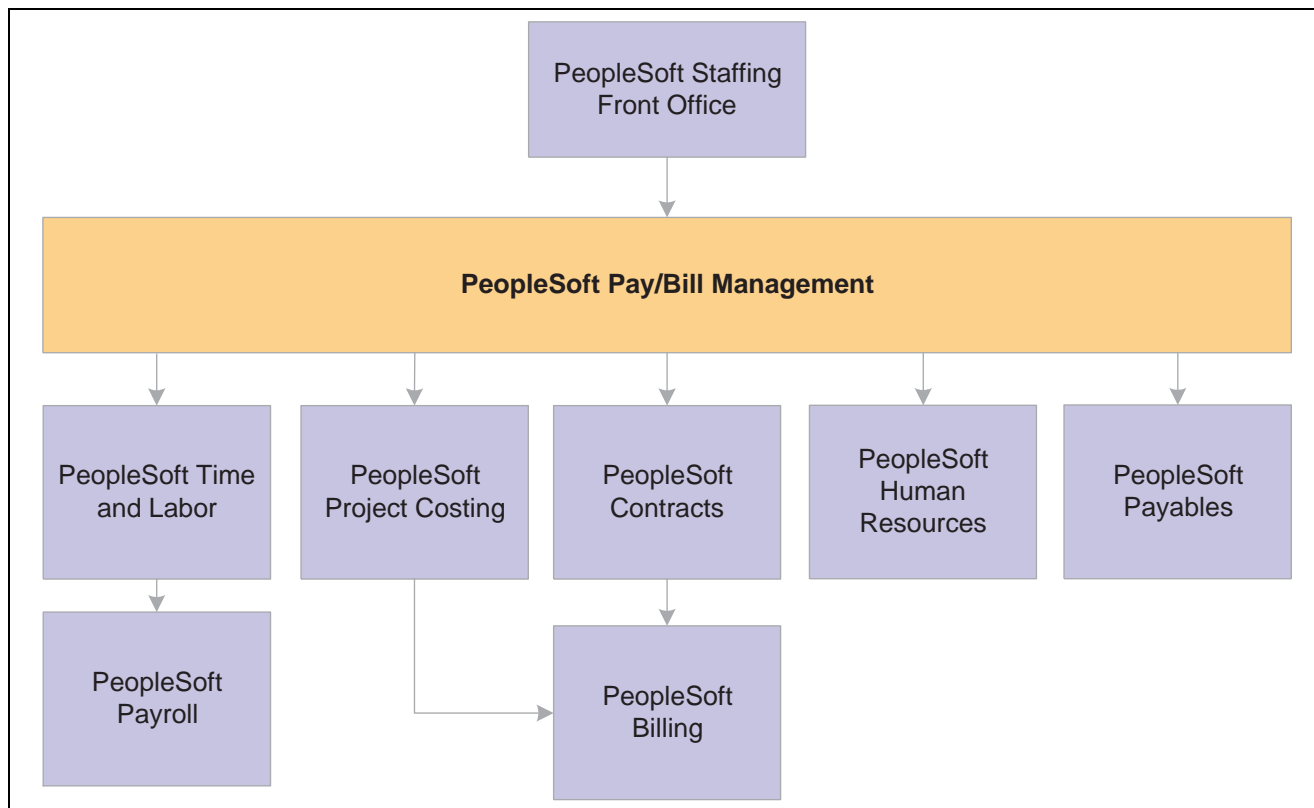
PeopleSoft Pay/Bill Management business processes

We cover these business processes in the business process chapters in this PeopleBook.

Note. To use Pay/Bill Management functionality, you must have the following PeopleSoft products installed on your system: Billing, Contracts, Payables, Project Costing, HR, Time and Labor, and Payroll (North America or Global). In addition, to maximize your Pay/Bill Management functionality, you can use it with Staffing Front Office.

Pay/Bill Management Integrations

Pay/Bill Management integrates with these PeopleSoft applications:



Staffing Front Office and Pay/Bill Management integration flow with other PeopleSoft applications

Pay/Bill Management and Staffing Front Office share the same components and tables for the following entities:

- Assignments
- Applicants
- Contacts
- Customers
- Employees
- Orders

Note. Pay/Bill Management shares many tables with Staffing Front Office and Resource Management.

We cover integration considerations in the implementation chapters in this PeopleBook.

Pay/Bill Management Implementation

We list the Contracts, Project Costing, Billing, and HR component interfaces used by Pay/Bill Management in the Reviewing Component Interfaces section of the Using Enterprise Integration Points chapter.

See [Chapter 4, “Using Enterprise Integration Points,” Reviewing Component Interfaces, page 25.](#)

Other Sources of Information

In the implementation planning phase, take advantage of all PeopleSoft sources of information, including the installation guides, data models, business process maps, and troubleshooting guidelines. A complete list of these resources is in the preface of the *About These PeopleBooks*, with information about where to find the most current version of each.

See Also

Enterprise PeopleTools PeopleBook: PeopleSoft Setup Manager

Enterprise PeopleTools PeopleBook: PeopleSoft Component Interfaces

About These PeopleBooks

PeopleTools PeopleBook: PeopleSoft Integration Broker

PeopleSoft Enterprise Application Fundamentals 8.9 PeopleBook, “Getting Started With PeopleSoft Enterprise Application Fundamentals”

CHAPTER 2

Navigating in PeopleSoft Pay/Bill Management

This chapter discusses how to navigate in Pay/Bill Management.

Navigating in Pay/Bill Management

Pay/Bill Management provides custom navigation center pages that contain groupings of folders that support a specific business process, task, or user role.

Note. In addition to the Pay/Bill Management custom navigation center pages, PeopleSoft provides menu navigation and standard navigation pages.

See Also

PeopleTools PeopleBook: Using PeopleSoft Applications

Pages Used to Navigate in Pay/Bill Management

This table lists the custom navigation center pages that are used to navigate within Pay/Bill Management.

Page Name	Navigation	Usage
Pay/Bill Management Center	Staffing, Pay/Bill Management Center	Access the key areas to capture orders, assignments and time, hire employees, add customers, and manage eligible vendors.
Customers and Contacts	Click the Customers and Contacts link on the Pay/Bill Management Center page. Alternatively, use the Customer Information and Contact Information links under the Customer menu.	Add or view customer and contact information for companies or individuals.
Orders and Assignments	Click the Orders and Assignments link on the Pay/Bill Management Center page.	Add, view, or maintain orders and assignments.
Resources	Click the Resources link on the Pay/Bill Management Center page.	Add or view personal information for employees.

Page Name	Navigation	Usage
Time Administration	Click the Time Administration link on the Pay/Bill Management Center page.	Enter time for employees and contractors; prepopulate the time from a previous period.
Payroll	Click the Payroll link on the Pay/Bill Management Center page.	Review North American and global paychecks.
Billing	Click the Billing link on the Pay/Bill Management Center page.	Review customer invoices.
Purchase Orders	Click the Purchase Orders link on the Pay/Bill Management Center page.	Create or review customer purchase orders.
Vendors and Contractors	Click the Vendors and Contractors link on the Pay/Bill Management Center page.	Identify eligible vendors and create vendor invoices.
Reports	Click the Reports link on the Pay/Bill Management Center page.	View and create reports.

This table lists the custom navigation center pages that are used to navigate from Pay/Bill Management to processes in other PeopleSoft applications that integrate with Pay/Bill Management.

Page Name	Navigation	Usage
Pay/Bill Processes Center	Staffing, Pay/Bill Processes Center	Access the key areas of other PeopleSoft applications to create vouchers, process bills, manage payroll information, and administer time.
Time and Labor	Click the Time and Labor link on the Pay/Bill Processes Center page.	Administer time, exceptions, and interfaces to other PeopleSoft applications.
North American Payroll	Click the North American Payroll link on the Pay/Bill Processes Center page.	Manage processes for your PeopleSoft North American Payroll application.
Global Payroll	Click the Global Payroll link on the Pay/Bill Processes Center page.	Manage processes for your PeopleSoft Global Payroll application.
Bill	Click the Bill link on the Pay/Bill Processes Center page.	Finalize billing processes and generate bills.
Accounts Payable	Click the Accounts Payable link on the Pay/Bill Processes Center page.	Create, build, and post vouchers.

See Also

Using PeopleSoft Applications PeopleBook, "Working with Browser Based Applications," Using Navigation Pages

CHAPTER 3

Understanding PeopleSoft Pay/Bill Management

Pay/Bill Management leverages the functionality of PeopleSoft Financials and PeopleSoft Human Capital Management to deliver an efficient staffing solution that also streamlines the payroll and billing processes of staffing companies.

This chapter discusses:

- Integration with other PeopleSoft databases.
- Integration with other PeopleSoft applications.
- The Pay/Bill Management process flow.
- Product functionality.

Integration with Other PeopleSoft Databases

This section discusses the relationship that Pay/Bill Management has with the following databases:

- PeopleSoft Financials and Supply Chain Management (FSCM).
- PeopleSoft Human Capital Management (HCM).

Pay/Bill Management is delivered as part of the FSCM and HCM databases. It is tightly integrated with several products within these databases in order to complete the pay and bill business processes. Both databases are required to run Pay/Bill Management.

Functionality in the FSCM Database

Most Pay/Bill Management pages and processes are part of the FSCM database. Pay/Bill Management leverages the FSCM database so that you can perform these business processes:

- Create customer records.
- Create contact records.
- Add applicants and hire them as employees or non-employees.
- Create, manage, and process orders and assignments.
- Create and track customer purchase orders.
- Manage staffing vendors.
- Create vouchers from contractor time.
- Process billing.

When Pay/Bill Management creates customer and contact records, the information is stored in the same FSCM database tables used by other applications such as Contracts, Billing, and Receivables. However, some information, specific only to staffing is stored in additional tables (beginning with the letters *FO*) which are used only by Pay/Bill Management and Staffing Front Office.

The same applies to applicants and employees added through Pay/Bill Management. Most of the information is stored in the same FSCM database tables used by other applications such as Resource Management and Expenses. However, some information, specific only to staffing is stored in additional tables (beginning with *FO*) which are used only by Pay/Bill Management and Staffing Front Office.

Similarly, order and assignment information is stored in the same tables used by Resource Management and Staffing Front Office. Information specific to Pay/Bill Management and Staffing Front Office is stored in additional tables prefixed with *FO*.

Functionality in the HCM Database

Some Pay/Bill Management pages and processes are part of the PeopleSoft HCM database. Pay/Bill Management leverages the HCM database so that you can perform these business processes:

- Enter time for employees and contractors.
- Process time entry.
- Process payroll.

Note. Throughout the *PeopleSoft Enterprise Pay/Bill Management 8.9 PeopleBook*, you will notice that navigation paths sometimes begin with *HCM Database*. This signifies that the pages that you access are part of the HCM database. If no database is specified prior to a navigation path, you are accessing pages in the FSCM database.

Integration with Other PeopleSoft Applications

Pay/Bill Management leverages the capabilities of other PeopleSoft applications to provide a full range of staffing functions. The PeopleSoft Pay/Bill Management system requires integration with several modules and also works with other applications from the FSCM and HCM databases to deliver further staffing solution options. The specific role of each PeopleSoft product is discussed in the business process chapters of this PeopleBook.

This section discusses:

- Integration with Staffing Front Office.
- Interaction with Time and Labor.
- Interaction with Project Costing.
- Interaction with Contracts.
- Integration with Billing.
- Integration with Human Resources.
- Integration with Payroll for North America and Global Payroll.
- Integration with Payables.

Interaction with Staffing Front Office

Pay/Bill Management integration with Staffing Front Office enables you to automate your recruiting, prospecting, ordering, and matching processes. Once customer orders are filled, you can process transactions through Pay/Bill Management.

Pay/Bill Management shares the following components and tables with Staffing Front Office:

- Applicants
- Employees
- Customers
- Contacts
- Orders
- Assignments

Many configuration components and tables are also shared between these two applications.

See Also

PeopleSoft Enterprise Promotions Management 8.9 PeopleBook, “Getting Started With PeopleSoft Promotions Management,” PeopleSoft Promotions Management Integrations

Interaction with Time and Labor

Pay/Bill Management requires that you have Time and Labor installed on your system. Pay/Bill Management interacts with Time and Labor so that you can:

- Enter time for employees and contractors.
- Process time for employees and contractors.

Through Time and Labor, Pay/Bill Management users can integrate indirectly with Project Costing, Payroll for North America, and Global Payroll. By using Time and Labor, Pay/Bill Management users also benefit from the functionality of task groups, work groups, and time and labor rules.

See *PeopleSoft Enterprise Time and Labor 8.9 PeopleBook*, “Preface.”

Interaction with Project Costing

Pay/Bill Management requires that you have Project Costing installed on your system. Pay/Bill Management interacts with Project Costing so that you can:

- Automatically create and manage projects associated with your orders.
- Analyze order-related (project-related) transactions.
- Process billing.
- Process revenue.

Pay/Bill Management automatically creates a project for each order added to the system (except for orders with a status of *Draft*). The system also automatically creates project owning organizations (if the Organizations feature is enabled in Project Costing), and project status records.

Pay/Bill Management automatically creates a project activity for each assignment added to the system. It also adds the assigned person to the project and activity teams. For temporary assignments, the system also creates a rate set which contains the billing rates to be used for the work performed in the assignment.

Through Project Costing, Pay/Bill Management integrates indirectly with Billing, Receivables, and General Ledger.

See *PeopleSoft Enterprise Project Costing 8.9 PeopleBook*, “PeopleSoft Enterprise Project Costing Preface”.

Interaction with Contracts

Pay/Bill Management requires that you have Contracts installed on your system. Pay/Bill Management interacts with Contracts so that you can:

- Automatically create, manage, and process contracts associated with your orders.
- Create, manage, and track customer purchase orders.
- Process billing.
- Process revenue.

Pay/Bill Management automatically creates a contract for each order added to the system (except for orders with a status of *Draft*), and a contract line for each assignment. For temporary assignments, the system creates a rate set which contains the billing rates to be used for the work performed in the assignment. For career assignments it creates milestones with the dates that the customer should be billed. The system also automatically creates a revenue and a billing plan for each assignment. When the first assignment is saved, Pay/Bill Management activates the contract. For each subsequent assignment in the same order, the system creates a contract amendment in order to add the contract lines.

Through Project Costing, Pay/Bill Management integrates indirectly with Billing, Receivables, and General Ledger.

See *PeopleSoft Enterprise Contracts 8.9 PeopleBook*, “PeopleSoft Enterprise Contracts Preface”.

Integration with Billing

Pay/Bill Management requires that you have Billing installed on your system. Pay/Bill Management integrates with Billing so that you can:

- Generate invoices for your contract lines (assignments).
- Process and update balances for customer purchase orders.
- Create fall off credits for career assignments (this functionality is available only when both Staffing Front Office and Pay/Bill Management are installed).

Contracts sends billing information for fixed-amount contract lines (career assignments) to Billing. Contracts and Project Costing send billing information for rate-based contract lines (temporary assignments) to Billing. Billing then generates invoices for the contract lines and sends information about the invoices back to Contracts and Project Costing.

See *PeopleSoft Enterprise Billing 8.9 PeopleBook*, “Getting Started With PeopleSoft Billing,” PeopleSoft Billing Integrations.

Integration with Human Resources

Pay/Bill Management integrates with Human Resources to:

- Hire employees and non-employees.
- Manage employee personal and job information.

See Also

PeopleSoft Enterprise Human Resources 8.9 PeopleBook: Administer Workforce

Integration with Payroll for North America and Global Payroll

Pay/Bill Management requires that you have either Payroll for North America or Global Payroll installed on your system. Through Time and Labor, Pay/Bill Management integrates with payroll applications to:

- Pay employees who work in North America.
- Pay employees who work outside of North America.

See Also

PeopleSoft Enterprise Payroll for North America 8.9 PeopleBook

PeopleSoft Enterprise Global Payroll 8.9 PeopleBook

Integration with Payables

Pay/Bill Management integration with Payables enables you to create vouchers for contractor time. When a vendor sends you a bill, you can enter the invoice directly into Payables and create a voucher. Alternatively, you can automatically generate a voucher based on contractor time recorded in Pay/Bill Management.

Pay/Bill Management uses the Submit Time to Payables process to move time entries for contractors from the Project Resources table to the voucher build tables.

See Also

PeopleSoft Enterprise Payables 8.9 PeopleBook, “PeopleSoft Enterprise Payables Preface”

Chapter 13, “Working With Staffing Vendors,” page 137

Interaction with Supply Chain Management

Pay/Bill Management integrates with the PeopleSoft Supply Chain Management database to:

- Create and modify customers.
- Create and modify contacts.

See Also

PeopleSoft Enterprise Order to Cash Common Information 8.9 PeopleBook, “Maintaining General Customer Information,” Adding General Customer Information

Interaction with Resource Management

Although the user interface and components are distinct, Pay/Bill Management shares many tables with Resource Management, including:

- Employees
- Orders
- Assignments

See Also

PeopleSoft Enterprise HRMS 8.9 Application Fundamentals PeopleBook, “Understanding HRMS”

PeopleSoft Enterprise Human Resources 8.9 PeopleBook: Manage Competencies

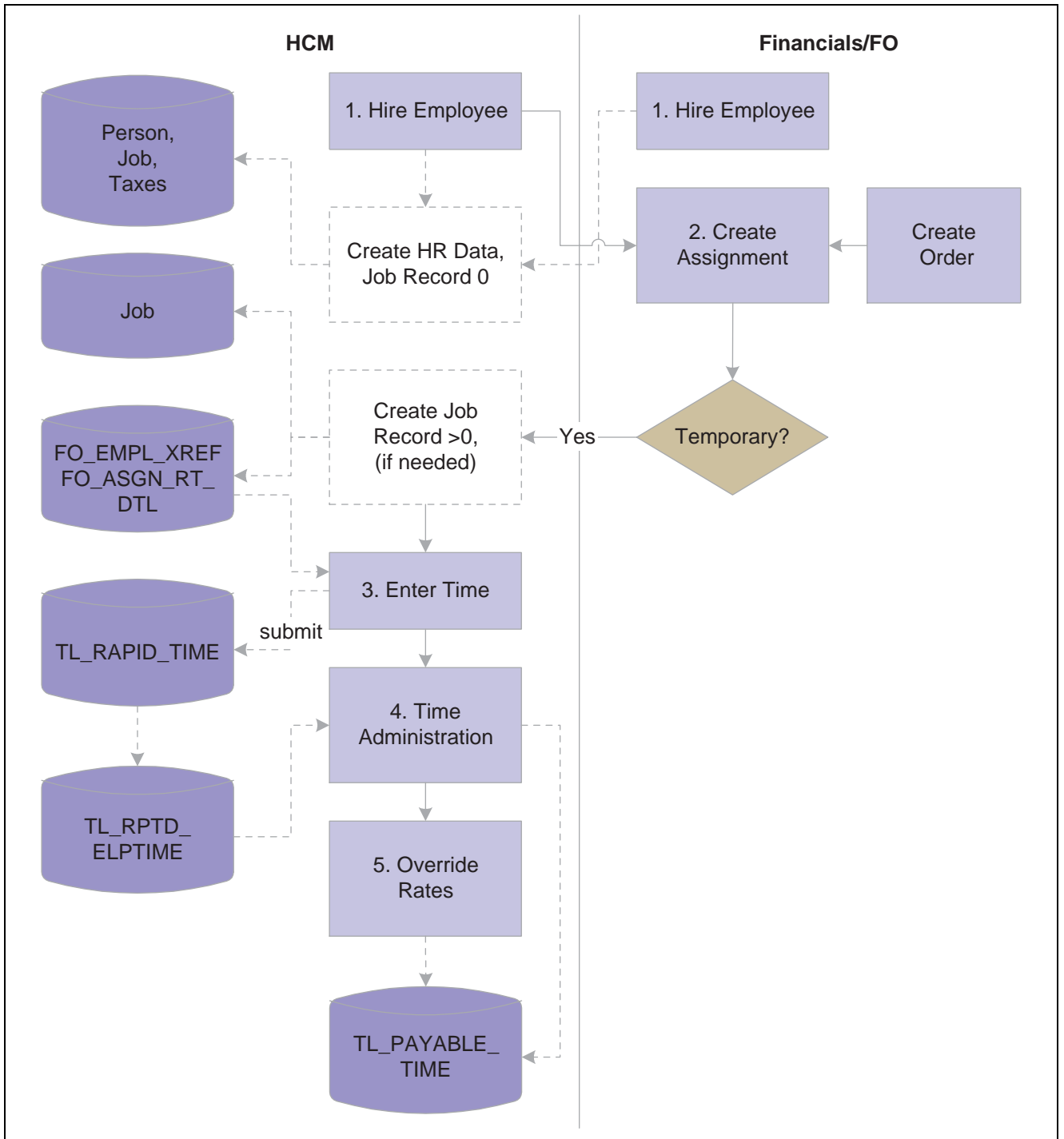
The Pay/Bill Management Process Flow

This section discusses the overall business process flow that is enabled by Pay/Bill Management. The primary business processes include:

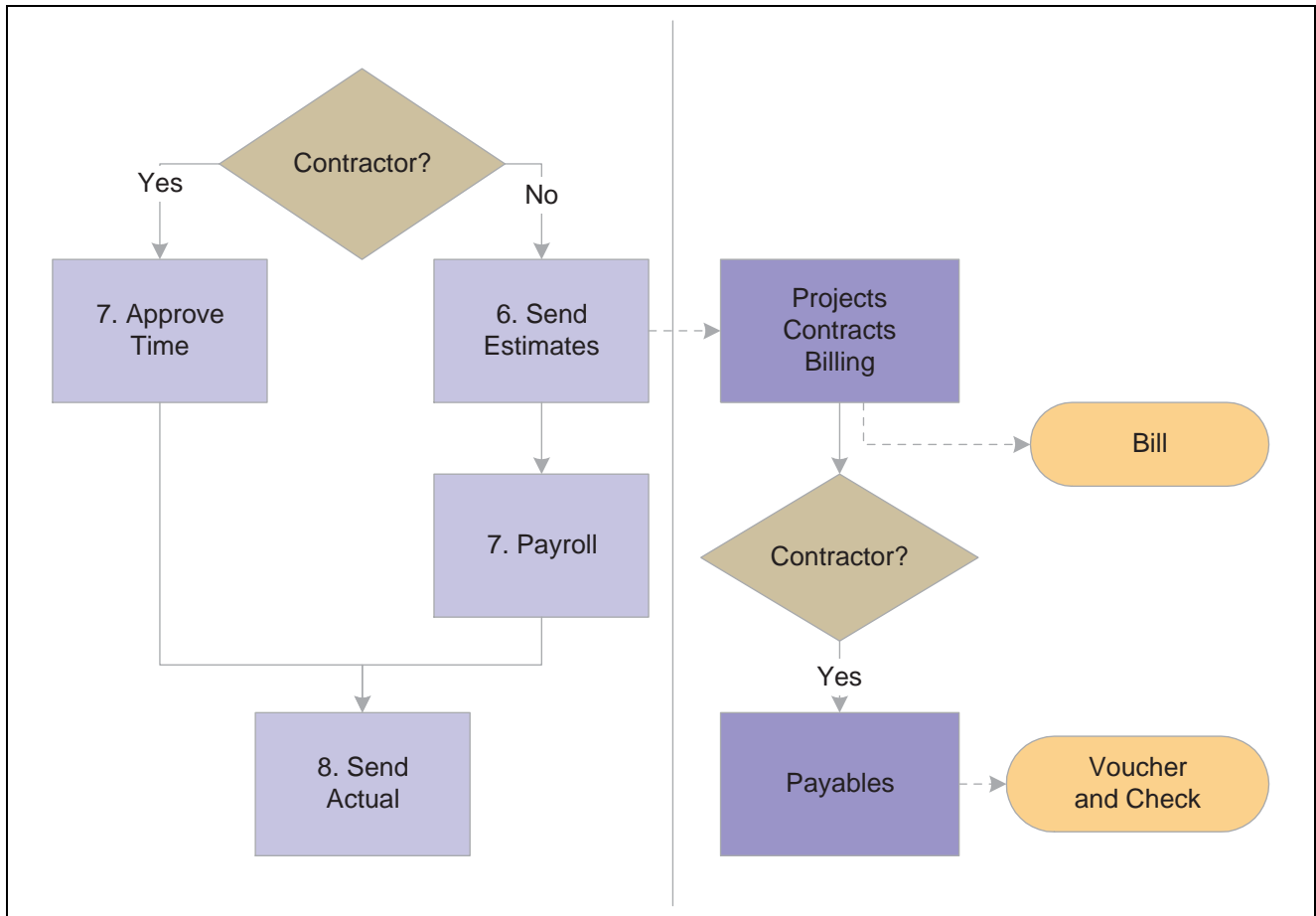
- Hiring employees.
- Assigning employees.
- Billing customers.
- Paying employees.

Each function comprises multiple processes. The details are discussed in the business process chapters of this PeopleBook.

This is the system process flow for Pay/Bill Management temporary orders:



Pay/Bill Management process flow (1 of 2)



Pay/Bill Management process flow (2 of 2)

Hiring Employees

Pay/Bill Management provides an applicant component in Financials to collect the minimum required applicant data such as name, address, job code, benefits, and so forth. Once the hire button is clicked, the system sends the person’s information to HRMS using application messaging, and uses a component interface to hire the employee in HRMS. After the hire, any data updates are made in HRMS and synchronized with Financials through application messaging.

Assigning Employees or Contractors

Resources can be placed in two types of orders

- A career assignment, which involves the staffing organization finding an employee to be hired by a client for a negotiated placement fee.

This is a direct hire between your customer and the employee. Pay/Bill Management does not generate an employee record, so there is no need to send employee data to the HRMS database.

- A temporary assignment, in which the staffing organization sends its own employees to work at client sites on a temporary basis.

For every temporary assignment, Pay/Bill Management requires the person to be hired as an employee or a non-employee. Your customer is billed based on the hours that the employee works.

Billing Customers

For temporary assignments, Pay/Bill Management collects employee and contractor time data that indicates how much time an individual worked. Time data is stored in the HRMS database, where Time and Labor processes the data to produce billable time. Billable time is sent to the FSCM database, where Project Costing converts the time into billing amounts based on the assignment rates. The billing rows are sent to Billing so that an invoice can be generated for the customer.

Note. The term “billable time” refers to Time and Labor payable transactions that need to be or that have been priced for billing. Time and Labor only produces payable time which is sent to Payroll for North America. Time and Labor payable time information is then sent to Project Costing where it is priced to generate billable transactions.

For career assignments, the negotiated placement fee is billed to the customer according to a preset schedule.

Paying Employees

The employee time entered in Time and Labor is also used to generate payable time to pay employees. The system sends employee payable time data to Global Payroll or Payroll for North America, where the employee’s paycheck is generated. Payable time for contract employees is routed to Payables, which creates a voucher and issues a check to the vendor.

Product Functionality

This table summarizes the functions of the following PeopleSoft applications as each relates to the Pay/Bill Management role in the staffing solution:

PeopleSoft Application	Database	Functions
Resource Management	FSCM	Pay/Bill Management shares the employee, order, and assignment tables with Resource Management.
Contracts	FSCM	Each order is related to a contract and each assignment is related to a contract line, which contains information that is used to set billing and revenue parameters.
Project Costing	FSCM	Each order is related to a project and each assignment is related to an activity, which contain information that is used to create billable amounts from time data.
Billing	FSCM	This application receives billable amounts from Project Costing and Contracts and generates a customer invoice.

PeopleSoft Application	Database	Functions
Payables	FSCM	This application receives payable amounts for contractors and issues checks to vendors.
Time and Labor	HCM	This application receives time data from Pay/Bill Management and processes the data to produce billable and payable time.
Global Payroll	HCM	This application receives payable time from Time and Labor and issues paychecks for employees outside North America.
Payroll for North America	HCM	This application receives payable time from Time and Labor and issues paychecks for employees in North America.

CHAPTER 4

Using Enterprise Integration Points

This chapter provides an overview of enterprise integration points (EIPs) and discusses how to:

- Set up PeopleSoft Integration Broker message subscriptions.
- Review PeopleSoft Component Interfaces.

Understanding Enterprise Integration Points

EIPs use a variety of PeopleSoft integration tools to integrate data across your enterprise.

Among the PeopleSoft integration tools used in the design of Pay/Bill Management, you will want to have a firm understanding of:

- PeopleSoft Integration Broker.
- PeopleSoft Component Interfaces.

PeopleSoft Integration Broker

Integration Broker is a middleware technology that facilitates synchronous and asynchronous messaging among internal systems and trading partners, while managing message structure, message format, and transport disparities. Using a publish and subscribe protocol, dynamic data external to Pay/Bill Management is published by the application, such as PeopleSoft Human Resources Management (HRMS), to be picked up by other PeopleSoft applications such as Pay/Bill Management, the subscriber to the changes in data. Integration Broker provides integration that is close to real-time, which means that the publisher need not be connected to the subscriber when publishing data. This is similar to the way that email works.

Note. You must activate the Publication/Subscription feature on the Financials and HCM application servers.

See Also

PeopleTools PeopleBook: PeopleSoft Integration Broker

PeopleSoft Component Interfaces

Every organization depends on real-world business objects, such as assignments in Pay/Bill Management or invoices in Receivables, to conduct its business. In PeopleSoft applications, *components* represent real-world business objects. For example, an invoice component is a way to capture, store, and display all the essential information related to any given invoice—the general billing and shipping information, plus details about each line item. While online, a user can view, enter, and manipulate data about a business object through the use of a component and its associated pages.

Components have *keys* that enable navigation to a specific instance of a business object, and also include the essential information that describes the object (the fields in the component). Additionally, a component includes an organization's business rules associated with whatever type of business object the component represents.

The PeopleSoft Component Interfaces integration tool exposes the rich functionality delivered in the hundreds of components that make up PeopleSoft applications. A component is a transaction that implements a business process or function. A component interface provides real-time synchronous access to the PeopleSoft business rules and data associated with a business component. A component interface is a PeopleTools object created in PeopleSoft Application Designer. It exposes a PeopleSoft component for synchronous access from another application.

Pay/Bill Management primarily uses the component interfaces technology within the framework of the order, assignment, and employees pages.

See Also

PeopleTools PeopleBook: PeopleSoft Component Interfaces

Setting Up Integration Broker Message Subscriptions

PeopleSoft delivers all Pay/Bill Management enterprise integration points with settings enabled for full functionality, with the exception of PeopleSoft Integration Broker messages. When you integrate Pay/Bill Management with PeopleSoft HRMS, you must activate Integration Broker messages.

This section describes how to:

- Set up incremental synchronization messages.
- Set up full table synchronization messages.
- Activate full table publish rules.

Note. PeopleSoft recommends that you not change the delivered values for Create Message Header and Create Message Trailers. Special logic on the PeopleSoft full message subscription to delete the existing application records occurs when a header message is encountered. Some applications use the trailer message to indicate that all data messages have been received and that it is time to start the validation process. The documentation for the individual message should note if headers and trailers are not supported. Please check that the subscribing process does not need the header or trailer process before clearing those check boxes on a Full Sync message publish.

See Also

PeopleTools PeopleBook: PeopleSoft Integration Broker

PeopleTools PeopleBook: PeopleSoft Integration Tools and Utilities

Setting Up Messages: Incremental Synchronization

Pay/Bill Management uses the PeopleSoft Integration Broker tool to integrate Pay/Bill Management tables with PeopleSoft HRMS and PeopleSoft Financials (FSCM) application tables. The messages are delivered with a default status of *Inactive*. You must activate each message before you attempt to publish messages or subscribe to messages between databases.

Note. You must activate these messages in the HRMS and FSCM databases.

To begin using Integration Broker, you need to enable publishing of several messages in HRMS and subscribing to those messages in Pay/Bill Management. For some PeopleSoft systems, the direction of the publish/subscribe rule for messages may be bi-directional or uni-directional; however, in Pay/Bill Management, the model is uni-directional so that data can be synchronized. For a given set of data there is only one source for add and one source for update. The publish and subscribe rules may also be incremental or full table synchronization for each message.

Note. The source for publishing departments must be HRMS because Pay/Bill Management requires that the Company and Location fields are populated.

This table contains the incremental synchronization messages that update the Pay/Bill Management, HRMS, and Financials applications every time a user changes data that is relevant to Pay/Bill Management. These messages are published from Pay/Bill Management or HRMS and subscribe to some or all of the same databases.

Message	Message Channel
COMPETENCY_SYNC1	PERSON_SETUP
COUNTRY_SYNC	ENTERPRISE_SETUP
CURR_QUOTE_MTHD_SYNC	MARKET_RATES
CURRENCY_SYNC	ENTERPRISE_SETUP
CUSTOMER_SYNC	CUSTOMER
DEPT_SYNC	ENTERPRISE_SETUP
FO_APP_HIRE	FO_APP_HIRE
FO_ASGN_CONFIRM	FO_ASSIGNMENTS
FO_ASGN_CREATE	FO_ASSIGNMENTS
FO_ASGN_RATES_SYNC	FO_ASSIGNMENTS
FO_ASGN_UPD	FO_ASSIGNMENTS
FO_EMPL_DATA_SYNC	FO_SETUP

Message	Message Channel
FO_RATE_ELEM_SYNC	FO_SETUP
FO_WC_CO_MOD_SYNC	FO_SETUP
FO_WC_CO_STATE_SYNC	FO_SETUP
FO_WC_STATE_SYNC	FO_SETUP
JOBCODE_SYNC	PERSON_SETUP
LOCATION_SYNC	ENTERPRISE_SETUP
MARKET_RATE_DEFN_SYNC	MARKET_RATES
MARKET_RATE_INDEX_SYNC	MARKET_RATES
MARKET_RATE_LOAD	MARKET_RATES
MARKET_RATE_SYNC	MARKET_RATES
MARKET_RATE_TYPE_SYNC	MARKET_RATES
PERSON_ACCOMP_SYNC	PERSON_DATA
PERSON_BASIC_SYNC	PERSON_DATA
PERSON_COMPETENCY_SYNC	PERSON_DATA
PERSON_EDUCATION_SYNC	PERSON_DATA
PROJ_ACTIVITY_STATUS_SYNC	PROJECTS_SETUP
PROJECT_ACTIVITY_SYNC	PROJECTS_SETUP
PROJECT_ACTIVITY_TEAM_SYNC	PROJECTS_SETUP
PROJECT_STATUS_SYNC	PROJECTS_SETUP

Message	Message Channel
PROJECT_SYNC	PROJECTS_SETUP
PROJECT_TEAM_SYNC	PROJECTS_SETUP
STATE_SYNC	ENTERPRISE_SETUP
TIME_REPORTING_CODE_SYNC	TIME_AND_LABOR_SETUP
UOM_SYNC	ENTERPRISE_SETUP
WORKFORCE_SYNC	PERSON_DATA

After you activate these messages, every subsequent change to data in any of the records associated with these messages triggers the publication and subscription of the new or deleted data. The result is that Pay/Bill Management reflects the change within a few seconds.

If you use Pay/Bill Management with Staffing Front Office, you must also activate these incremental synchronization messages:

Message	Message Channel
ACTION_REASON_SYNC	ACTION_REASON
COMPANY_SYNC	PERSON_SETUP
FREQUENCY_SYNC	PERSON_SETUP

Setting Up Messages: Full Table Synchronization

Full synchronization is a much more data-destructive activity than incremental synchronization. Incremental synchronization messages modify, delete, or add only the data that a user has affected in performing an individual transaction. Full synchronization messages first delete all of the data in the target record and then load a copy of the source record.

When using full synchronization messages, your primary concern is that you do not inadvertently overwrite valid data. To prevent this problem from occurring, you generally should not activate full synchronization messages for any record that receives input from multiple databases.

The messages in the following table are full synchronization messages. Carefully consider the effect of activating any of these messages.

Warning! You should *not* activate any of the messages identified as FULL_SYNC or FULLSYNC unless you are absolutely certain that you want to overwrite all of the data in the records associated with the message in the database. Understanding how full synchronization messages work is especially important if the list of values in the Pay/Bill Management database differs from the values in the HRMS database. For example, synchronizing the locations from HRMS using a FULLSYNC message would overwrite all of the Financials locations with the HRMS locations.

Message	Message Channel
BEN_DEFN_PGM_FULLSYNC	FO_SYNC
COUNTRY_FULLSYNC	ENTERPRISE_SETUP
CURR_QUOTE_MTHD_FULLSYNC	MARKET_RATES
CURRENCY_FULLSYNC	ENTERPRISE_SETUP
CUSTOMER_FULLSYNC	CUSTOMER
DEPT_FULLSYNC	ENTERPRISE_SETUP
DEPT_FULLSYNC_EFF	ENTERPRISE_SETUP
FO_CO_LOCALTAX_FULLSYNC	FO_SYNC
FO_CO_STATETAX_FULLSYNC	FO_SYNC
FO_GP_PYGRP_FULLSYNC	FO_SYNC
FO_RATE_ELEM_FULLSYNC	FO_SETUP
FO_TL_EMPL_DATA_FULLSYNC	FO_SYNC
FO_WC_CO_MOD_FULLSYNC	FO_SETUP
FO_WC_CO_STATE_FULLSYNC	FO_SETUP
FO_WC_STATE_FULLSYNC	FO_SETUP
JOBCODE_FULLSYNC	PERSON_SETUP

Message	Message Channel
LOCATION_FULLSYNC	ENTERPRISE_SETUP
LOCATION_FULLSYNC_EFF	ENTERPRISE_SETUP
MARKET_RATE_DEFN_FULLSYNC	MARKET_RATES
MARKET_RATE_FULLSYNC	MARKET_RATES
MARKET_RATE_INDEX_FULLSYNC	MARKET_RATES
MARKET_RATE_TYPE_FULLSYNC	MARKET_RATES
PAYGROUP_FULLSYNC	PAYGROUP_SETUP
PAYGROUP_TBL_FULLSYNC	FO_SYNC
PERSON_BASIC_FULLSYNC	PERSON_SETUP
PROJECT_ACTIVITY_FULLSYNC	PROJECTS_SETUP
PROJECT_ACTIVITY_STATUS_FULLSYNC	PROJECTS_SETUP
PROJECT_ACTIVITY_TEAM_FULLSYNC	PROJECTS_SETUP
PROJECT_FULLSYNC	PROJECTS_SETUP
PROJECT_STATUS_FULLSYNC	PROJECTS_SETUP
PROJECT_TEAM_FULLSYNC	PROJECTS_SETUP
REGULATORY_REGION_FULLSYNC	PERSON_SETUP
SCHOOL_TYPE_FULLSYNC	PERSON_SETUP
STATE_FULLSYNC	ENTERPRISE_SETUP
TAX_LOCATION1_FULLSYNC	FO_SYNC

Message	Message Channel
TIME_REPORTING_CODE_FULLSYNC	TIME_AND_LABOR_SETUP
TL_TASKGRP_TBL_FULLSYNC	FO_SYNC
TL_WRKGRP_TBL_FULLSYNC	FO_SYNC
UOM_FULLSYNC	ENTERPRISE_SETUP
WORKFORCE_FULLSYNC	PERSON_DATA

If you use Pay/Bill Management with Staffing Front Office, you can also activate these full synchronization messages:

Message	Message Channel
ACTION_REASON_FULLSYNC	ACTION_REASON
COMPANY_FULLSYNC	PERSON_SETUP
FO_BEN_DEFN_PGM_FULLSYNC	FO_SYNC_HRTOFO
FO_COMP_RATECD_FULLSYNC	FO_SYNC_HRTOFO
FO_EMPL_CTG_FULLSYNC	FO_SYNC_HRTOFO
FO_NID_TYPE_TBL_FULLSYNC	FO_SYNC_HRTOFO
FREQUENCY_FULLSYNC	PERSON_SETUP

Activating Full Table Publish Rules

The Integration Broker full table messages are delivered with a status of *Inactive*. The publishing rules must be activated. Information shared by the FSCM and the HRMS databases for Pay/Bill Management is updated properly when the appropriate messages are activated.

For example, PeopleSoft publishes data from the HRMS table CM_CLUSTER_ACMP. This table is populated with new data from PeopleSoft HRMS, and old data is deleted. The data from this table is published into a CLUSTER_ACCOMP_FULLSYNC message.

Reviewing Component Interfaces

Pay/Bill Management uses the Business Component Interface tool to share data within Pay/Bill Management tables or between Pay/Bill Management tables and other application tables, such as HRMS and Financials. The component interfaces used by Pay/Bill Management are:

Component Interface	Description	Database	Function
CA_ACCTPLAN_CI	Review recognition plans.	FSCM	Creates revenue recognition plans in Contracts from assignments when assignments are created.
CA_AMEND_PRICE_CI	Amendment pricing.	FSCM	Creates a contract amendment in Contracts each time an assignment is created (starting with the second assignment; the first assignment does <i>not</i> trigger amendment creation).
CA_BILLPLAN_CI	Billing plans.	FSCM	Creates billing plans in Contracts when assignments are created.
CA_CHG_HDR_CI	Contract amendments.	FSCM	Changes the contract header status when the first assignment is created.
CA_DETAIL_PROJ_CI	Related projects and rates.	FSCM	Creates a contract line and associates it with a project activity when an assignment is created.
CA_HDR_CI	Contract header.	FSCM	Creates a contract header when an order is created.
CA_PRICING_CI	Contract pricing.	FSCM	Creates contract pricing for career orders from assignments.

Component Interface	Description	Database	Function
CA_RATE_CI	Contract rates.	FSCM	Used for temporary assignments only. This CI creates the rate set in Contracts to allow billing for time received from Time and Labor into Project Costing.
CI_COMPETENCIES	Component interface for COMPETENCIES.	HRMS	Adds competency data for employees.
CI_JOB_DATA_CONCUR	Component interface for CI_JOB_DATA_CONCUR.	HRMS	Creates additional jobs for employees.
CI_JOB_DATA_CWR	Component interface for JOB_DATA_CWR.	HRMS	Creates additional jobs for non-employees.
CI_JOB_DATA_EMP	Component interface for JOB_DATA_EMP.	HRMS	Creates additional jobs for employees.
CI_PERSONAL_DATA	Component interface for PERSONAL_DATA.	HRMS	Creates a person record in HCM.
FO_AGENDA_CI	Agenda item.	FSCM	Creates an agenda item.
FO_BI_ENTRY	Fall off credit bills.	FSCM	Creates a credit in Billing when the user creates a fall off for a career assignment.
FO_ORDERS_CI	Status changes and copying orders.	FSCM	Status change and copy order.
FO_PSA_DEFN	Project owning organization.	FSCM	Creates a project-owning organization in Project Costing when the user creates an order with a status other than <i>Draft</i> and when Project Costing is configured to use organizations.
FO_RATE_CI	Project Costing rate template component interface.	FSCM	Creates, updates, or both, a Project Costing rate set.

Component Interface	Description	Database	Function
HHR_EDUCATION_SRV	Education component interface.	HRMS	Adds education data for employees.
HHR_HONORS_AWARDS_SRV	Honors and awards component interface.	HRMS	Adds honor and award data for employees.
HHR_LANGUAGES_SRV	Languages component interface.	HRMS	Adds language data for employees.
HHR_LICENSES_CERTIFS_SRV	Licenses and certifications component interface.	HRMS	Adds license and certificate data for employees.
HHR_MEMBERSHIPS_SRV	Memberships component interface.	HRMS	Adds membership data for employees.
HHR_TEST_RESULTS_SRV	Test results component interface.	HRMS	Adds test result data for employees.
PGM_RESOURCE	Project team for Program Management component interface.	FSCM	Creates a project team for Program Management.
PROJ_TEAM	Project team for Project Costing component interface.	FSCM	Creates a project team for Project Costing.
PROJECT_ACTIVITY	Activity data.	FSCM	Creates a project activity in Project Costing when an assignment is created.
PROJECT_GENERAL	Project data.	FSCM	Creates a project in Project Costing when an order with a status other than <i>Draft</i> is created.
PROJECT_STATUS1	Project status.	FSCM	Creates a project status record when an order is saved.
TL_EMPL_DATA1	Create time reporter data.	HRMS	Creates new effective dated rows in TL_EMPL_DATA.

CHAPTER 5

Preparing to Implement

This chapter provides an overview of PeopleSoft Pay/Bill Management table setup and discusses how to:

- Set up related applications.
- Define installation options.
- Set up user preferences.
- Set up security.

Understanding PeopleSoft Pay/Bill Management Table Setup

To implement Pay/Bill Management, you must first design and establish your system's business structure. Determine the best way to map your new system to your organization's business structures, practices, and procedures.

PeopleSoft applications rely on tables to store business transactions and the structure and processing rules that drive your system. Start by setting up the basic framework by using the pages in PeopleTools:

- The PeopleSoft system builds these pages over core tables, which are delivered and shared among many PeopleSoft applications.

Set up these tables by using online pages.

- If you use other PeopleSoft applications, such as those in Human Resources Management (PeopleSoft HRMS) or PeopleSoft Financials, the system administrator may have defined some of the framework already.

Work closely with administrators from these areas as you prepare to populate these tables.

- Because of the relational design of PeopleSoft applications, the order in which you make important decisions about using the application is not always the order in which you use the online pages to set up the database tables.

Certain tables work as a group when you make processing or implementation decisions; therefore, you must establish data in some tables before others.

Setting Up Related Applications

Pay/Bill Management integrates with many PeopleSoft applications. Set up tables in the following PeopleSoft applications before you set up tables that are specific to Pay/Bill-Management:

- Time and Labor
- Project Costing

- Contracts
- Billing
- Payables
- Payroll for North America
- Global Payroll
- Human Resources

Necessary table setup for each application, as well as integration, application messaging, and component interfaces, is discussed in other chapters in this PeopleBook.

See Also

Chapter 1, “Getting Started with PeopleSoft Enterprise Pay/Bill Management,” page 1

Chapter 4, “Using Enterprise Integration Points,” page 17

Chapter 3, “Understanding PeopleSoft Pay/Bill Management,” Integration with Other PeopleSoft Applications, page 8

PeopleSoft Time and Labor

When setting up Time and Labor, keep the following in mind:

- To enter time in Pay/Bill Management, you can use only the PeopleSoft Time and Labor rapid time templates that contain the following fields: TRC (time reporting code), PC BU (Project Costing business unit), Project ID, Activity ID, Override Rate, and Billable Indicator.
- Do not use task entity codes and do not use combination codes in your rapid time templates.
- Defining time collection devices is optional.
- Ensure that you defined the task template correctly for all elements for which you enter data.

Configure your HR departments so that they coincide in value with the corresponding General Ledger departments. That is a design assumption in Pay/Bill Management, especially if the Cost Sharing functionality in Project Costing is used.

PeopleSoft Project Costing

When setting up Project Costing, make sure that you:

- Enable the application messages for estimates and actuals on the Projects Options page.

Select the Time and Labor Actuals, Time and Labor Estimates, Time and Labor Contractor, and Time and Labor for Billing check boxes in the Time and Labor Interface group box on the Projects Options page.

Note. Ensure that you select the Project and Activity Team check box for each Project Costing business unit.

- Enable Project Costing integration with Time and Labor on the Installation Options - Projects Integration page.

Select the Load Time Automatically check box in the Time and Labor Integration region of this page.

- When configuring project types, make sure that the project types referred to in the Pay/Bill Management project profiles do not have default rate sets associated with them, otherwise, the system will not be able to automatically create contract custom rate sets for the temporary assignments.

Program Management

For each Project Costing business unit, ensure that you configure the Program Management business unit options to have the Activity Date Cascade Calculations option set to Manual.

PeopleSoft Contracts

When setting up Contracts, and when configuring the product codes to be used by your contract profiles, ensure that temporary orders use rate-based products and career orders use amount-based products. The products should not be configurable as renewable or as third-party products. The products should not be configured to use templates for billing plans, billing plan details, revenue plans, or renewal plans.

In addition, when you select Products, Identify Product Details, Definition to configure products, ensure that you enter *Contracts Only* in the Product Use field. Then select the Contracts Options tab and enter a Price Type of *Amount*, and leave the four fields in the Templates group box blank.

PeopleSoft Billing

With Billing, to find the billing interface parameter that you need to run the Billing Interface Application Engine, view the message log from the Contracts/Billing Interface process (CA_BI_INTFC).

PeopleSoft Payables

When setting up Payables, remember that:

- If you are entering contractor time through Time and Labor and using the Staffing Application Engine process (FO_TO_AP) to load time into voucher staging tables, the voucher profile must have an account mapped for every TRC for which you enter contract time.
- If a vendor sends you an invoice for contractor time and you are entering it directly as a voucher into Payables, when you run the PC_TO_AP_PC process, you must select the Summary parameter in the Application Options group box on the run control page.

Warning! Do not select Detail.

PeopleSoft Payroll for North America

When setting up Payroll for North America, remember that Time and Labor does not provide all the overtime rules to meet FLSA requirements, and Pay/Bill Management does not provide any rules. You must create your own.

Pay/Bill Management does not calculate overtime premium pay rates using FLSA regulations. However, it passes information to North American Payroll in a format that enables that application to compute the premium pay. Pay/Bill Management handles FLSA premium pay requirements as follows:

1. If the employee is non-exempt and belongs to a paygroup that is configured as FLSA required, the system does not use the overtime pay rate entered in the assignment, but rather it uses the regular time pay rate as the override rate for overtime pay.
2. The system then relies on North American Payroll to apply the earnings code multipliers on that override rate to compute premium pay. If the employee is exempt or belongs to a paygroup that is not configured as FLSA required, the system will use the overtime pay rate entered in the assignment as the override rate. In these situations, ensure that the earnings code associated with the overtime TRC does not have the multiplier factor, otherwise overtime premium may be compounded—once by the Pay/Bill Management assignment override rate, and again by the earnings code multiplier rate.

Compensation rate codes entered for staffing employees must have the Use FTE field value be set to *No*.

See Also

Appendix B, “Calculating Margin and Markup,” page 153

PeopleSoft Enterprise Time and Labor 8.9 PeopleBook, “Creating Rules in Time Administration”

PeopleSoft Global Payroll

When setting up Global Payroll, make sure that the TRCs for global salaried personnel map to an earnings code that does not add to gross or net amounts. This ensures that you do not pay an employee from employee record 1, 2, 3, and so forth, but instead that you pay from employee record 0.

See Also

Appendix C, “Paying Salary and Hourly Employees With PeopleSoft Global Payroll,” page 157

Defining Installation Options

This section discusses how to set up installation options.

Note. The Installation Options - Staffing page is shared between Staffing Front Office and Pay/Bill Management. Some of the options on the page are specific to only one of the two applications, but some are options shared between the two.

See Also

PeopleSoft Enterprise Staffing Front Office 8.9 PeopleBook, “Defining Your Operational Structure,” Setting Up Your General Business Environment

Page Used to Define Installation Options

Page Name	Object Name	Navigation	Usage
Installation Options - Staffing	INSTALLATION_FO	Set Up Financials/Supply Chain, Install, Installation Options, Staffing	Set up installation options. <i>See PeopleSoft Enterprise Staffing Front Office 8.9 PeopleBook, “Defining Your Operational Structure,” Setting Up Your General Business Environment.</i> <i>See PeopleSoft Enterprise Application Fundamentals 8.9 PeopleBook, “Setting Installation Options for PeopleSoft Applications,” Setting Up Application-Specific Installation Options.</i>

Setting Up User Preferences

User preferences enable you to set up default values that facilitate faster data entry into transaction tables. These default values can be overridden on the actual pages.

You set up user preferences using the pages described in the *PeopleSoft Financials, Enterprise Service Automation, and Supply Chain Management Application Fundamentals 8.9 PeopleBook*.

Note. You must set up overall preferences before you can set up default values.

See *PeopleSoft Enterprise Application Fundamentals 8.9 PeopleBook*, “Defining User Preferences,” Defining Overall User Preferences.

See *PeopleSoft Enterprise Application Fundamentals 8.9 PeopleBook*, “Defining User Preferences,” Defining Staffing General Preferences.

Setting Up Security

PeopleSoft applications use the capabilities and flexibility of multilevel security to provide an efficient, effective solution to security issues. Pay/Bill Management leverages the existing departmental security provided by the PeopleSoft Human Resources Management (HRMS) database for employees. Additionally, the Pay/Bill Management applicant and employee components in Financials also have departmental security.

Note. Other Financials applications, such as Expenses and Resource Management, also have their own employee components but those are not enabled for departmental security.

Based on the departmental security setup, users are granted or denied access to employee data based on the organizational hierarchy that you define in the security tree. Departmental security must be configured both in the HCM and Financials databases.

When you grant users access to a department ID on the security tree, you automatically grant them access to employee data in any department that reports (directly or indirectly) to that department ID, unless you restrict access to a specific department.

Using departmental security, grant and deny access to employee data by using row-level permission lists. Users are assigned a row-level permission list granting them access to data in certain departments.

Note. Department security only pertains to applicant and employee functionality.

Note. Other relevant information that is common to many applications is located in the *PeopleSoft Enterprise HRMS Application Fundamentals PeopleBook*.

See Also

PeopleSoft Enterprise HRMS 8.9 Application Fundamentals PeopleBook, “Setting Up and Administering HRMS Security”

CHAPTER 6

Configuring Your PeopleSoft Pay/Bill Management System

This chapter provides an overview of the Pay/Bill Management structure and discusses how to:

- Set up branches and branch mapping.
- Set up contract profiles.
- Set up project profiles.
- Set up rate elements and rate profiles.
- Set up voucher profiles.
- Set up customer field definitions.
- Set up job code margin indicators.
- Set up workers' compensation.
- Set up fall off codes (applicable only when both Staffing Front Office and Pay/Bill Management are installed).
- Set up departments and department security.
- Set up staffing installation options in the Financials database.
- Set up staffing installation options in the HRMS database.
- Set up staffing general and job data user preferences in the Financials database.
- Set up user defined order types.

Understanding the PeopleSoft Pay/Bill Management Structure

Pay/Bill Management has features and functionality in two databases: Financials and HCM.

This section discusses:

- The configuration required in the PeopleSoft Financials database.
- The configuration required in the PeopleSoft Human Capital Management (PeopleSoft HCM) database.

Note. The following applications must be configured before you can begin the Pay/Bill Management setup: Project Costing, Contracts, Billing, Payables, HR, Time and Labor, and Payroll for North America or Global Payroll.

The PeopleSoft Financials Database

Set up these Pay/Bill Management tables in your PeopleSoft Financials database:

- Branches and branch mapping.
- Contract profiles.
- Project profiles.
- Rate elements and rate profiles.
- Voucher profiles.
- Customer field definitions.
- Job code margin indicators.
- Fall off codes.
- Department security.
- Staffing installation options in the Financials database.
- Staffing general and job data user preferences in the Financials database.
- User defined order types.

Additionally, Pay/Bill Management refers directly to the following configuration in other Financials applications. Each of these applications has its own minimum configuration requirements which are documented in their respective PeopleBooks.

PeopleSoft Product	Configuration	Reference
Payables	<ul style="list-style-type: none"> • AP business units • AP voucher origins 	PeopleSoft Enterprise Payables 8.9 PeopleBook
Billing	<ul style="list-style-type: none"> • Bill by • Bill sources • Bill types • Billing cycles • Billing inquiry phone • Billing specialists • Collectors • Credit analysts • Invoice forms • Support teams • Billing business units 	PeopleSoft Enterprise Billing 8.9 PeopleBook

PeopleSoft Product	Configuration	Reference
Contracts	<ul style="list-style-type: none"> • Amendment reasons • Amendment types • Contract legal entities • Contract statuses • Contract types • Contracts business units • Products 	PeopleSoft Enterprise Contracts 8.9 PeopleBook
Project Costing	<ul style="list-style-type: none"> • Activity statuses • Activity types • Analysis types • Project integration templates • Project roles • Project statuses • Project types • Projects business units 	PeopleSoft Enterprise Project Costing 8.9 PeopleBook
Common Enterprise Components (Financials)	<ul style="list-style-type: none"> • Accounts (GL) • Automatic numbering • Contact types • Countries • Currency codes • Departments • Industry codes • Installed applications • Market rate types • Product tax groups • Sales tax codes • States or provinces • TableSet class security • TableSet operator security • Types of security • Secured fields • Unit class security • Unit operator security 	PeopleSoft Enterprise Application Fundamentals 8.9 PeopleBook

Note. If you plan to use both Staffing Front Office and Pay/Bill Management, refer to the PeopleSoft Enterprise Staffing Front Office 8.9 PeopleBook for information regarding necessary configuration.

See Also

Chapter 5, “Preparing to Implement,” page 29

PeopleSoft Enterprise Staffing Front Office 8.9 PeopleBook, “Structuring Your Staffing Front Office Processing Environment”

The PeopleSoft HCM Database

Set up these tables in your PeopleSoft HCM database:

- Workers’ compensation tables.

Note. There are workers’ compensation setup components in the Financials database but those should only be used by customers who have Staffing Front Office *without* Pay/Bill Management. When Pay/Bill Management is installed, workers’ compensation must be configured using the HCM components.

- Staffing installation options in the HCM database.

Additionally, Pay/Bill Management refers directly to the following configuration in other HCM applications. Each of these applications has its own minimum configuration requirements which are documented in their respective PeopleBooks.

PeopleSoft Product	Configuration	Reference
<p>Common Enterprise Components (HCM)</p>	<p>An asterisk indicates that the configuration applies only if Pay/Bill is used in conjunction with Staffing Front Office.</p> <ul style="list-style-type: none"> • Action reasons • Benefit programs • Comp rate codes • Company • Competencies* • Competencies types* • Degrees* • Frequency table • Honors and awards* • Job codes • Languages* • Licenses and Certifications* • Locations • Majors* • Memberships* • Name prefix • Name suffix • National ID types • Pay groups • Rating models* • Schools* • School types* • Tax locations • Tests* 	<p>PeopleSoft Enterprise HRMS 8.9 Application Fundamentals PeopleBook</p>
<p>Global Payroll</p>	<p>Global pay groups</p>	<p>PeopleSoft Enterprise Global Payroll 8.9 PeopleBook</p>

PeopleSoft Product	Configuration	Reference
Core HR	<ul style="list-style-type: none"> • HR business units • Labor agreements • Regulatory regions 	PeopleSoft Enterprise HRMS 8.9 Application Fundamentals PeopleBook
Time and Labor	<ul style="list-style-type: none"> • Rapid time templates • Time reporting codes • Taskgroups • Workgroups 	PeopleSoft Enterprise Time and Labor 8.9 PeopleBook

See Also

PeopleSoft Enterprise Staffing Front Office 8.9 PeopleBook, “Defining Your Operational Structure”

PeopleSoft Enterprise Staffing Front Office 8.9 PeopleBook, “Defining Your Operational Structure,” Setting Up Your General Business Environment

Setting Up and Mapping Branches

The Staffing Front Office branch configuration is shared between Staffing Front Office and Pay/Bill Management. Set up and map your branches using the Staffing Front Office PeopleBook.

See *PeopleSoft Enterprise Staffing Front Office 8.9 PeopleBook*, “Defining Your Operational Structure,” Setting Up Branches.

Setting Up Contract Profiles

This section provides an overview of contract profiles and discusses how to set up contract profiles.

Understanding Contract Profiles

Contract profiles are defined by Contracts business units and by user defined order types. Each staffing branch is mapped to a Contracts business unit. The order and assignment components use the contract profile in conjunction with various component interfaces to create valid contracts, contract lines, and related definitions (including billing plans and revenue recognition plans).

You can specify billing defaults on the Contract Profile page and, if needed, override these billing fields on the billing plan in the Contracts application. In addition, you can establish billing defaults at the customer level, and again override them on the billing plan. If you do not establish defaults at the customer level, but you do establish defaults at the contract profile level, the system populates the billing plan with the values from the contract profile. If you establish billing defaults at both the customer level and the contract profile level, the system populates the billing plan with the customer level defaults.

The Pre Approval Flag check box selection on the Assignments - Billing page defaults according to the selection made on the contract profile. Users can override the default by selecting or clearing this check box as necessary. This table shows how the system handles defaulting for direct invoicing and preapprovals on the Billing Plan General page in Contracts, based on both the check-box selection on the Assignments - Billing page and the direct invoicing option in the Customers component:

Assignment - Billing Page	Customer - Billing Page	Billing Plan General Page	
Pre Approved Flag check box	Direct Invoicing check box	Pre Approved check box	Direct Invoice
Cleared	Selected	Selected	Selected
Selected	Selected	Selected	Selected
Cleared	Cleared	Cleared	Cleared
Selected	Cleared	Selected	Cleared

Note. If you have installed Staffing Front Office in addition to Pay/Bill Management, you can also use the Contract Profile to specify default values for fall off credit invoices. A fall off occurs when a career assignment terminates prior to the number of guarantee days granted to the customer, thus requiring the customer be given a credit or refund.

See Also

PeopleSoft Enterprise Contracts 8.9 PeopleBook, “Structuring Contracts”

PeopleSoft Enterprise Staffing Front Office 8.9 PeopleBook, “Structuring Your Staffing Front Office Processing Environment”

Page Used to Set Up Contract Profiles

Page Name	Object Name	Navigation	Usage
Contract Profile	FO_CA_PROFILE	Set Up Financials/Supply Chain, Product Related, Staffing, Orders, Contract Profile	Set up contract profiles to provide default values. The contract, billing, and fall off defaults that you set up on this page appear by default when you create orders and assignments. The order and assignment components use the contract profile in conjunction with various component interfaces to create valid contract records.

Setting Up Contract Profiles

Access the Contract Profile page.

Contract Profile

Business Unit: US004 US004 ILLINOIS OPERATIONS

Contract Profile Find | View All First 1 of 6 Last

*User Order Type: Career Order Type: Career

Contract Defaults

*Contract Type:	<input type="text" value="COMMERCIAL & CONSULTING"/>	*Contract Legal Entity:	<input type="text" value="GMSPONSOR"/>
*Product ID:	<input type="text" value="BUILDING10"/>	*Amendment Type:	<input type="text" value="Additional Purchase"/>
*Contract Pending Status:	<input type="text" value="PENDING"/>	*Amendment Reason:	<input type="text" value="Additional Purchase"/>
*Contract Open Status:	<input type="text" value="ACTIVE"/>		

Rate Profiles

NA Payroll Hourly Employee	<input type="text"/>
NA Payroll Salaried Employee	<input type="text"/>
Non-Employee	<input type="text"/>
Global Payroll Employee	<input type="text"/>

Purchase Order

Encumbrance %:

Billing Defaults/Overrides

*Bill Plan Description:	<input type="text" value="BP"/>	*Rev Rec Plan Description:	<input type="text" value="RRP"/>
Bill Type:	<input type="text" value="Asset Sales"/>	Bill Source:	<input type="text" value="Belgium Bills"/>
Bill By:	<input type="text" value="Project Id / Activity Type"/>	Billing Cycle:	<input type="text" value="Weekly with recur bill param."/>
Invoice Form:	<input type="text" value="Grants Letter of Credit Bills"/>	Bill Inquiry Phone:	<input type="text"/>
Billing Specialist:	<input type="text" value="Catherine O Toole"/>	<input checked="" type="checkbox"/> Pre Approval Flag	

Contract Profile page (1 of 2)

Fall Off Defaults/Overrides

Fall-off Bill Type:	<input type="text" value="Construction"/>
Fall-off Bill Source:	<input type="text" value="Order Entry System"/>
Fall-off Invoice Form:	<input type="text" value="Project Detail"/>

Contract Profile page (2 of 2)

User Order Type

The values that you set up on the contract profile should reflect the billing and revenue needs of the order type. Select a user order type to specify the type of order. User order types are configured as part of your system configuration. Each user-defined order type must map to one of two possible system-defined order types: temporary or career.

Temporary orders are service requests that involve sending employees of the staffing organization to work at a client's worksite for a predetermined period of time. Pay/Bill Management bills for these transactions on a time and materials, as-incurred basis.

Career orders are requests from customers for the staffing company to find an individual to be permanently hired by the client. The placement is associated with fixed-fee billing and revenue recognition; you bill customers according to an agreed upon schedule.

Contract Defaults

Complete all fields in this group box to create a valid contract.

Contract Type	Select one contract type (contract category) for the user order type.
Contract Legal Entity	Select the legal entity within your organization that owns (signed) the contract. If the Contracts business units roll up to fewer legal entities, you can specify that here.
Product ID	Select the product or service that you will use on your contract lines. The product ID drives the method by which you bill and recognize revenue. Set up products according to order type. For temporary order types, billing and revenue recognition is as-incurred, and the system only allows you to select from products with a price type of <i>rate</i> . For career order types, billing and revenue recognition is amount based, and the system only allows you to select from products with a price type of <i>Amount</i> . Therefore, it is important that you set up products in Contracts accordingly. The products should not be configurable as renewable or as third-party products and they should not be set up to use templates for billing plans, billing plan details, revenue plans, or renewal plans.
Amendment Type	Select an amendment type. Amendments are changes to active contracts. When the first assignment for an order is created, Pay/Bill Management activates the contract associated with that order. For each subsequent assignment, Pay/Bill Management creates a contract amendment to add contract lines, billing, and revenue plans to the contract.
Contract Pending Status	Select a value for pending contracts. When an order is first saved with unfilled status, the contract automatically generated is saved with a status of <i>Pending</i> because its contract lines will only be created when assignments are saved. When you create an order, the system automatically sets the associated contracts status to the value that you specify here.
Amendment Reason	Select the amendment reason to be used when assignments are created (starting with the second assignment). This field is informational only; no processing is initiated. This is a required field when creating an amendment.
Contract Open Status	When the first assignment is created for an order, Pay/Bill Management activates the associated contract using the status value you specify here.

Rate Profiles

Rate profiles are a collection of rate elements (or types of rates) that default to temporary assignments when they are first created. Users have the option of adding or removing rate elements from the assignment after they default from the rate profile. The rate profile that defaults on the assignment depends on whether the person assigned is an employee or non-employee, whether the person is paid by North America or Global Payroll, and whether the person is hourly or salaried. The system determines the type of employee based on his or her default job record as specified in the Job Record Eligibility page. When employees are hired using the Applicant component in Pay/Bill Management, their default job record is employee record 0 (zero), unless changes are made in the Job Record Eligibility page.

NA Payroll Hourly Employee	Select a previously configured rate profile that you want to default to temporary assignments associated with Payroll for North America hourly employees.
NA Payroll Salaried Employee	Select a previously configured rate profile that you want to default to temporary assignments associated with Payroll for North America salaried employees.
Non-Employee	Select a previously configured rate profile that you want to default to temporary assignments associated with non-employees.
Global Payroll Employee	Select a previously configured rate profile that you want to default to temporary assignments associated with Global Payroll employees.

Billing Defaults/Overrides

The system populates the billing plan with the values that you specify in this group box. If you also specify billing defaults at the customer level, the customer billing defaults override these values. These billing values can be overridden in the individual billing plan in the Contracts application after the system creates valid records, but before any billing processing.

Bill Plan Description	Enter a description for the billing plan.
Rev Rec Plan Description (revenue recognition plan description)	Enter a description for the revenue recognition plan.
Bill Type	Select a bill type, to be used for the invoices generated for the order.
Bill Source	Select a bill source, which is used by Billing to identify where the billing activity originated.
Bill By	Select a bill by ID, which directs the Billing application how to group customer charges into invoices.
Billing Cycle	Select a billing cycle, which associates a billing plan with the billing cycle that you defined on the Bill Cycle page. When you run the Contracts/Billing Interface process, you can have it process only billing plans of a specific billing cycle type.
Invoice Form	Select the invoice format for the bills that you generate from this billing plan.
Bill Inquiry Phone	Select the number for customers to call if they have questions about their bills. You can include the number on the invoice. This number is established on the Bill Inquiry Phone page.
Billing Specialist	Select a billing specialist. Specialists are established on the Billing Specialist page. The billing specialist is the person responsible for answering questions about the invoices.

Pre Approval Flag

Select this check box to bypass the billing worksheet review and approval process. Selecting this check box sends the invoices directly to Billing without first creating a temporary bill.

Billing provides a number of mechanisms by which invoices may be reviewed, adjusted, and approved. However, due to high billing volumes, you may want to bypass these features. This may be done by selecting the Pre Approval and Direct Invoicing check boxes on the billing plan. However, if you have a standard business practice of preapproval or direct invoicing, you may set these at a higher level. You can select the Pre Approval check box on the Contract Profile page, and the Direct Invoicing check box on the Customer - Billing page. The system passes both of these selections to the billing plan.

Note. It is possible to have the direct invoicing flag enabled and the preapproval flag disabled for a specific customer-contract profile combination. If the system detects this configuration during the automatic generation of the billing plan, the system enables both options.

Purchase Order**Encumbrance %**
(encumbrance percentage)

Enter an encumbrance percentage to set aside a portion of the purchase order (PO) balance for tax purposes. When you update PO balances prior to bill creation and tax calculation, this blanket encumbrance percentage can be used to estimate taxes. Pay/Bill Management provides functionality to track customer purchase order balances as the customer is billed for work performed in a temporary assignment. Once the billing charges are sent from the Project Costing application to the Billing application, Pay/Bill Management will decrement the PO balance. However, the system will not have any information on taxes that may apply to the invoice and the amount decremented is prior to any taxes being applied.

Fall Off Defaults/Overrides

The fields in this group box apply only if you have both Pay/Bill Management and Staffing Front Office installed.

Fall-off Bill Type

Select a fall off bill type, which is used when creating a credit invoice in the Billing application when a fall off takes place and a customer is entitled to a credit or a refund.

Fall-off Bill Source

Select a fall off bill source, which is used when creating a credit invoice in the Billing application when a fall off takes place.

Fall-off Invoice Form

Select the invoice format for the credits that you generate from this fall off.

Setting Up Project Profiles

This section provides an overview of project profiles and discusses how to set up project profiles.

Understanding Project Profiles

Project profiles are defined by Project Costing business units and by user defined order type. Each staffing branch is mapped to a Project Costing business unit. The order and assignment components use the project profile in conjunction with various component interfaces to create valid project records, including project, project status, activity, and activity team.

See Also

PeopleSoft Enterprise Staffing Front Office 8.9 PeopleBook, “Defining Your Operational Structure,” Setting Up Project Costing Business Units

Page Used to Set Up Project Profiles

Page Name	Object Name	Navigation	Usage
Project Profile	FO_PROJ_PROFILE	Set Up Financials/Supply Chain, Product Related, Staffing, Orders, Project Profile	<p>Set up project profiles to provide default values. The system uses the Project Costing information that you set up on this page, then Pay/Bill Management automatically creates projects and activities for orders and assignments.</p> <p>The order and assignment components use the project profile in conjunction with various component interfaces to create valid project records.</p>

Setting Up Project Profiles

Access the Project Profile page.

Project Profile page

User Order Type

Select a user order type to specify the type of order. The values that you set up on the project profile should reflect the billing, revenue, and reporting needs of the order type.

Note. The choices here are the same as those for setting up contract profiles.

Project Defaults**Integration**

Select an integration template to define the integration between Project Costing and General Ledger. Integration templates also establish business units that are assigned to transactions by default.

Project Type

Select the project type value to use when you create the related projects for your orders.

Projects are categorized by project types. Setting up project types makes it easy to analyze all projects of a certain type.

Project Status

Select a project status to be used when Pay/Bill Management automatically creates a project for each order. When configuring your Project Costing application, ensure that the project status value that you entered in the project profile has a processing status of Active.

Activity Type	Select the activity type that Pay/Bill Management should use when creating related activities for career and temporary assignments. Pay/Bill Management automatically creates an activity for each Assignment added to the system. Activity types categorize activities to facilitate analysis and reporting on all similar activities across all projects in the enterprise.
Activity Status	Select the activity status to be used when Pay/Bill Management creates the activity for the assignment.
Project Role	Select a project role, used when creating the project and activity team records when employees are assigned to temporary assignments.

HRMS Defaults

Use employee default job info	Select this check box in order to have the system use the information in the employee's default job record to default to the assignment component. Otherwise, the system will use the default values specified in the user preferences configuration. When creating temporary assignments, Pay/Bill Management needs to capture several fields to determine how the employee should be paid for the work performed for that assignment. Some of these fields include department, company, pay group, and so on.
Use employee default TL info (use employee default PeopleSoft Time and Labor information)	Select this check box in order to have the system use the information in the employee's default job record to default in the assignment component. Otherwise, the system will use the default values specified in the user preferences configuration. When creating temporary assignments, Pay/Bill Management needs to capture workgroup and taskgroup information to determine how Time and Labor should process the hours reported by the employee against the assignment.

Setting Up Rate Profiles and Rate Elements

This section provides an overview of the rate elements and rate profiles setup.

Understanding Rate Elements and Rate Profiles

Rate elements define the types of rates that can be captured in temporary assignments, and how employees should be paid and customers billed for those types of rates. Rate profiles are a group of rate elements that default onto the assignment rates grid when an assignment is first created. Rate profiles are intended to facilitate data entry by pre-loading the assignment with the most common types of rates that need to be captured. Once the assignment is created, users can add or remove rate elements from the assignment as needed.

Pay/Bill Management uses the rate amounts entered in the assignment and the rate element configuration to create a rate set in the Contracts application and link it to the contract line associated with the assignment. The rate set created by Pay/Bill Management has a *Billing* rate definition type and uses the Use Contract Rate Sets option.

Rate sets enable transactions to be priced into new transactions for billing and revenue recognition. The rate sets have two parts:

- Source criteria that the Project Costing Pricing Application Engine process compares against transactions coming in from feeder applications such as Time and Labor, Expenses, or Payables.

- Target definition for the billing row that is created.

When the source criteria matches a cost transaction, it creates a row based on the values specified on the target definition configuration of the rate set.

In Project Costing and in Contracts, you can specify multiple target rows for the same source transaction. However, in Pay/Bill Management, the system allows only one target row for each source transaction for billing purposes.

The rate sets created by Pay/Bill Management use the source and target configuration specified in the rate element setup.

Because billing and payroll processing requirements depend on the type of resource being assigned, users must specify whether particular rate elements and rate profiles being configured apply to Payroll for North America hourly employees, Payroll for North America salaried employees, Global Payroll employees, and non-employees.

Some of the considerations for configuring rate elements and rate profiles include:

- Hourly employees are compensated based on the pay rates specified in the assignment and not in the compensation rate specified in the job record in HRMS. Therefore, the rate elements for hourly employees typically have a rate action of *Pay & Bill* so that users will capture both pay and bill rates in the assignment. However, salaried employees are compensated based on the compensation information specified in the job record in HRMS. Therefore, the rate elements for salaried employees typically have a rate action of *Bill Only* so that users will capture bill rates in the assignment. Considering the difference in system behavior, in most cases you must configure different rate elements and rate profiles for hourly and for salaried employees.
- When time entry information is sent from Time and Labor to Project Costing, the project resource records created for input to the Pricing Engine typically have analysis type of *TLB* for employees and *TLC* for non-employees. Therefore, you should configure different rate elements for employees and non-employees to specify distinct analysis types in the rate element source criteria.
- The system also provides the flexibility to create distinct rate elements and rate profiles for Global Payroll employees.

Note. The rate profile and rate element configuration is shared between Pay/Bill Management and Staffing Front Office. Some of the configuration options, however, apply only when Pay/Bill Management is installed.

See Also

[Chapter 11, “Entering and Processing Time for Employees and Contractors,” page 103](#)

[Chapter 6, “Configuring Your PeopleSoft Pay/Bill Management System,” Understanding Rate Elements and Rate Profiles, page 48](#)

Pages Used to Set Up Rate Elements and Rate Profiles

Page Name	Object Name	Navigation	Usage
Rate Element	FO_RATE_ELEMENT	Set Up Financials/Supply Chain, Product Related, Staffing, Orders, Rate Elements	Enter the rate element description and define its FLSA category and rate behavior. Specify to which employee types the rate element applies.
Details	FO_RATE_ELEM_LN	Set Up Financials/Supply Chain, Product Related, Staffing, Orders, Rate Elements, Details	Define source criteria, ChartFields, and target rows for the rate element. This information is used when creating the contract rate sets, which drive the process of the Project Costing Pricing Engine. Note. The configuration in this page only applies when Pay/Bill Management is installed.
Rate Profile	FO_RATE_PROFILE	Set Up Financials/Supply Chain, Product Related, Staffing, Orders, Rate Profile	Enter rate profile description, the rate elements that comprise the rate profile, and which type of employee for which the rate profile should be used. Note. When Staffing Front Office is installed without Pay/Bill Management, only four rate profiles can be created, one for each type of employee. When Staffing Front Office is installed with Pay/Bill Management, there is no limit to the number of rate profiles that can be created. The system knows which rate profile to use in the assignment based on the configuration of the Contract Profile used to create the assignment.

Setting Up Rate Elements

Access the Rate Element page.

Rate Element	Details
SetID	SHARE Rate Element REG1
*Description	Reg 1
*Short Description	R1
FLSA Category	
<input checked="" type="radio"/> Regular <input type="radio"/> Overtime <input type="radio"/> Other	
Rate Behavior	
*Rate Action	Pay & Bill
Regular Time Multiplier Factor	1.00
Markup Default Factor	1.00
Employee Type	
<input checked="" type="checkbox"/> NA Payroll Hourly Employee <input type="checkbox"/> NA Payroll Salaried Employee <input type="checkbox"/> Non-Employee <input checked="" type="checkbox"/> Global Payroll Employee	

Rate Element page

FLSA Category

Select Regular, Overtime, or Other. Your selection drives how Pay/Bill Management populates the override rate field in the Time and Labor application and how the employee is ultimately compensated for the hours worked in an assignment. When an employee is nonexempt and belongs to a Payroll for North America paygroup configured as FLSA-required, Pay/Bill Management does not use the overtime pay rate captured in the assignment as the override rate in Time and Labor. Rather, the system uses the regular time pay rate as the override rate and it relies on the multiplier factors specified in the earnings code configuration for overtime premium pay to be computed. Pay/Bill Management passes overtime hours to Payroll for North America as regular time pay rates and lets Payroll for North America use the multiplier factors and invoke the FLSA premium pay calculation routines. If the employee is exempt or belongs to a paygroup that is not configured as FLSA required, Pay/Bill Management uses the overtime pay rate captured in the assignment as the override rate to pass to Payroll for North America. The system knows how to distinguish regular time rates from overtime rates based on the FLSA category specified in the rate element configuration. The Other category should be reserved for other earnings such as referral bonuses, per diem, vacation, and so on.

Note. The FLSA category has no processing impact when Staffing Front Office is installed without Pay/Bill Management. Only one rate element with an FLSA category of Regular is allowed per assignment.

Rate Behavior

Rate Action

Select to specify whether this type of rate requires a user to enter a pay rate, a bill rate, both a pay and a bill rate, or a markup factor.

- *Bill Only:* Only a billing rate appears on the assignment. Use this pay type for salaried staff.
- *Mark-up:* Instead of specifying a rate, specify a billing mark-up. Use this pay type for expenses, bonuses, and so on.

- *Pay & Bill*: Both rate fields appear and must be specified on the assignment. Use this pay type for hourly staff.
- *Pay Only*: Only a pay rate appears on the assignment. Use this pay type for employee compensation payable to the employee but not billable to the client, that you still want to track against the assignment.

Regular Time Multiplier Factor

This field should be used for overtime types of rates. In the Assignment component, when you enter a default rate and click the Calculate button, the system uses the default rate for regular time and uses the default rate multiplied by the multiplier factor specified here for overtime. For example, for regular time rate elements the multiplier factor is *1.0*; for overtime rate elements the multiplier is *1.5*; for double-time rate elements the multiplier is *2.0*, and so on.

Note. This multiplier factor is informational only for non-exempt employees who belong to FLSA-required paygroups.

Markup Default Factor

Use this factor for rate elements with a markup rate action. The markup factor specified here defaults on the assignment page.

Employee Type

Select the appropriate check boxes to indicate the employee types for which this rate element can be used: NA Payroll Hourly Employee, NA Payroll Salaried Employee, Non-Employee, or Global Payroll Employee. You can only add rate elements to an assignment depending on the type of employee assigned and based on the rate element configuration.

Defining Rate Element Details

Access the Details page.

Rate Element
Details

SetID: SHARE Table Set shared across Corp **Description:** Reg 1

Source Criteria

Analysis Type: <input type="text"/>	Time Reporting Code <input type="text" value="DBL"/>	Unit of Measure: <input type="text"/>
EmplID: <input type="text"/>	GL Business Unit: <input type="text"/>	Currency Code: <input type="text"/>
Project Role: <input type="text"/>	Job Code: <input type="text"/>	

Chartfields

Account: <input type="text"/>	Alternate Account: <input type="text"/>
Operating Unit: <input type="text"/>	Fund Code: <input type="text"/>
Department: <input type="text"/>	Program Code: <input type="text"/>
Class Field: <input type="text"/>	Budget Reference: <input type="text"/>
Product: <input type="text"/>	Source Type: <input type="text"/>
Category: <input type="text"/>	Subcategory: <input type="text"/>
Affiliate: <input type="text"/>	Fund Affiliate: <input type="text"/>
Operating Unit Affiliate: <input type="text"/>	

Define Target Rows

Rate Option: Quantity Rate	Target Analysis Type: <input type="text" value="CBA"/>	Target Resource Category: <input type="text"/>
Override Source <input type="checkbox"/>	Target Resource Type: <input type="text"/>	Target Resource SubCategory: <input type="text"/>
Description: <input type="text"/>		

Details page

Note. The configuration in this page applies only when Pay/Bill Management is installed. It does not apply when Staffing Front Office is installed without Pay/Bill Management.

Source Criteria

Specify source criteria. Use these fields to populate the source side of the contract rate sets. You can use wildcards for any or all of these fields. Indicate a wildcard by entering % (percent) in the field.

Time Reporting Code

Enter a time reporting code (TRC), if applicable. TRCs represent the level at which an organization must track employee time to support its administrative and compensation needs.

Note. You use TRCs for paying employees or contractors in PeopleSoft Time and Labor, but not in other applications such as Payables. If you are paying a contractor with the quick invoice method through Payables, or if you are importing transactions from a system other than Time and Labor, you must leave this field blank or % (percent).

ChartFields

Specify source ChartField criteria. Use these fields to populate the source side of the contract rate sets. You can use wildcards for any or all of these fields. Indicate a wildcard by entering % in the field.

Define Target Rows

- Rate Option** Displays the rate option, which is determined by the value that you specified as the rate action on the Rate Element page. If the action is *Pay & Bill* or *Bill Only*, then *Quantity Rate* appears. If the action is *Mark-up*, then *Mark-up* appears. If the action is *Pay Only*, such rates are not priced and therefore the system does not create a line in the Contracts rate set.
- Target Analysis Type** Select *BIL* for billing purposes. This is a required field.
- Target Resource Category** Specify a resource category for the billing transaction. This field is optional.
- Override Source** Select to specify a target analysis type, target resource category, target resource type, and target resource subcategory.
- Target Resource Type** Specify a resource type for the billing transaction. This field is optional.
- Target Resource SubCategory** Specify a resource subcategory for the billing transaction. This field is optional.
- Description** Enter a generic description to be used in billing project resource rows created by the Project Costing Pricing Engine for the rate sets created using this rate element configuration.

Setting Up Rate Profiles

Access the Rate Profile page.

Rate Profile

SetID SHARE **Rate Profile ID** NASLRYEE

***Description**

Short Description

Rate Profile Available To

NA Payroll Hourly Employee

NA Payroll Salaried Employee

Non-Employee

Global Payroll Employee

Rate Element	Short Description	Sort Order Number		
1	APEXP	Bil AP Exp	<input type="text" value="3"/>	<input type="button" value="+"/> <input type="button" value="-"/>
2	NAEXP	NA TL Exp	<input type="text" value="2"/>	<input type="button" value="+"/> <input type="button" value="-"/>
3	NSERG	NASI E Reg	<input type="text" value="1"/>	<input type="button" value="+"/> <input type="button" value="-"/>

Rate Profile page

Create rate profiles to default a set of rate elements when you add assignments to the system.

SetID	Displays the setID. Rate profiles are keyed by SETID and rate profile ID. The Project Costing business unit determines the set control value on the rate profile.
Rate Profile ID	Enter a rate profile ID to uniquely identify this rate profile.
Description	Enter a long description for the rate profile, such as <i>Hourly Employees</i> .
Short Description	Enter a short description for the rate profile.
Rate Profile Available To	<p>Select the type of employee with which to associate the rate profile:</p> <ul style="list-style-type: none"> • NA Payroll Hourly Employee (North American hourly employee) • NA Payroll Salaried Employee (North American salaried employee) • Non-Employee • Global Payroll Employee <hr/> <p>Note. One and no more than one rate element in the rate profile must have an FLSA category of <i>Regular</i>.</p> <hr/>
Rate Element	Select a rate element to add to the profile. The Rate Profile Available To selection serves as a filter for which rate elements can be added to the profile.
Sort Order Number	Enter a value by which the system will sort the rate elements when adding them to the assignment rates grid.

Setting Up Voucher Profiles

Voucher profiles are defined by setID. Use voucher profiles when you want Pay/Bill Management to automatically generate vouchers in the Payables application based on time reported by contractors in Time and Labor. Map the TRC used for contractor time to a General Ledger account value.

This section discusses how to set up voucher profiles.

See Also

PeopleSoft Enterprise Payables 8.9 PeopleBook, “Using Quick Invoices”

Page Used to Set Up Voucher Profiles

Page Name	Object Name	Navigation	Usage
Voucher Profile	FO_VCHR_PROFILE	Set Up Financials/Supply Chain, Product Related, Staffing, General, Voucher Profile	Set up voucher profiles by mapping TRCs to general ledger accounts and defining an origin for the voucher.

Setting Up Voucher Profiles

Access the Voucher Profile page.

Voucher Profile

SetID: SHARE Table Set shared across Corp

Voucher Creation Profile

Description: CORP1

***Origin:** PYR Payroll VCHRS

Time Reporting Code Mapping				Customize	Find	View All	First	1 of 1	Last
Time Reporting Code	Description	Account	Description						
REG	Regular - Productive	100047	TRBNK - Payroll Account	+	-				

Voucher Profile page

SetID Displays a setID. The PeopleSoft Payables business unit provides the value that appears in this field. Pay/Bill Management determines the Payables business unit based on the staffing branch specified on the job order and the branch mapping configuration.

Origin Select an origin, which is used to create contractor time vouchers in Payables. This is a required field on the voucher.

Each voucher entered into Payables must come from a valid origin. An origin identifies a specific entry point for online or batch entry, such as another system or a specific user. An origin also stores validation rules and default information, which provide additional voucher entry controls.

Time Reporting Code Mapping

Use these fields to map the TRC used for contractor time to a General Ledger account value. The system populates this account value on the distribution line. The system populates all other ChartFields directly from the Time and Labor transaction.

Note. Use this page if you are entering contractor time using Time and Labor and want Pay/Bill Management to automatically generate vouchers in Payables based on the time reported. You do not have to set up this page if you are entering contractor time through Payables (quick invoice entry method).

Time Reporting Code Select the TRC that you want to map. TRCs represent the level at which an organization tracks time to support all of its administrative and compensation needs.

Account Select the expense account to which you want to book time reported against the TRC.

Setting Up Customer Field Definitions

You can use customer field definitions to capture additional billing-related information in the orders and assignments that you add to the system. Customer field definitions are templates of extra fields that can be captured when entering orders and assignments based on your customer's invoicing or reporting requirements. You can associate definitions with customers on a many-to-many basis and you can select a particular definition at the order level. . In addition, you can map the values specified in the customer fields to billing fields and use them on invoices.

This section discusses how to:

- Create customer field definitions.
- Define valid customer field values.
- View customer mapping fields.

Pages Used to Set Up Customer Field Definitions

Page Name	Object Name	Navigation	Usage
Customer Fields Definition	FO_CSF_DEFN	Set Up Financials/Supply Chain, Product Related, Staffing, Customers, Customer Fields Definition	Enter the customer fields that you want to be part of this definition and specify how they map to the user fields in the Billing application.
Customer Field - Valid Values	FO_CSF_FLD_DTL	Click the Valid Values button on the Customer Fields Definition page.	Define valid customer field values by entering values for a prompt list that can be validated against if the Validate check box is selected on the Customer Fields Definition page.




Creating Customer Field Definitions

Access the Customer Fields Definition page.


Customer Fields Definition


Definition ID: STAFF










Customer Fields Definition Find | View All First 1 of 1 Last

***Effective Date:** 01/01/1980  **Status:** Active  

***Description:** Staff Test

Customer Fields Customize | Find | View All  First 1-3 of 3 Last

User Definition | System Definition | Edits 

*System Field Name	Length	Description	Minimum Length	Maximum Length		
USER_DT1 	10	Date	10	10		
USER1 	1	Character	1	1		
USER2 	1	Character	1	1		

Customer Fields Definition page

Definition ID Displays the customer field definition ID that you entered when creating the definition.

Effective Date Select the date on which the definition is effective.

Status Select the current status of this definition: *Active* or *Inactive*.

User Definition

Customer Field Name Enter a description of the field in the customer's terms, such as *Customer Cost Center Number* or *Customer Supervisor Name*.

Required on Project Select this check box if a value is required at the project or order level.

Required on Activity Select this check box if a value is required at the activity or assignment level.

Validate Select this check box to ensure that the system verifies that the value entered in the Description field (for the customer field name) in the Order and Assignment components is from the list of valid values that you create in the Valid Values list.

Valid Values Click this button to enter valid values for a prompt list that can be validated against if the Validate check box is selected. Examples include items that are specific to the customer, such as supervisor names or cost center codes.

System Definition

System Field Name Select the field in the Billing application that this value populates in the billing interface tables.

Length Displays the length of the value as defined by the database.

Minimum Length and Maximum Length Enter the minimum and maximum lengths. These fields are informational only, but you can leverage them to create custom validations for your customer field definitions.

Edits

Edit Mask and Long Description

These fields are informational only, but you can leverage them to create custom validations for your customer field definitions.

Defining Valid Customer Field Values

Access the Customer Field - Valid Values page.

Customer Field	Displays the field name in the customer's terms. For example, a customer might refer to departments as cost centers.
Field Name	Displays the system field in the Billing application to which you want the customer field to map.
Length	Displays the length of this value as defined by the database.
Customer Fields Definition	Click this link to return to the Customer Fields Definition page.
Customer Specified Value	Enter the valid values for this customer field.
Default	Select to set one value as the default for this customer field.

Setting Up Job Code Margin Indicators

The margin represents the amount of money that you make for every hour that a person works. Set up margin indicators by job code to indicate at what percentages the system triggers caution and critical warning indicators on the Assignment page. The margin calculation on the Assignment page subtracts costs from the bill rate, divides by the bill rate, and then multiplies by 100. Costs take into account pay rate, overhead costs, and workers' compensation premiums.

This section discusses how to set up job code margin indicators.

See Also

[Appendix B, "Calculating Margin and Markup," page 153](#)

Page Used to Set Up Job Code Margin Indicators

Page Name	Object Name	Navigation	Usage
Billing Calculation	FO_JOB_BILLING	Set Up Financials/Supply Chain, Common Definitions, Resources Data, Jobcodes, Billing Calculation	Set up percentages for the caution and critical margin indicators that appear on the Assignment page.

Setting Up Job Code Margin Indicators

Access the Billing Calculation page.

Standard Margins

Caution

Enter a margin percentage at which the system triggers a caution warning for an assignment. This indicates that the margin is below normal levels and changes the status of the rate row in the assignment to *Yellow*.

For example, to designate the caution margin at 25 percent, enter *25* in this field.

Critical

Enter a margin percentage at which the system triggers a critical warning for an assignment. This indicates that the margin is at an unacceptable level and changes status of the rate row in the assignment to *Red*.

For example, to designate the critical margin at 15 percent, enter *15* in this field.

Setting Up Workers' Compensation

If you are setting up Pay/Bill Management *without* Staffing Front Office, or Pay/Bill Management *and* Staffing Front Office, you set up workers' compensation information in the PeopleSoft HCM database. If you are setting up Staffing Front Office *without* Pay/Bill Management, you set up workers' compensation information in the PeopleSoft Financials database.

This section discusses how to:

- Set up workers' compensation companies.
- Associate workers' compensation codes with a state.
- Associate workers' compensation codes with a job code.
- Set up workers' compensation rates.

See Also

[Chapter 12, "Processing Payroll," Processing Workers Compensation, page 132](#)

PeopleSoft Enterprise Human Resources 8.9 PeopleBook: Administer Workforce, "Increasing the Workforce"

PeopleSoft Enterprise Staffing Front Office 8.9 PeopleBook, "Structuring Your Staffing Front Office Processing Environment," Setting Up Payroll Tables

Pages Used to Set Up Workers' Compensation

Page Name	Object Name	Navigation	Usage
Workers' Comp Company Setup	FO_WC_CO_MOD	<ul style="list-style-type: none"> • HCM database Set Up HRMS, Product Related, Staffing, Worker's Compensation, Workers' Comp Company Setup • Set Up Financials, Product Related, Staffing, Payroll, Workers' Comp Company Setup 	Set up workers' compensation companies. For each HRMS company, establish an overall workers' compensation modifier, and set up the journal template for the accounting entries (the modifier is used above and beyond workers' compensation rates).
Workers' Comp State Codes	FO_WC_STATE	<ul style="list-style-type: none"> • HCM database Set Up HRMS, Product Related, Staffing, Worker's Compensation, Worker's Comp State Codes • Set Up Financials/Supply Chain, Product Related, Staffing, Payroll, Workers' Comp State Codes 	Set up workers' compensation codes. Associate workers' compensation codes with a state. By populating the workers' compensation control tables, PeopleSoft Pay/Bill Management users do not need an in-depth understanding of workers' compensation regulations when they create an order.
Workers' Comp by Job Code	FO_JOBCODE_PRD	<ul style="list-style-type: none"> • HCM database Set Up HRMS, Product Related, Staffing, Worker's Compensation, Workers' Comp By Job Code • Set Up Financials/Supply Chain, Product Related, Staffing, Payroll, Workers' Comp by Job Code 	Associate company-defined job codes with a single workers' compensation code for each state in which you do business.
Workers' Comp State Rates	FO_WC_CO_STATE	<ul style="list-style-type: none"> • HCM database Set Up HRMS, Product Related, Staffing, Worker's Compensation, Workers' Comp Rates • Set Up Financials/Supply Chain, Product Related, Staffing, Payroll, Workers' Comp State Rates 	Set up the rates that you pay for each workers' compensation code. Rates are entered for a specific company, country, and state. The system uses this rate during the Workers Compensation Premium Calculation program. It also uses this rate in the margin calculation to determine optimal pay and bill rates for an order and assignment. The system also uses these rates to create accounting journal entries.

Setting Up Workers' Compensation Companies

Access the Workers' Comp Company Setup page.

Status	Select <i>Active</i> or <i>Inactive</i> .
Company Modifier	Enter the factor to apply to workers' compensation premium calculations above and beyond specific workers' compensation rates.
Journal Template	Select the journal template to use when creating journal entries for workers' compensation premiums.

Note. This field is only applicable when Pay/Bill Management is installed.

Associating Workers' Compensation Codes with a State

Access the Workers' Comp State Codes page.

Note. It is recommended that a workers' compensation specialist set up the information in this table.

Status	Select <i>Active</i> or <i>Inactive</i> .
Workers' Comp Code	
Workers' Comp Code	Enter the actual workers' compensation code to associate with the state.
Description	Enter the name of the workers' compensation code.
Short Description	Enter a short description for this workers' compensation code.

Earnings Code Rate

In this group box, enter the earnings codes, and specify an earnings rate for those earning codes that are subject to workers' compensation premiums.

Earnings Code	Select the actual earnings code to associate with the state.
Description	Displays the associated earnings code description.
Earnings Rate	Select the earnings rate to associate with the state. Values include: <i>Exclude Earnings Code</i> , <i>Full</i> , <i>One Half</i> , and <i>Two Thirds</i> . These values represent the percent of an hour to which the workers' compensation rate applies.

Note. If you select a rate type of *Percentage* on the Workers' Comp Rates page, you must enter all earnings codes on the Workers' Comp State Code page to be used in the Workers Compensation Premium Calculation process. If you fail to enter an earnings code on this page, the code will not be part of the workers' compensation process.

Associating Workers' Compensation Codes with a Job Code

Access the Workers' Comp by Job Code page.

Job Code	Displays the unique code that you associate with a specific job in the organization.
-----------------	--

Status Select *Active* or *Inactive*.

State Codes

Workers' Comp Code Select a workers' compensation code for a chosen country and state. This action relates the job code to a specific workers' compensation code for a specific country and state. Enter a row for each country and state combination in which you conduct business.

Once selected, the system displays the associated code description.

Setting Up Workers' Compensation Rates

Access the Workers' Comp State Rates page.

Workers' Comp State Rates

Company: DD Country: USA State: CA California

Workers' Comp State Rates Find | View All First 1 of 1 Last

*Effective Date: 11/10/2004 *Status: Active

Company State Modifier: 1.000 (Example: 1.051) Monopolistic State

*Expense Account: 000000 All Accounts

*Liability Account: 000000 All Accounts

Base Rates			
Workers' Comp Code	Description	Rate Type	Base Rate
FILL		Per Hour	8.00000

Workers' Comp State Rates page

Status Select *Active* or *Inactive*.

Company State Modifier If you have a company factor to be applied to premiums in this state, enter the value here. This value overrides the company modifier.

Monopolistic State Select to override the modifier with a value of *1*. This results in the modifier having no effect on the workers' compensation calculation.

Expense Account Select the general ledger account for the system to use in journal entries for workers' compensation premium expenses.

Note. This field applies only when Pay/Bill Management is installed.

Liability Account Select the general ledger account for the system to use in journal entries for workers' compensation premium liabilities.

Note. This field applies only when Pay/Bill Management is installed.

Base Rates

Workers' Comp Code Select a workers' compensation code for this state. The system displays the associated description for the code.

Rate Type Select a rate type: *Per Hour* or *Percentage*.

Base Rate Enter a base workers' compensation rate.

For percentage rate types, enter the rate as a number (not percent). For example, for a rate of 3.5 percent, enter 3.5 in the rate field.

For per hour rate types, enter the amount to be applied per hour in decimal format. For example, for a rate of 3.5 percent per hour, enter 0.035 in the rate field.

Setting Up Fall Off Terms

A fall off indicates that a candidate did not begin or complete a career placement that he or she accepted. When Pay/Bill Management is installed in addition to Staffing Front Office, when a fall off occurs, a credit is automatically created for the customer in the Billing application.

Page Used to Set Up Fall Off Terms

Page Name	Object Name	Navigation	Usage
Fall Off	FALL_OFF_TBL	Set Up Financials/Supply Chain, Product Related, Staffing, Orders, Fall Offs	Define a list of terms to indicate why a candidate did not begin or complete a career placement that he or she accepted.

Setting Up Fall Off Terms

We discuss setting up fall off terms in the Staffing Front Office PeopleBook.

See *PeopleSoft Enterprise Staffing Front Office 8.9 PeopleBook*, "Structuring Your Staffing Front Office Processing Environment," Creating Fall Off Terms.

Setting Up Departments and Department Security

Pay/Bill Management is designed on the premise that HR departments match up to GL departments in value in a 1:1 relationship. In other words, payroll costs for employees working in one department are booked against the department ChartField with the same value as the HR department.

You set up departments using the HRMS PeopleBooks.

See *PeopleSoft Enterprise HRMS 8.9 Application Fundamentals PeopleBook*, “Setting Up Organization Foundation Tables,” *Maintaining Departments*.

Both Staffing Front Office and Pay/Bill Management share the same department security setup. You set up department security using the Staffing Front Office PeopleBook.

See *PeopleSoft Enterprise Staffing Front Office 8.9 PeopleBook*, “Defining Your Operational Structure,” *Setting Up Security*.

See Also

PeopleSoft Enterprise Application Fundamentals 8.9 PeopleBook, “Defining and Using ChartFields,” *Adding Department Values*

Setting Up Staffing Installation Options in the Financials Database

This configuration is shared between Staffing Front Office and Pay/Bill Management. Use the Staffing Front Office PeopleBook to set up these options.

See *PeopleSoft Enterprise Application Fundamentals 8.9 PeopleBook*, “Setting Installation Options for PeopleSoft Applications,” *Setting Up Staffing Installation Options*.

Setting Up Staffing Installation Options in the HCM Database

You must set up some staffing installation options using the HCM database.

Page Used to Set Up Installation Options in the HCM Database

Page Name	Object Name	Navigation	Usage
Staffing Installation	INSTALLATION_PB	HCM database Set Up HRMS, Product Related, Staffing, Installation Options, Staffing Installation	Set up staffing installation options for HCM considerations.

Setting Up Installation Options in the HCM Database

Access the Staffing Installation page.

Action and Reason Code	<p>When assignments are created, Pay/Bill Management determines whether a new employee job record needs to be created by comparing the following HCM fields specified in the assignment against those of the existing employee job records: HR Business Unit, Company, Department, and Paygroup. If the values of these fields in the assignment are the same as those of an existing job record and if that job record is not being used by another concurrent assignment, Pay/Bill Management will reuse the existing job record.</p> <p>However, even if an existing job record is reused, Pay/Bill Management may insert an effective dated record for that existing job in case other HCM fields in the assignment are different from the values in that existing job (such as tax location code or job code). If such an effective dated record is created, the system uses the action and reason code you specify here to populate that record.</p>
Remove rapid time prompts	<p>Pay/Bill Management uses the core Time and Labor rapid time records to record time. However, these records are delivered without prompts. If you want prompts to be available in the Staffing Rapid Time component, once you install Pay/Bill Management, click the Create rapid time prompts button. You only need to do this once unless a fix redelivers the rapid time records. To remove the prompts, click the Remove rapid time prompts button. We deliver Pay/Bill Management without prompts.</p>

Note. If the prompts have been removed, the Create Rapid Time Prompts button displays instead.

Setting Up Staffing General and Job Data Preferences in the Financials Database

This configuration is shared between Staffing Front Office and Pay/Bill Management. Use the Staffing Front Office PeopleBook to set up these preferences.

See *Defining Your Operational Structure, Setting Up User Preferences*

Setting Up User Defined Order Types

This configuration is shared between Staffing Front Office and Pay/Bill Management. Use the Staffing Front Office PeopleBook to set up these order types.

See *PeopleSoft Enterprise Staffing Front Office 8.9 PeopleBook*, “Structuring Your Staffing Front Office Processing Environment,” Creating User Defined Order Types.

CHAPTER 7

Creating Records for Customers and Contacts

This chapter provides an overview of customer and contact information and discusses where to:

- Add or view customer information.
- Add or view contacts.

Understanding Customer and Contact Information

Pay/Bill Management uses core PeopleSoft Financials components to create, retrieve, and update customer and contact information. In addition to entering basic identifying information, such as the customer name and address, you can enter other important information, such as customer billing profiles.

The customer record contains information that is critical to the staffing process and is one of the primary records used by the Pay/Bill Management application.

In the Customer component, Pay/Bill Management uses only the Customer CSF page and the Staffing Information page (as well as the core Financials pages). The rest of the pages are used only when Staffing Front Office is also installed.

In the Contact component, Pay/Bill Management only uses the core Financials pages—the staffing-specific contact pages are used only when Staffing Front Office is also installed.

Note. There are additional customer elements available to you if you use both Staffing Front Office and Pay/Bill Management. Refer to the *PeopleSoft Enterprise Order to Cash Common Information 8.9 PeopleBook* for documentation regarding customers and contacts.

See Also

PeopleSoft Enterprise Staffing Front Office 8.9 PeopleBook, “Creating Records for Customers and Contacts”

PeopleSoft Enterprise Order to Cash Common Information 8.9 PeopleBook, “Maintaining General Customer Information,” Adding General Customer Information

PeopleSoft Enterprise Staffing Front Office 8.9 PeopleBook, “Creating Records for Customers and Contacts,” Understanding Customer and Contact Information

PeopleSoft Enterprise Order to Cash Common Information 8.9 PeopleBook, “Maintaining Contacts,” Entering Staffing Front Office Contact Information

Adding or Viewing Customer Information

This section provides an overview of customer record creation and discusses where to:

- Enter identifying customer information.
- Enter address and phone number information.
- Enter billing information.
- View and add related contacts.
- Enter Pay/Bill Management credit information.
- Enter additional Pay/Bill Management credit information.
- Attach files to customer records.

Understanding Customer Record Creation

There are additional customer pages in the PeopleSoft Financials database that are useful for adding or editing customer information. For example, you can set up additional customer attributes, such as tax or value added tax (VAT) information, using the PeopleSoft Financials core components.

To perform the previous tasks, refer to the *PeopleSoft Enterprise Order to Cash Common Information 8.9 PeopleBook*.

See *PeopleSoft Enterprise Order to Cash Common Information 8.9 PeopleBook*, “Maintaining General Customer Information,” Adding General Customer Information.

Adding or Viewing Contacts

In Pay/Bill Management, contacts are the people with whom you maintain relationships. Depending on the size and locations of a customer, you may have one or dozens of people listed as your contacts.

This section discusses where to:

- Enter identifying contact information.
- Associate contacts with customers.
- Define a working relationship between a contact and an employee.
- Attach files to contact records.

You enter contact information using the pages described in the *PeopleSoft Enterprise Order to Cash Common Information 8.9 PeopleBook*.

See Also

PeopleSoft Enterprise Order to Cash Common Information 8.9 PeopleBook, “Maintaining Contacts,” Setting Up Contacts

CHAPTER 8

Adding Employees and Contractors

This chapter provides an overview of employees and contractors and discusses how to:

- Add applicant records.
- Hire applicants and maintain employee and contractor records.

Note. The Applicant and Employee components are shared between Pay/Bill Management and Staffing Front Office. Refer to the Staffing Front Office 8.9 PeopleBook for information on how to set up Applicants and Employees. This chapter only includes additional information that is *not already discussed* in the Staffing Front Office PeopleBook.

See Also

PeopleSoft Enterprise Staffing Front Office 8.9 PeopleBook, “Creating Applicant and Employee Records”

Understanding Employees and Contractors for Pay/Bill Management

Pay/Bill Management enables you to hire temporary workers into PeopleSoft Human Capital Management (HCM) in order to facilitate processing for HR, time, and payroll.

This section discusses:

- Applicants.
- Employees.
- Non-employees.
- Human resources job records.
- Tax data.
- Employee processing.
- Internal employees that take on temporary assignments, and employees who become Staffing Front Office resources.

See Also

PeopleSoft Enterprise Staffing Front Office 8.9 PeopleBook, “Creating Applicant and Employee Records”

Applicants

Applicant records must be added in order to then hire the applicant as either an employee or a non-employee.

When Pay/Bill Management is installed, applicant information is maintained in the Financials database, but after a person is hired, HCM becomes the system of reference and you maintain the information in the HCM database. The information is synchronized with the Financials database through application messaging. The pages become display-only in the Employee component in Financials, but there are links to access the proper page in HCM where you can make updates.

In the Applicant and Employee components shared by Pay/Bill Management and Staffing Front Office, only these pages are applicable to Pay/Bill Management:

- Contact Information (Applicant and Employee components)
- Personal Data (Applicant and Employee components)
- Job Data (Applicant and Employee components)
- Reset Status (Applicant component only)

Employees

Pay/Bill Management defines an *employee* as a hired worker of a staffing company. The staffing company must obtain I-9 and other legal information to pay employees through the payroll system, deduct taxes, and so forth.

When you use the Pay/Bill Management Applicant component in the Financials database and click the Hire as Employee button, the information is sent to the HCM database through application messaging when. The application message hires the person in HCM, which, in turn, then sends the employee records back to the Financials employee tables. After that point, HCM is the system of reference and any updates must be performed in the HCM Employee components and synchronized with Financials through application messaging. These messages send information from all employees in HCM to the Financials database, regardless of whether they were hired using the Pay/Bill Management Applicant component or the HCM components. However, only those employees hired using the Pay/Bill Management (and Staffing Front Office) Applicant component can be assigned in Pay/Bill Management (and Staffing Front Office). Those employees hired directly in HCM cannot be assigned in Pay/Bill Management (or Staffing Front Office) unless they are marked as being eligible for staffing.

To mark an employee as eligible for staffing, two steps are required:

1. Establish the employee as a resource using the Enable Employee to Staffing component (Create Resources page).
2. Using the Job Record Eligibility component, specify which employee job records can be used in staffing assignments and which of those job records should be the default to pay the employee for work performed in staffing assignments.

Non-Employees

Pay/Bill Management defines *anon-employee* as an employee at a company (a vendor) other than the staffing company. Non-employees may also be self-employed.

Staffing companies pay for the services of contractors through PeopleSoft Payables. You have the option to record time in PeopleSoft Time and Labor, which interfaces with Payables, or you can enter an invoice directly into the payables system.

Note. When you hire a non-employee, Pay/Bill Management automatically clears the Send Time to Payroll check box on the Maintain Time Reporter Data page in Time and Labor. This ensures that non-employee time is not sent to payroll. If you wish to pay non-employees through Payroll instead of producing a voucher from Payables, you must access the Maintain Time Reporter page and select the Send Time to Payroll check box.

See Also

[Chapter 8, “Adding Employees and Contractors,” Maintaining Employee and Contractor Records, page 72](#)

PeopleSoft Enterprise Time and Labor 8.9 PeopleBook, “Setting Up Time Reporters,” Entering and Maintaining Time Reporter Data

Human Resources Job Records

Pay/Bill Management keeps track of all job records for employees and non-employees. When hiring a new employee, the system assigns the employee an employee job record 0 (EMPL_RCD 0). The employee job record 0 is the hire record and acts as a default when creating assignments for this employee. In the Staffing Installation Options, you can choose one of two options on how Pay/Bill Management uses job records. In the first option, for every assignment the employee receives, a new employee job record number (EMPL_RCD 1, 2, 3, and so forth) is generated. In the second option, Pay/Bill Management attempts to reuse existing job records, provided that the department, company, HR business unit and paygroup specified in the assignment are the same as those in the employee’s default job record and provided that the existing job record is not already being used by a concurrent assignment.

Even if there exists the possibility to reuse an existing job record, users with appropriate security access can force the creation of an additional job specifically for a new assignment.

Note. If you select both of the Additional Job Options check boxes, the system will create an additional job for each assignment and it will not attempt to recycle jobs.

In Pay/Bill Management the creation or reuse of job records for new assignments applies to temporary orders only. Career orders do not generate job records.

See Also

[Chapter 9, “Creating Staffing Orders,” page 73](#)

Employee Processing

Pay/Bill Management’s Applicant component is part of the Financials database and the information is sent to HCM through application messaging. You hire employees and non-employees after first entering them as applicants.

Internal Employees that Take On Temporary Assignments and Become Eligible Staffing Front Office Resources

Individuals who already have permanent internal positions in a staffing organization sometimes seek additional income through temporary assignments. These workers are hired into HCM as regular employees and work internally. Then, in order to be considered as candidates for temporary staffing assignments, they can be made eligible in Staffing Front Office and Pay/Bill Management using the Enable Employee to Staffing component and the Job Record Eligibility component (Job Eligibility page). These individuals can then appear in Staffing Front Office search results and can be placed in assignments. Once the employee is enabled to staffing, you can change the eligibility in an effective-dated manner by using the Employee Eligibility component. The Enable Employee to Staffing component makes the employee ID available to the application. The Job Record Eligibility component specifies which of the employee’s job records can be used to pay for work performed in temporary assignments and which employee job record is the default to be used by the system for assignments. For example, employee job record 0 (zero) may not be eligible for assignments because it is used to pay the employee for internal work in the staffing organization, but employee record 1 may have been created to pay for temporary billable work.

Individuals hired using the Staffing Front Office and Pay/Bill Management Applicant component are automatically marked as eligible for Staffing Front Office and Pay/Bill Management assignments.

Creating Employee and Non-Employee Records

You must add a person as an applicant using the Applicant component before that person can be hired by using the Hire as Employee or Hire as Non-Employee buttons.

The Applicant pages you use to create the employee and non-employee records are described in the PeopleSoft Staffing Front Office 8.9 PeopleBook.

Note. If you have Pay/Bill Management installed but not Staffing Front Office, to add an employee you must first add the person as an applicant, save the record, then hire the applicant.

See Also

PeopleSoft Enterprise Staffing Front Office 8.9 PeopleBook, “Creating Applicant and Employee Records,” Entering Data to Create New Applicant Records

Maintaining Employee and Contractor Records

To maintain existing employees and contractors, access the Employee component by selecting Pay/Bill Management Center, Resources, Update Employee/Contractor.

The pages in the Employee component are nearly identical to the pages in the Applicant component that you use to create employee and contractor records.

The pages you use to maintain the employee and contractor records are described in the PeopleSoft Staffing Front Office 8.9 PeopleBook.

Note. When you hire a non-employee, the system automatically clears the Send Time to Payroll check box on the Maintain Time Reporter Data page in Time and Labor. This ensures that contractor time is not sent to payroll.

If you wish to pay non-employees through Payroll instead of producing an invoice from Payables, you must access the Maintain Time Reporter page and select the Send Time to Payroll check box. You can access the Maintain Time Reporter page by selecting Workforce Administration, Job Information, Add Employment Instance and clicking the Employment Data link on the Work Location page, then clicking the Time Report Data link on the Employment Data page.

See Also

PeopleSoft Enterprise Human Resources 8.9 PeopleBook: Administer Workforce, “Adding a Person in PeopleSoft Human Resources,” Adding a Person

PeopleSoft Enterprise Staffing Front Office 8.9 PeopleBook, “Creating Applicant and Employee Records,” Entering Data to Create New Applicant Records

PeopleSoft Enterprise Time and Labor 8.9 PeopleBook, “Setting Up Time Reporters,” Entering and Maintaining Time Reporter Data

CHAPTER 9

Creating Staffing Orders

This chapter provides an overview of orders and discusses how to:

- Create staffing orders.
- Define assignments.
- Review employee job and assignment cross references.
- View assignment transactions.
- View assignment rates.

Note. If you have installed Staffing Front Office *and* Pay/Bill Management, refer to the Staffing Front Office PeopleBook for information about how to work with orders and assignments.

See Also

PeopleSoft Enterprise Staffing Front Office 8.9 PeopleBook, “Creating and Managing Orders and Assignments”

Understanding Staffing Orders

A staffing order is a request for temporary or permanent workers. When you create orders and assignments in Pay/Bill Management, the system automatically generates projects, contracts, and employee job data with minimal data entry. Pay/Bill Management then leverages the functionality of the Project Costing, Contracts, and Time and Labor applications to streamline your pay and bill processes.

Pay/Bill Management shares the Order and Assignment tables and components with Staffing Front Office, providing seamless integration between these two applications.

This section discusses:

- How Pay/Bill Management uses profiles to create projects, contracts, and additional jobs.
- Rate elements and rate profiles.
- Order types.
- Orders and assignments.
- Temp to hire.
- Order processing.
- Credits and fall offs.

Using Profiles to Create Projects, Contracts, and Additional Jobs

Pay/Bill Management uses profiles to create projects, contracts, and additional jobs. Before you can create an order, you must set up these profiles. They drive many of the values that are set up on the related project, contract, and job record.

The profiles consist of:

- A contract profile, which establishes Contracts and Billing defaults for your orders and assignments.
- A project profile, which establishes Project Costing defaults for your orders and assignments.
- A rate profile, which defines the types of rates that are captured in the temporary assignments and maps them to time reporting codes (TRCs).

Note. In addition to setting up profiles, the setup of customers, contacts, employees, and non-employees is essential for creating orders.

See Also

[Chapter 6, “Configuring Your PeopleSoft Pay/Bill Management System,” page 35](#)

Rate Elements and Rate Profiles

During implementation, you first define rate elements and rate profiles. The components consists of three pages:

- Rate Element: In the Rate Element component, this page is accessible if you have either Staffing Front Office or Pay/Bill Management installed.
- Details: In the Rate Element component, this page is only accessible if you have Pay/Bill Management installed (with or without Staffing Front Office).
- Rate Profile: In the Rate Profile component, this page is accessible if you have either Staffing Front Office or Pay/Bill Management installed.

Order Types

When you add an order in Pay/Bill Management, you must select the user-defined order type that describes the transaction. Because user-defined order types map to one of two system-defined order types, a temporary order is really a user-defined order type that’s mapped to a *temporary* system order type, and a career order is really a user-defined order type that’s mapped to a *career* system order type.

Career orders are requests for one or more people to perform work in a permanent capacity at a client of the staffing organization. Creating a new career order is similar to creating a temporary order, except for specific fields that pertain to the career aspects of the position, such as prospective fees.

Temporary orders are requests for contingent workers for whom the client has no need for permanent positions. The customer can request one or more people on the same order. Creating a new temporary order is similar to creating a career order, except for specific fields that pertain to the billing and payroll aspects of the position.

Project and contract profiles are keyed by user-defined order type (not by system-defined order type), providing added flexibility in project and contract creation, as well as in accounting and reporting.

System behavior and logic are driven by the system-defined order type to which a user-defined order type maps.

The order type also drives the automatic project and contract creation business logic when the order is saved. Career orders create contracts in which the contract lines use amount-based products and milestones billing. Temporary orders create contracts in which the contract lines use rate-based products and as incurred billing.

The system captures different data elements depending on the system-defined order type. Most of the information captured for temporary and career orders is the same, but depending on the order type a few different data elements must be captured for billing and payroll purposes.

Note. You can convert a temporary assignment to permanent by using the temp-to-hire functionality. For a temporary assignment, click the Permanent Hire button that appears on the temporary Assignment page. Click it to convert the temporary assignment to a career assignment indicating that the employee was permanently hired by the customer. The system actually does not convert the assignment, but creates a new one and associates it with the prior assignment. On the career portion of the assignment, the system then prompts you for a placement fee, billing schedule, and commission. After you enter and save this information, the system creates an additional assignment with the related activities and contract lines for the permanent placement.

Orders and Assignments

Staffing orders are requests from customers for contingent or permanent workers. Assignments are the placement of employees at the customer work site to perform the services requested in the order.

Orders

The Order component captures the main information for an order, such as the customer billing and worksite address, start and estimated end dates, and billing information.

Assignments

The Assignment component captures the details required to start an employee or non-employee on an assignment. Much of the information is populated from the order, such as start date, estimated end date, job code, and worksite address.

You can enter additional information or change the default information here. This represents your last opportunity to enter assignment details before the system creates the related project activity, contract line, and employee job record information that drives the pay and bill transactions.

Order Processing

When you save an order, the system creates these items:

- Project.
- Status row for the project.
- Contract with a *Pending* status.
- Project owning organization (if you configure Project Costing to use organizations).

When you save an assignment, the system creates these items:

- Activity.
- Activity status.
- Activity team.
- Project team.
- Contract line.

- Amendment.

Note. The first assignment creates the first contract line and activates the contract. However, starting with the second assignment, the additional contract lines are added via contract amendments.

- Billing plan with a status of *Ready*.
- Revenue recognition plan with a status of *Ready*.

In addition, when you save an assignment, the system performs these actions:

- Creates a link between the project, activity, and contract line.
- Creates a contract level rate set for the contract line and project activity (for temporary assignments).
- Creates billing events with the billing dates and amounts (for career assignments).
- Sends an application message to HR to create a job record (for temporary assignments only, and only if an additional job record cannot be reused and a new one must be created).
- Sends an application message to HR to add an effective dated record to an existing job record (for temporary assignments only, and only if an additional job record can be reused but some job information changed for the assignment, such as the tax location code).
- Creates the employee time reporter data in Time and Labor (for temporary assignments only, and only if an additional job record cannot be reused and a new one must be created).
- Changes the employee time reporter data in Time and Labor (for temporary assignments only, and only if an additional job record can be reused but the workgroup or taskgroup changed).
- Creates a cross-reference between the employee job record and the project and activity (for temporary assignments only) in HCM.
- Sends the assignment pay rates to Time and Labor to populate the pay rate in payroll (for temporary assignments only).

This section discusses these areas of order processing:

- Career orders.
- Temporary orders.
- Temp to hire orders.
- Edits and amendments.

Processing Career Assignments

When you enter a career assignment, you specify the fee for the placement and how much to bill on specific days.

Because career assignments are direct hires, you do not bill the customer for the hours that an employee works. Instead, you bill a negotiated amount for finding the customer a permanent employee. Therefore the product associated with the contract line (assignment) is amount-based. The billing plan associated with the assignment uses milestone billing. By entering a billing schedule, you are creating events to trigger the billing for a specified amount or percent of the total negotiated amount on specified dates. If you previously set the product on the contract profile for this transaction to *Billing Manages Revenue*, the system does not create a revenue recognition plan. If the product is not set to *Billing Manages Revenue* on the contract profile, then the system creates a revenue recognition plan that is set to recognize revenue according to the billing schedule.

Processing Temporary Assignments

When you enter a temporary assignment, you bill on a time and materials basis for the hours that an employee works. Therefore, the product associated with the contract line (assignment) is rate-based. The system creates an as-incurred billing plan for the temporary assignments and creates an as-incurred revenue recognition plan.

For temporary assignments, depending on installation specifications, the system either generates a new job record in the HCM database for each new assignment or tries to reuse existing job records by comparing the fields specified in the assignment against the same fields in the employee's already existing job records.

As part of the installation options, you specify whether the system will try to reuse existing job records or whether it will always create an additional job record for each new assignment. Additionally, users with proper security access can override the option chosen in the installation options and force the creation of a particular job for a particular assignment.

Two check boxes on the Staffing Installation page enable you to define how the system handles additional job record creation: one controls the additional job records process for hourly employees, and the other does so for salaried employees.

If the system creates an additional job, it populates the job record with the department, company, tax location code, workgroup, taskgroup, and so forth from the values specified in the assignment.

Pay/Bill Management captures Job and Time Reporter information in the assignment to facilitate the creation of additional jobs if an employee hired in one staffing branch is borrowed to work on an order created by another branch. The new job record created may have a different HR business unit, company, department, pay group, or location code than the one in his or her original hire record.

Note. Do not use this feature as a replacement for employee permanent transfers. Transfers should be done in the HCM job component; the system will use the new employee job information as a default for subsequent assignment. Even if the employee is temporarily borrowed from one branch to another, you should seriously consider *not* creating an additional job and paying the employee out of his or her home HR business unit, company department, and paygroup and using the Project Costing sharing rules to share some of the cost and the revenue between the department that owns the order and the department that originally hired the employee.

Paying the employee out his or her home job (and HR business unit) has the advantage of W-2 requirement at the end of the year (if the two branches belong to distinct companies or legal entities within your staffing organization), as well as making employee job data maintenance in HCM easier because the employee will have less job records.

Remember that even when the installation options are configured to reuse employee job records and when the assignment job-related fields match those of an existing employee job record, the system may still create an additional job if that existing job record is already in use by another concurrent assignment. This system behavior is intentional to enable the performing of data changes in the employee job record for one assignment (for example, a tax location code change) without affecting an unrelated concurrent assignment.

When an assignment is created in the FSCM database, two application messages are sent to the HCM database:

FO_ASGN_CREATE

The subscription code of this message uses component interfaces `CI_JOB_DATA_EMP` (for employees) and `CI_JOB_DATA_CWR` (for non-employees) to create a new employee job record number for the assignment with an action or reason of *ADL*, (additional job). A row is inserted in the `FO_EMPL_XREF` table to maintain a reference between the employee job record number and the project or activity in the FSCM database. This information is used on the Pay/Bill Management Time Entry page.

FO_ASGN_RATES_SYNC This message sends the assignment rates to the FO_ASGN_RT_DTL table in the HCM database. The rates are mapped to time reporting codes in Time and Labor through the rate element configuration table (FO_RATE_ELEMENT).

Editing Orders and Assignments

Once orders and assignments are created, some of the fields become display-only and can only be changed in the appropriate pages in Project Costing, Contracts, and Human Resources by using the appropriate links in the Order and Assignment components.

Note. Changes performed directly in those applications are *not* reflected back on the Pay/Bill Management Order and Assignment components.

See Also

[Chapter 4, “Using Enterprise Integration Points,” page 17](#)

PeopleSoft Enterprise Staffing Front Office 8.9 PeopleBook, “Creating and Managing Orders and Assignments”

Credits and Fall Offs

When you create a career assignment or you convert a temp-to-hire assignment, you charge a fee for the placement. You might also make guarantees regarding how long the employee will stay employed by the customer to earn your full placement fee. If this guarantee is not met, the customer may want part of the placement fee credited or refunded. This credit is called a fall off.

If you have both Pay/Bill Management and Staffing Front Office installed, the system can automatically create a fall off credit for a career assignment by simply clicking a button.

If you only have Pay/Bill Management installed, this button is not available, so if a fall off occurs and requires a credit, you must manually add a credit memo in the delivered Billing pages. You must provide the necessary reference information on these pages—such as the project, activity, contract, contract line, and billing plan—to have visibility to these credits from the Project Costing and Contracts pages.

Note. If you have Staffing Front Office installed, see the *PeopleSoft Enterprise Staffing Front Office 8.9 PeopleBook* for information regarding fall offs.

See Also

PeopleSoft Enterprise Staffing Front Office 8.9 PeopleBook, “Creating and Managing Orders and Assignments,” Placing Candidates on Assignments

Common Elements Used in This Chapter

Branch

Branches can represent companies, agencies, subsidiaries, divisions, departments, or branch offices within an organization. You can map each staffing branch to business units for these PeopleSoft products:

- Contracts
- Payables
- Project Costing

**Pay/Bill Management
Center**

Click to access the Pay/Bill Management Center page.

Creating Staffing Orders

You use the same component to create both career and temporary orders.

Note. Pay/Bill Management and Staffing Front Office share the same Order component. However, certain pages and fields within pages only display depending on which of these two products is installed.

You enter order information using pages described in the Staffing Front Office PeopleBook.

See Also

PeopleSoft Enterprise Staffing Front Office 8.9 PeopleBook, “Creating and Managing Orders and Assignments”

PeopleSoft Enterprise Staffing Front Office 8.9 PeopleBook, “Creating and Managing Orders and Assignments,” Creating Orders for Career and Temporary Placements

Defining Assignments

You use the same component to create assignments for both career and temporary assignments; however, the fields on the Assignment header page vary based on the order type. These pages are discussed separately. In addition, the Assignments - Initial Payroll Setup page does not apply for career orders.

Note. Pay/Bill Management and Staffing Front Office share the same Assignment component. However, certain pages and fields within pages only display depending on which of these two products is installed

Refer to the pages described in the Staffing Front Office PeopleBook to enter assignments.

See Also

PeopleSoft Enterprise Staffing Front Office 8.9 PeopleBook, “Defining Your Operational Structure,” Setting Up Security

PeopleSoft Enterprise Staffing Front Office 8.9 PeopleBook, “Creating and Managing Orders and Assignments”

PeopleSoft Enterprise Staffing Front Office 8.9 PeopleBook, “Creating and Managing Orders and Assignments,” Placing Candidates on Assignments

Reviewing Employee Job and Assignment Cross References in HCM

Pay/Bill Management provides a component in the HCM database to inquire about the employee job record used to pay an employee for a particular assignment (and project and activity). This component facilitates employee job data maintenance when the data changes should only affect particular assignments. The information in the component is display-only.

Page Used to Review Employee Job and Assignment Cross References

Page Name	Object Name	Navigation	Usage
Assignment	FO_EMPL_XREF	HCM database Workforce Administration, Job Information, Review Staffing Assignments	Review staffing assignment information.

Reviewing Employee Job and Assignment Cross References

Access the Assignment page.

Assignment			
Employee ID	0037	Paul Gasol	
Empl Rcd#	0		
Assignment Information			
Staffing Branch	CA001		
Order ID	0000000038	Line	1
Assignment ID	0000000218	Assignment Status	Cancel
Start Date	04/01/2005	End Date	04/01/2005
SetID	SHARE		
Customer	0000050037		
Address	1		
Company	GBI		
Department	10500		
PC Business Unit	US004		
Project	000000000000169		
Activity ID	000000000000002		

Assignment page

Viewing Assignment Transactions

This section discusses how to view assignment transactions.

Note. This page is display only.

See Also

PeopleSoft Enterprise Project Costing 8.9 PeopleBook, “Reviewing and Adjusting Project Costs,” Reviewing and Adjusting Project Cost Transactions

Page Used to View Assignment Transactions

Page Name	Object Name	Navigation	Usage
View Assignment Transactions	FO_PROJ_EXPRESSG	<ul style="list-style-type: none"> Staffing, Pay/Bill Management Center, Orders and Assignments, View Assignment Transactions Staffing, Orders and Assignments, View Assignment Transactions 	View transactions pertaining to assignment activity.

Viewing Assignment Transactions

Access the View Assignment Transactions page.

- Analysis Group** Analysis types belonging to the analysis group determine the kinds of transactions available for viewing.
- Max Number of Rows in Scrolls** (maximum number of rows in scrolls) Enter the number of rows that you want the system to display on the page.
- Get List** Click this button to populate the fields in the Transactions group box with values from the PROJ_RESOURCE table that meet your search criteria.
- Project Costing Transaction List** Click this link to be transferred to the Project Costing transaction list component, where more search capabilities and information is provided.
- Add Transaction** Click this link to be transferred to the Project Costing Add Transactions component where you can add records directly to the project resource table in Project Costing.
- Transaction Adjustment** Click this link to be transferred to the Project Costing Transaction Adjustment component where you can adjust project resource records in Project Costing.

See PeopleSoft Enterprise 8.9 Project Costing PeopleBook, Reviewing and Adjusting Project Costs, Reviewing Project Cost Transactions

Analysis/Invoice

- Analysis Type** Displays the transaction analysis type. Values might include: PAY, BIL, ACT and others.
- Time Rptg Cd** (time reporting code) Displays the TRC associated with this transaction.
- UOM** Display.
- Invoice** Displays the invoice number for this transaction record, if applicable.
- ADJ Invoice** (adjustment invoice) Displays the adjustment invoice number, if applicable.

Description/Amount

Description	Displays a description of the transaction item.
Quantity	Displays the quantity for this transaction item (for example, number of hours).
Multiplier	Displays any relevant multiplying factors (for example, bill rate).
Total Amount	Displays the transaction amount in the order currency.
Line Description	Displays a shorter version of the Description field.

Billing/Currency

BI Status	Displays the billing status for this transaction item: <i>D</i> (done), <i>I</i> (ignore), <i>N</i> (not distributed), <i>P</i> (priced), <i>U</i> (unbillable or nonbillable), and <i>W</i> (billing worksheet).
Date/Time, Account, and Department	Displays accounting information to use for this transaction.
Foreign Currency	Displays the currency of the original transaction.
Amount	Displays the amount in the original transaction currency.
Rate Type	Displays the method that the system uses to calculate currency translations. Examples include: <i>Floating Rate</i> and <i>Spot Market Rate</i> .
Currency Effective Date	Displays the currency effective date used when converting the original transaction currency to the book currency.
Exchange Rate	Displays the exchange rate used when converting the original transaction currency to the book currency.

Transaction Detail

Transaction Date	Displays the date on which the transaction occurs.
Trans ID (transaction ID)	Displays the unique ID number that the system assigns to the transaction.
User ID	Displays the identity of the user who entered the information.

Viewing Assignment Rates

This section discusses how to view assignment rates.


Page Used to View Assignment Rates

Page Name	Object Name	Navigation	Usage
View Assignment Rates	FO_ACTV_RATE_LST	<ul style="list-style-type: none"> Staffing, Pay/Bill Management Center, Orders and Assignments, View Assignment Rates Staffing, Orders and Assignments, View Assignment Rates 	<p>View assignment pay and bill rates based on search criteria such as customer ID and vendor ID.</p> <p>Useful when negotiating rates for new orders and assignments to verify past rates; reference this page when you discuss rates and work with a customer.</p> <p>Note. This page is available for <i>temporary</i> assignments only. The system does not display this page for <i>career</i> assignments.</p>

Viewing Assignment Rate Information

Access the View Assignment Rate page.

You can narrow your search by selecting values in the SetID, Customer ID, Vendor ID, Personnel Status, and Assignment Status fields. Click Search to populate the table with assignments based on your search criteria.

Vendor ID or Customer ID	Select either a vendor or a customer.
Personnel Status	Select <i>Employee</i> or <i>Non-Employee</i> .
Assignment Status	Select <i>Canceled</i> , <i>Ended</i> , or <i>Open</i> for the assignment status.
Search	Click this button to return the results.
Name	Displays the employee name.
Description	Displays the assignment descriptions.
Job	Displays the job description that corresponds with the associated job code.
Start Date and End Date	Displays the dates when the assignment begins and ends.
Pay Rate and Bill Rate	Displays the amount per hour that you will pay employees or bill customers for work performed at the customer's site for the assignment. The rate appears in the billing currency.
Currency Code	Displays the billing currency for the assignment.
	Click the Assignment Information button to access the Assignment page for additional rates and information.

CHAPTER 10

Working with Purchase Order Tracking

This chapter provides an overview of purchase order (PO) tracking and discusses how to:

- Create purchase order tracking numbers.
- Review purchase order tracking numbers.

Understanding Purchase Order Tracking

PO tracking enables you to add customer purchase orders to the system with their balances and expiration dates, link assignments with these customer POs, apply the amounts billed against the PO balances, and obtain online tracking information for the PO balances.

In the Assignment component, on the Assignments - Billing page, if the Use PO Tracking check box is not selected, users can enter a customer PO number—for POs that have not been previously added to the system and for which users do not need PO balances to be tracked. In such situations, the PO number is free-form and is passed to the billing plan in Contracts; from there it is sent to Billing where it can be used to print on the invoice.

Note. You can associate an assignment with a PO when you create the assignment.

Although you can capture customer PO information for career assignments, the PO balance tracking feature is only available for temporary assignments.

This section discusses:

- PO tracking numbers.
- PO statuses.
- PO linking.
- PO extensions.
- PO inquiries.
- PO processing.
- PO encumbrances.

See Also

PeopleSoft Enterprise Staffing Front Office 8.9 PeopleBook, “Creating and Managing Orders and Assignments,” Placing Candidates on Assignments

PO Tracking Numbers

Your clients might provide you with POs authorizing specific amounts to be allocated for services rendered. Use PO tracking numbers to track these fixed-amount POs over a specified period.

You can create PO tracking numbers on the Purchase Order page, where you can capture basic information about a PO such as the start date, end date, and reference contact ID. Use the Purchase Order - Contract Lines page to link PO tracking numbers with assignments by using the contract lines with which they are associated.

There are two pages for PO tracking creation:

- The Create Purchase Orders - Purchase Order page in Add mode, where you can enter new PO tracking numbers.
- The Create Purchase Orders - Purchase Order page in Update/Display mode, where you can edit existing PO tracking numbers.

PO Statuses

You encounter these terms when setting up PO status.

New	Default status when first creating a PO tracking number. All fields associated with a new PO tracking number are fully editable.
Active	The system updates the PO status to <i>Active</i> after the Billing to Projects/Contracts Interface process (BIPCC000) runs for the first time for that PO. While in <i>Active</i> status, some fields become unavailable for entry.
<hr/>	
	Note. You must have at least one active extension.
<hr/>	
Exhausted	Upon depletion of the PO balance, the system updates the PO status to <i>Exhausted</i> , and you cannot change it manually. All extensions must be exhausted to change the status of a PO to <i>Exhausted</i> . If you enter a new extension for an exhausted PO, the PO becomes active again.
<hr/>	
	Note. For an extension to become exhausted, it must be depleted to zero.
<hr/>	
Expired	If a PO is past its end date (which appears on the Purchase Order page), the status changes to <i>Expired</i> . This occurs even if the PO has a remaining balance. You can set the PO back to <i>Active</i> if you change the end date.

PO Linking

You can link the PO to an assignment during creation of the PO tracking number or upon creation of the assignment. You can update this relationship from either location.

When linking the PO tracking number to a contract, your list of available contracts is limited to those with the same currency and customer ID as the PO tracking number.

When linking an assignment to an existing PO tracking number, your list of available PO tracking numbers is limited to those that have the same currency and customer ID as the assignment. If you choose a PO which is exhausted or expired, the system displays a warning message.

An open PO can be either:

- A PO tracking number with at least one customer extension that has not yet been exhausted or expired.

- A PO tracking number with an exhausted or expired customer extension but with an internal extension that has not been exhausted or expired.

PO Linking Rules

You can link:

- A PO tracking number to multiple contract lines (assignments).
- An assignment (contract line) to one PO tracking number (and its related extensions) only.

PO Linking Locations

You can associate a PO tracking number with an order:

- On the Assignment page.
- During the creation of the PO tracking number on the Create Purchase Orders - Contract Lines page.

PO Tracking Numbers: Unlinking and Relinking

You can:

- Change the linked PO tracking number on an assignment detail at any time.
If you change an order's PO tracking number this change is reflected in the Create Purchase Orders - Contract Lines page.
- Unlink and relink orders to PO tracking numbers on the Create Purchase Orders page or the Assignments page.

Linking Terminology

Here is the relationship between terms:

- A Pay/Bill Management *order* creates one PeopleSoft Contracts *contract* and one PeopleSoft Project Costing *project*.
- A Pay/Bill Management assignment creates one Contracts *contract line* and one Project Costing *activity*.

PO Extensions

An extension is an issuance of an additional amount by the client on an existing PO. Extensions must be in the same currency as the original PO. To create an extension in a different currency, add a new PO tracking number.

The extension number is an auto-numbered, system-generated number for each amount added to the PO tracking ID.

The system sets the extension status to *Active* once a transaction is applied. You cannot change an extension amount or customer PO reference number once a transaction has been applied to the extension.

Extension Types

PeopleSoft Pay/Bill Management allows two types of extensions:

Customer	The default for all extension types. With the exception of the first extension (extension # = 0), you can override this type. The first extension for a PO tracking number must always be <i>Customer</i> .
-----------------	---

Once an extension type is set to *Customer* and saved, it cannot be reset to *Internal*.

A customer extension represents a new PO from the customer. The new PO can be either a new customer PO number or an extension of the original. Identify this value in the Customer PO field.

Internal

Establish an internal extension to continue processing on an expired or exhausted extension. This extension can be used as a placeholder, allowing you to continue to bill until you receive the actual customer PO.

PO Inquires

You can view information regarding PO balance tracking and filter the information based on specified search criteria such as a bill to customer, date range, and so forth. You can also define tolerance levels that trigger warning buttons to appear for PO exhaustion and expiration.

Tolerance

There are two types of tolerances for POs:

Tolerance Amount

The system compares the remaining amount minus the committed amount with the tolerance percentage multiplied by the original PO amount.

The results determine the tolerance warning.

For example, suppose that you enter a tolerance percentage of 40 and you have an original PO amount of 100,000 USD; your tolerance amount is 40,000 USD.

Tolerance Date




The system compares the number entered for the allowed tolerance days with the PO's number of remaining days. The PO's number of remaining days is the difference between the current date and the end date from the PO Entry page.

The results determine the tolerance warning.

Note. The tolerance amount should be tax inclusive. Also, the committed amount should include the encumbrance percentage held for taxes.

Tolerance Warning Indicators

The system uses these tolerance warning indicators:

-  (Green = normal) Normal tolerance level.
-  (Yellow = below) Below tolerance level.
-  (Red = exhausted) Exhausted or expired PO tracking number.

PO Processing

When billable transactions are sent to PeopleSoft Billing, the system looks for a valid customer PO number that is associated with assignments marked *Awaiting PO*. If the PO is not expired or exhausted, the number is printed on the bill row for visibility on the invoice. The PO balance is updated according to the amount of the billable transaction. If the PO is expired or exhausted, the billable transaction is not sent to PeopleSoft Billing but is held until a valid PO is entered.

PeopleSoft Pay/Bill Management applies two levels of control:

- If the PO is exhausted or expired, the system stops applying transactions to the PO.
- If the activity exceeds the PO extension, the system stops applying transactions to the PO and enables you to provide an extension.

If you attempt to apply an exhausted or expired PO without an extension to a transaction, the system sends the transaction back to the PROJ_RESOURCE table with a billing distribution status of *P*, and populates an error table. You can view the error table and use this information to initiate a new PO issuance with the customer or create an internal extension prior to running the transactions back through to PeopleSoft Billing. You can also write off the transactions by using the standard PeopleSoft functionality.

If the PO is open (not exhausted or expired), transactions should be applied to it. However, transactions are not split to apply residual PO amounts. For example, if a 50 USD amount remains on a PO and the transaction (PROJ_RESOURCE row) = 80 USD, an error occurs. The PO appears fully exhausted, and its billing distribution status returns to *P* in the PROJ_RESOURCE table.

Transactions cannot span multiple extensions. For example, if there is a PO with 500 USD in extension #0 and 100 USD in extension #1 and someone enters three transactions of 200 USD each, the system processes only the first two transactions. The third transaction is not processed even if the 100 USD remaining on extension #0 plus the 100 USD on extension #1 equal 200 USD.

The after-tax invoice amount is applied against the PO tracking number. Because taxes are calculated in PeopleSoft Billing, an encumbrance percentage is established and applied to the committed amount when the transaction is first selected. Upon invoice finalization, the committed amount should be reversed and the actual invoice amount (net of taxes) is reduced from the PO amount to get the new remaining amount.

See Also

[Chapter 3, “Understanding PeopleSoft Pay/Bill Management,” Integration with Other PeopleSoft Applications, page 8](#)

PO Encumbrances

In addition to tracking customer POs, you can enter an encumbrance percentage on the Contract Profile page to set aside a portion of the PO balance for tax purposes. The encumbrance percentage should be reserved for sales tax, use tax, inclusive value-added tax (VAT), or exclusive nonrecoverable VAT.

For example, suppose that you enter an encumbrance percentage of 10 percent on the Contract Profile page and you have a PO with these amounts:

Original PO Amount	Remaining Amount	Committed Amount	Encumbrance %
20,000 USD	1,100 USD	0 USD	10

When a billable transaction of 1,000 USD is run through the Billing to Projects/Contract Interface process (CA_BI_INTFC), the PO number is successfully applied to the transaction with the resulting totals:

Original PO Amount	Remaining Amount	Committed Amount	Encumbrance %
20,000 USD	1,100 USD	1,100 USD*	10

*1,000 USD is used for the transaction and 100 USD is used for the 10 percent anticipated tax.

If the invoice is finalized with an actual tax rate of 8 percent after running the Billing to Projects interface (BIPCC000), the PO amounts will be:

Original PO Amount	Remaining Amount	Committed Amount	Encumbrance %
20,000 USD	20 USD*	0 USD	10

* 1,100 USD – 1,000 USD – 80 USD tax = 20 USD

If there are insufficient funds in the PO to cover the transaction amount plus the encumbrance amount, the transaction goes to the error file when you run the Billing to Projects/Contract Interface process. However, if you underestimate the tax amount, the system allows an invoice to pass through, resulting in an exhausted PO. For example, if your encumbrance is 10 percent, but the actual taxes are 12 percent, the system does not error out and you will go negative on the PO:

Original PO Amount	Remaining Amount	Committed Amount	Encumbrance %
20,000 USD	(20 USD)*	0 USD	10

* 1,100 USD – 1,000 USD – 120 USD tax = –20 USD

Note. Set up your encumbrance percentage on the Contract Profile page to set aside a portion of the PO balance for tax purposes. This encumbrance percentage must not be lower than your expected tax percentage.

See Also

Chapter 6, “Configuring Your PeopleSoft Pay/Bill Management System,” Setting Up Contract Profiles, page 40

Common Elements Used in This Chapter

Amount Tolerance	User defined warning limits: <ul style="list-style-type: none"> • <i>(Red)</i>: Exhausted or expired PO tracking number. • <i>(Yellow)</i>: Below tolerance. • <i>(Green)</i>: Normal tolerance.
Bill To Customer	Customer receiving the billing invoice.
Committed Amount	Amount for the PO tracking number or extension sent to PeopleSoft Billing, before bills have been finalized. When a bill is finalized in PeopleSoft Billing, the amount for that bill is backed out of the Committed Amount field, and is then reflected in the Remaining Amount field. The committed amount for a PO tracking number includes all extensions.
Customer PO	Enter your customer's PO reference number to relate it to your internal PO tracking number. The customer PO appears on the printed invoice provided by PeopleSoft Billing. The number may differ from one extension to another.
Encumbrance Amount	An estimated amount added to the PO committed amount for estimated taxes on invoices.
Entered By	User ID of the person who created the PO tracking number.
Extension Number	System-generated number in the PO tracking ID for each amount added to the PO tracking ID. PeopleSoft Pay/Bill Management uses the extension to summarize PO activity by the original PO plus extensions. The system sets the first extension number to zero with <i>customer</i> as the extension type.
PO Tracking ID	System-generated field to uniquely identify the PO. This is your internal PO number.
Remaining Amount	Total amount for the PO tracking number or extension minus any amounts finalized in billing. The remaining amount for a PO tracking number includes all extensions.

Creating PO Tracking Numbers

This section discusses how to:

- Define general PO tracking information.
- Edit existing PO tracking numbers.
- Review PO tracking extensions.
- Enter service agreement information.
- Link a PO tracking number to a contract line (assignment).

Pages Used to Create PO Tracking Numbers

Page Name	Object Name	Navigation	Usage
Purchase Order	FO_PO_HDR_ADD	Staffing, Pay/Bill Management Center, Purchase Orders, Create Purchase Orders	Define general information for a new PO.
Purchase Order	FO_PO_HDR	Staffing, Pay/Bill Management Center, Purchase Orders, Create Purchase Orders	View and edit existing PO information.
View Date History	FO_PO_DATE_INQ	Click the Date Edits History link on the Purchase Order page.	View time and date history for modifications to PO end dates. Indicates the last user who made modifications to a particular PO tracking number along with the date and time that the modifications were made.
History	FO_PO_EXTENSION	Staffing, Pay/Bill Management Center, Purchase Orders, Create Purchase Orders, History	Create, modify, or review extensions attached to a PO tracking number.
Service Agreements	FO_PO_SAR	Staffing, Pay/Bill Management Center, Purchase Orders, Create Purchase Orders, Service Agreements	Enter the service agreement requirements negotiated with the customer. This text is informational-only.
Contract Lines	FO_PO_LINK	Staffing, Pay/Bill Management Center, Purchase Orders, Create Purchase Orders, Contract Lines	Link a PO tracking number to orders and assignments through the associated contracts and contract lines.

Defining General PO Tracking Information

Access the Purchase Order page in add mode.

Purchase Order Information

Currency Code	Select the PO tracking number currency. This PO currency must be equal to the currency of all linked contact lines.
Start Date	Enter the PO tracking number start date, which must be less than or equal to the end date. This field is unavailable for entry once the extension is active.
End Date	Enter the PO tracking end date.
Date Edits History	Click this link to view time and date history for changes to PO tracking numbers.

Reference

Contact ID Displays the customer PO contact. This information is for your reference only. No data is passed into PeopleSoft Billing.

Phone Number Displays the phone number; you can override it here. This information is for your reference only. No data is passed into PeopleSoft Billing.

Amounts

Total Amount Enter the total amount to apply to this PO tracking number.

Customer PO Enter your customer's PO reference number to relate it to your internal PO tracking number. The Customer PO appears on the printed invoice provided by PeopleSoft Billing.

Editing Existing PO Tracking Numbers

Access the Purchase Order page in update mode.

Purchase Order
History
Service Agreements
Contract Lines

Alliance Group **Customer ID:** 1000

Business Unit: US001 **PO Tracking ID:** 0000000002 222

Purchase Order Information

*Currency Code: <input type="text" value="ARS"/>	PO Status: New
*Start Date: <input type="text" value="05/09/2005"/>	*End Date: <input type="text" value="05/30/2005"/> Date Edits History

Reference

Contact ID: <input type="text" value="2"/>	Paula Smith
Phone Number: <input type="text" value="800/888-9090"/>	Add Amount

Extensions Summary

Total Amount:	567.00	Authorized Amt:	567.000
Remaining:	567.00	Committed:	0.00

Entered By: VP1 **DateTime Stamp:** 05/09/05 11:36AM

[Pay/Bill Management Center](#) [Purchase Order Inquiry](#)

Purchase Order page

Purchase Order Information

PO Status Displays the status of each PO tracking number: *New, Active, Expired, or Exhausted*.

This field appears only if you accessed this page in Edit mode and does not appear when you are adding a new PO tracking number.

Date Edits History Click to view time and date history for changes to the PO end date.

Reference

Add Amount Click this button to add a new extension to this PO tracking number.

Extensions Summary

Total Amount Displays the total amount for all extensions applied to your PO tracking number. This value is from the Purchase Order - History page.

Authorized Amt (authorized amount) Displays the remaining amount minus the committed amount.

Reviewing PO Tracking Extensions

Access the History page.

Purchase Order		History		Service Agreements		Contract Lines	
Alliance Group		Customer ID:		1000			
Business Unit: US001		PO Tracking ID:		0000000002 222			
Extensions Amounts Find View All First 1 of 1 Last							
*Extension Type:		Customer		Description:		12	
Extension #:		0		*Customer PO:		444555	
Extension Data							
Status:		New					
*Total Amount:		567.000		Currency Code: ARS			
Remaining:		567.000		Committed:		0.000	
Reference							
Contact ID:		2		Paula Smith			
Phone Number:		800/888-9090					
Entered By:		VP1		DateTime Stamp: 05/09/05 11:35AM			
Pay/Bill Management Center Purchase Order Inquiry							

History page

Extension Type

Select an extension type. Values are: *Internal* or *Customer*. Once set to *Customer*, the extension type cannot be reset to *Internal*.

Note. The first PO extension (extension # = 0) must be *Customer*.

Extension Data

Status

Displays the extension status, which the system sets to *Active* once a transaction is applied to the extension. You cannot change an extension amount or customer PO (PO reference number) once a transaction is applied to the extension.

Total Amount

Enter the total amount for this extension.

Currency Code

Displays the currency of the PO tracking number.

Reference

Contact ID and Phone Number

Displays the contact ID and phone number, which appear by default from the PO header or previous extension number, if applicable.

Entering Service Agreement Information

Access the Service Agreements page.

Service Agreement Requirement

Enter the service agreement requirements negotiated with the customer. This text is informational-only.

Linking a PO Tracking Number to a Contract Line

Access the Contract Lines page.

Link All Contract Lines

Contract

Select a contract (order) to which you will associate this PO tracking number. Your list of available contracts is limited to those with the same currency and customer ID as the PO tracking number.



Click the Lines Fetch button to populate the PO Contract Lines grid with all contract lines (assignments) with *Awaiting PO* set to *Yes*.

PO Contract Lines

Contract

Select a contract (order) to which you will associate the PO tracking number.

Contract Line

Select a contract line (assignment) to which you will associate this PO tracking number. Only assignments with *Awaiting PO* set to *Yes* are available for selection.

Reviewing PO Tracking Numbers

This section discusses how to:

- Review PO tracking numbers.
- Review PO tracking number details.
- Review PO applied transactions.

Pages Used to Review PO Tracking Numbers

Page Name	Object Name	Navigation	Usage
Purchase Order Inquiry	FO_PO_INQ	Staffing, Pay/Bill Management Center, Purchase Orders, Review Purchase Orders	View PO information. You can filter information based on search criteria.
PO Details Inquiry	FO_PO_INQ_EXT	Click the PO Details button on the Purchase Order Inquiry page.	View PO extension information. You can filter information based on search criteria.
PO Applied Transactions	FO_PO_INQ_DTL	Click the PO Applied Transactions button on the PO Details Inquiry page: Amounts tab.	View information about transactions applied to a PO tracking number. You can filter information by committed, applied, and rejected transactions.

Reviewing PO Tracking Numbers

Access the Purchase Order Inquiry page.

Note. The prompts for PO Tracking ID and Bill To Customer are not dependent on the values selected for the other fields on the page.

The screenshot displays the 'Purchase Order Inquiry' page. At the top, there is a 'Search Criteria' section with input fields for 'Business Unit', 'Bill To Customer', 'Name', and 'PO Tracking ID'. To the right, there is an 'End Date Range' section with 'Start Date' and 'End Date' fields. Below these are checkboxes for 'Show Expired' and 'Show Exhausted', and a 'Search' button. A legend indicates status colors: green for 'Normal', yellow for 'Below Tolerance', and red for 'Exhausted'. There are also input fields for 'Remaining Amt Tolerance %' (set to 0.00) and 'Remaining Days Tolerance' (set to 0). Below the search area is a table titled 'POs' with columns: Business Unit, PO Tracking ID, Bill To Customer, Name, Start Date, End Date, Remaining Days, Date Tolerance, Amount Tolerance, PO Details, and Last Transaction Date. The table shows one row with a '0' in the 'Remaining Days' column and a green status indicator. At the bottom left, there is a link for 'Pay/Bill Management Center'.

Purchase Order Inquiry page

Business Unit

Select a value to filter your PO search to PO tracking numbers with a specific business unit.

Bill To Customer

Select a value to filter your PO search to PO tracking numbers with a specific bill to customer.

PO Tracking ID	Select a value to filter your PO search to a specific PO tracking ID.
Start Date and End Date	Enter a value to filter your PO tracking ID search to POs that fall within a specific date range.
Show Expired	Select to include expired PO numbers in your PO tracking ID search.
Show Exhausted	Select to include exhausted PO numbers in your PO tracking ID search.
Normal, Below Tolerance, and Exhausted	Displays ID symbols used in the Date Tolerance and Amount Tolerance fields.
Remaining Amt Tolerance % (remaining amount tolerance percentage)	Enter a percentage for your remaining amount tolerance. When you click Search, the system calculates the remaining amount percentage for each PO tracking ID that fits your search criteria, and posts the matching tolerance button in the PO search results grid.
Remaining Days Tolerance	Enter your allowed tolerance days. When you click Search, the system calculates the remaining tolerance days for each PO tracking ID that fits your search criteria, and posts the matching tolerance button in the PO search results grid.
Search	Click to populate the PO search results grid with POs matching your specified criteria.

Overview Tab

PO Tracking ID	Click to access the PO Entry page for a specific PO tracking number. If no PO tracking ID is associated, a <i>PO Tracking ID</i> link instead of a PO tracking ID number appears in this field. Click this link to access a list of available PO tracking IDs or create a new one.
Name	Displays the bill to customer name.
Start Date	Displays the start date for the PO tracking number that you entered on the PO Entry page.
End Date	Displays the end date for the PO tracking number that you entered on the PO Entry page.
Remaining Days	Displays the number of days remaining for the PO tracking number, which the system calculates based on the start and end dates entered on the PO Entry page.
Date Tolerance	Displays a symbol alerting you to the date tolerance status for this PO line.
Amount Tolerance	Displays a symbol alerting you to the amount tolerance status for this PO line.
PO Details	Click to access the PO Details Inquiry page, where you can view details about extensions attached to this PO tracking number.
Last Transaction Date	Displays the date on which the last transaction was applied to the PO tracking number.

Note. The last transaction date is populated only from finalized bill lines.

Amounts Tab

Entered Displays the total amount for this PO tracking number entered on the PO Entry page.

Amount Tolerance Displays a symbol alerting you to the amount tolerance status for this PO line.

Reviewing PO Tracking Number Details

Access the PO Details Inquiry page.

The screenshot shows the 'PO Details Inquiry' page. At the top, there is a 'Search Criteria' section with several input fields: 'Business Unit', 'PO Tracking ID', 'Bill To Customer', 'Extension Type', 'Customer Name', and 'Customer PO'. There are also checkboxes for 'Show Exhausted' and 'Show Expired'. Below the search criteria is a legend for 'Remaining Amt Tolerance %' with three options: 'Normal' (green circle), 'Below Tolerance' (yellow triangle), and 'Exhausted' (red square). A 'Remaining Amt Tolerance %' field shows '0.00' and a 'Search' button. Below this is a 'PO Details' section with a table. The table has columns for 'Business Unit', 'PO Tracking ID', 'Extension Number', 'Bill To Customer', 'Extension Type', 'PO Status', 'Amount Tolerance', and 'Customer PO'. The first row shows 'US001', '0000000002', '0', and a green circle in the 'Amount Tolerance' column. The table also has tabs for 'Overview', 'Amounts', and 'Dates'.

PO Details Inquiry page

These fields apply to PO extensions instead of an entire PO.

Extension Type Select a value to filter your PO extension search to PO numbers with a specific extension type. Values include: *Customer* or *Internal*.

Overview

PO Tracking ID Click to access the PO Entry page for a specific PO tracking number.

Extension Type Displays the extension type. Values are: *Customer* or *Internal*.

PO Status Displays the status of the PO tracking number associated with this extension. Values include: *New*, *Active*, *Expired*, or *Exhausted*.

Amount Tolerance Displays a symbol alerting you to the amount tolerance status for this extension.

Note. For an extension, you can view only amount tolerances. Date tolerances do not apply to extensions.

Customer PO Displays the customer's PO reference number related to this extension.

Amounts

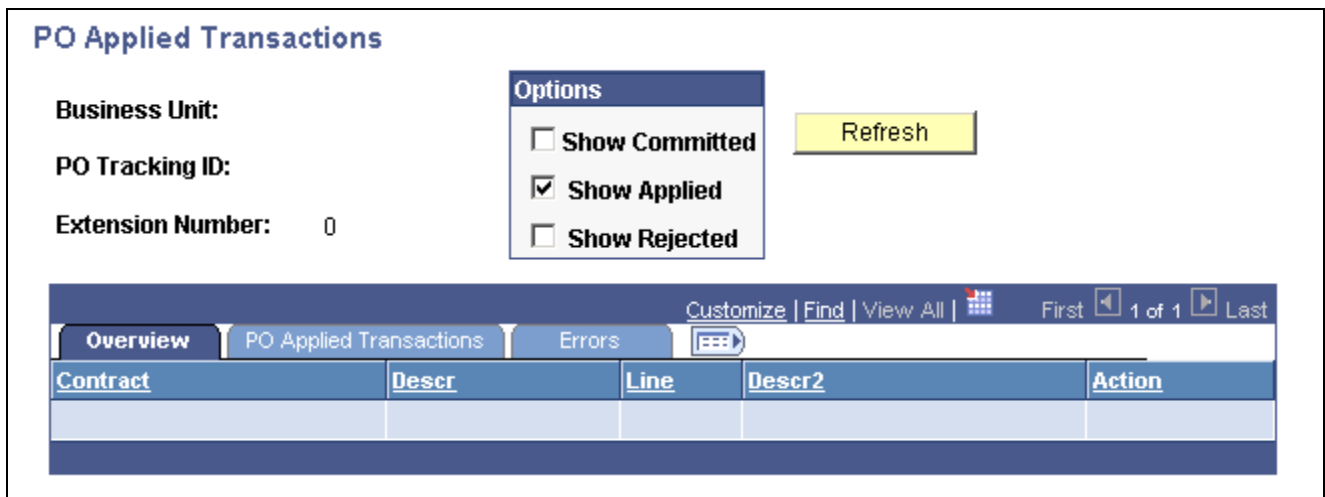
- Entered** Displays the total amount entered for this extension on the History page.
- Amount Tolerance** Displays a symbol alerting you to the amount tolerance status for this extension.
- PO Applied Transactions** Click to access the PO Applied Transactions page.

Dates

- Exhaustion Date** Displays the date on which you depleted the PO balance.

Reviewing PO Applied Transactions

Access the PO Applied Transactions page.



PO Applied Transactions page

- Business Unit** Displays the PeopleSoft Contracts business unit for your selected PO tracking ID.
- PO Tracking ID** Displays the PO tracking ID that you selected on the PO Details Inquiry page: Amounts tab.
- Extension Number** Displays the extension number for your selected PO tracking ID.

Options

- Show Committed** Select to view committed transactions before billing occurs.
- Show Applied** Select to view applied transactions after billing occurs.
- Show Rejected** Select to view rejected transactions from the commit process.

Overview

- Contract** Displays the contracts (orders) to which you applied the PO tracking ID.
- Descr (description)** Displays the associated contract description.

Line	Displays the contract lines (assignments) to which you applied the PO tracking ID.
Descr2 (description 2)	Displays the associated contract line description.
Action	Displays the outcome of the transaction. Values include: <i>Commit</i> , <i>Apply</i> , and <i>Reject</i> .

PO Applied Transactions

Invoice	Displays the invoice number created by billing for the transaction. Values appear in this field only if you selected the Show Applied option.
Invoice Date	Displays the associated invoice date. Values appear in this field only if you selected the Show Applied option.
Invoice Line	Displays the invoice line number created by billing for the transaction. Values appear in this field only if you selected the Show Applied option.
Billing Plan ID	Displays the billing plan ID associated with the contract and contract line linked to the PO tracking ID.
Net Extended Amt (net extended amount)	Displays the transaction amount for the PO tracking ID.
Tax Amount	Displays the tax amount on the transaction as calculated by billing. Values appear in this field only if you selected the Show Applied option.
Encumbrance %	Displays the encumbrance percentage associated with the contract business unit that was established on the Contract Profile page. This encumbrance percentage is used to commit an amount of the PO balance for estimated tax purposes.
Encumbered Amount	Displays the committed amount calculated for the transaction based on the encumbrance percentage.
Process Instance	Displays the process instance that created the transaction.

Errors

Exception Message	Displays the outcome of error and warning transactions. You see messages here when your PO is expired or exhausted, or your encumbrance percentage is less than the tax percentage.
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CHAPTER 11

Entering and Processing Time for Employees and Contractors

This chapter provides an overview of time entry and discusses how to:

- Enter time through rapid time entry.
- Prepopulate time.
- Process time.

Understanding Time Entry

PeopleSoft Pay/Bill Management provides rapid data entry and assignment specific pay rates by integrating with PeopleSoft Time and Labor. This section discusses:

- Rapid templates.
- Rules templates.
- Taskgroups and workgroups.
- Rapid time entry.
- Billable indicator.
- Time processes.

See Also

PeopleSoft Enterprise Time and Labor 8.9 PeopleBook

Rapid Templates

The setup for rapid time templates is discussed in the Configuring Your Pay/Bill Management System chapter.

See Also

Chapter 6, “Configuring Your PeopleSoft Pay/Bill Management System,” page 35

Rules Templates

Integrating with Time and Labor provides you with access to over forty rules templates. Use these templates to create rules for the Time Administration program to execute when processing reported or scheduled time. For example, you can create compensation rules for overtime and holidays, notification rules for irregular attendance, and rules for any other time reporting situation that requires special processing.

See Also

PeopleSoft Enterprise Time and Labor 8.9 PeopleBook, "Creating Rules in Time Administration"

Taskgroups and Workgroups

A taskgroup represents a group of time reporters with similar time and task reporting requirements. Taskgroups identify the default time reporting template, task template, and task profiles that are valid for members of the taskgroup. The task template that you link to the taskgroup determines which task profiles you can attach.

A workgroup is a group of time reporters who share identical compensation requirements. For example, a workgroup can include all time reporters:

- In the same business enterprise.
- At the same work site location.
- In the same type of job assignment.

Each time reporter who reports time through PeopleSoft Time and Labor must belong to a workgroup. In addition, the Time Administration process applies rules by workgroup. A workgroup must be created before any process that uses it.

See Also

PeopleSoft Enterprise Time and Labor 8.9 PeopleBook, "Defining Task Reporting Requirements," Defining Taskgroups

PeopleSoft Enterprise Time and Labor 8.9 PeopleBook, "Establishing Workgroups"

Rapid Time Entry

The Pay/Bill Rapid Time page enables you to enter time for multiple time reporters quickly and efficiently. Few online edits or rules are applied during data entry so that you can enter data rapidly.

Be aware of the impact of changing job and time reporter information when the information references active assignments. We strongly recommend that you restrict update access to the core HCM Job and Time Reporter component so that changes can only be performed by Payroll and Time and Labor specialists. Permitting users without full Payroll and Time and Labor training to update core job and time reporter information can easily result in unexpected data.

Pay/Bill Management uses the Time and Labor Override Rate field to tell North American (or Global) Payroll how to pay the employee for the hours reported. When you set up assignments in the Financials database, you capture the pay rates (for each time reporting code) that should apply for work performed in the assignment. Pay/Bill Management sends the assignment rates to HCM. When you enter time for an hourly employee to a project and activity using a specified Time Reporting Code, the system looks up the associated assignment pay rate and populates the override amount. When you enter time for a salaried employee, depending on how you configure the system, Pay/Bill Management does not use the override rate field, but relies on the salary specified in the employee job record to determine the compensation (the Time and Labor distribution process then allocates the payroll costs to the hours reported in Time and Labor).

Refer to the Configuring Pay/Bill Management chapter for information on how to setup rate elements and rate profiles, how the system perform rate lookups and overrides and how the system handles FLSA requirements.

You can enter either elapsed or punch time for your employees or contractors. Punch time reports start and stop times in precise entries of date and time. Record these values in minutes, hours, day, month, year, and time zone. Elapsed time reports time in number hours or partial hours worked in a day.

Online time entry in punch format is labor intensive and unlikely to be used. Usually time entered via Time Collection Devices such as Time Clocks is interfaced into Time and Labor in punch format.

The available fields on the Pay/Bill Rapid Time page vary depending on your type of time entry and on the selections that you made when setting up your rapid entry templates.

Elapsed Time

For elapsed time, the Pay Rate (override rate) field on the Pay/Bill Rapid Time page is populated with information from the assignment rate tables for the specific time reporting code (TRC). If the system cannot find a specific rate for the corresponding TRC, the pay rate remains blank and you can enter one on the Pay/Bill Rapid Time page. If no override rate is passed to payroll, the compensation rate on the job record is used with the earnings factor for this TRC.

Punch Time

For punch time, the system does not automatically populate the TRC field. The Time Administration process in Time and Labor can determine the TRC code based on the rules setup. When you setup your Time and Labor rules, you can define the default TRC code.

When you utilize punch time, the assignment specific rates are populated during the Time Administration process.

For punch and elapsed time entry, if no rate was specified or found, payroll rules calculate pay as follows:

Comp Rate (JOB) * the TRC code factor decided by the Time Administration process rules

Note. In addition to entering punch and elapsed time through Pay/Bill Management, you can also enter time through other Time and Labor methods. However, these other Time and Labor methods will not automatically populate the override rate or other fields such as the employee job record number, the HR business unit and the department (which Pay/Bill Management does automatically populate in its Rapid Time component).

See Also

[Chapter 12, "Processing Payroll," page 121](#)

PeopleSoft Enterprise Time and Labor 8.9 PeopleBook

Billable Indicator

Clear the Billable Indicator field on the Pay/Bill Management Rapid Time page to make a transaction that would otherwise be priced and billable to the customer, not priced and not billable. The rate element configuration determines whether a rate captured in an assignment is pay only, bill only, pay and bill, or markup. The billable indicator enables overriding the rules for a particular time entry transaction that based on the rate element would be priced and billable, to make it not priced and not billable.

Time Processes

Once you input time into the Rapid Time entry pages, you submit the time through a time validation process. This process inserts the time into payable time tables and creates exceptions if there are any invalid values reported.

Processing Employee Time

To process employee time:

1. Enter and submit employee time.

Check the Process Scheduler to make sure that the submit process (TL_ST_LIB) finished successfully.

2. Run the Time Administration Application Engine.

The Time Administration process inserts rapid time records into the Payable Time table. Depending on your settings, the records may need to be approved.

Time Administration executes defined rules against reported and scheduled time. When these rules are applied to elapsed time, it may create additional time rows which may need an override rate (pay rate) entered. When the rules are applied to punch time, it determines the TRC for the time entered. In both cases, a pay rate may be blank after the Time Administration process runs. For this reason, Pay/Bill Management delivers an extra step in the Time Administration program to perform a lookup on the assignment rates table for any payable time records that have a blank override rate. If no pay rate is sent to payroll, the system uses the compensation rate on the job record along with the earnings factor to determine the pay rate.

3. Manage exceptions.

Exceptions are generated when time is reported and either an aspect of the time is incorrect, or the time does not comply with a user-defined rule. Exceptions may be system-generated through validation processes or generated as a result of Time Administration rules.

To resolve an exception, determine if an error exists with reported time or if there is an invalid value in a setup table. If the error is due to reported time (non-setup exception), correct the time and then process the time again by submitting the time and/or running Time Administration. If the error is setup-related, you may need to change the reported time or change a value in one of the setup tables. To resolve the exception, you correct the time or value and then run Time Administration.

4. Approve time.

Time and Labor normally finalizes time when it is sent to payroll. However, if time is not being sent to payroll for processing, such as in the case of non-employees (contractors), Time and Labor must finalize the time by approving it. You must ensure that salaried employee time is approved so that it is automatically closed out and sent to Project Costing. If salaried time is not approved, it is re-sent to Project Costing as an estimate each time the estimate process is run.

5. Run the Publish Estimated Payable Time Application Engine process (TL_PUB_TM_AE).

The Publish Estimated Payable Time Application Engine process sends the estimates for payable and billable time to Project Costing. These estimated costs are sent before payable time is sent to the payroll system, and they replace any previous payable time estimates in the Project Costing.

Estimated cost rows can also be used to bill customers for the time worked by company resources. When a row from Time and Labor matches the analysis type, TRC, and other source criteria in the rate set configuration for a contract line, a billable row is created in the PROJ_RESOURCE table of Project Costing. This row is then selected by the CA_BI_INTFC process when it sends billable rows to Billing to invoice the customer.

6. Run the Load Time and Labor to Payroll (load time and labor to payroll) Application Engine process.

The Load Time and Labor to Payroll Application Engine process loads payable time from Time and Labor into Payroll for North America paysheets. Salaried employees are paid out of regular time using the compensation specified in the employee's job record. Hourly employees are paid based on the time entered in Time and Labor and the rate override field automatically populated by Pay/Bill Management based on rates specified in the assignment.

Once time data is in the payroll system, run the Pay Calculation and Pay Confirmation processes, which perform these tasks:

- Runs a preliminary calculation.

- Checks for payroll errors.
 - Runs a final calculation.
 - Checks for payroll errors.
 - Runs pay confirmation.
7. Run the Extract Time and Labor Costs process.
The Extract Time and Labor Costs process distributes and dilutes the actual payroll costs in the paychecks among the payable time records in Time and Labor.
 8. Run the Publish Actual Payable Time Application Engine process.
The Publish Actual Payable Time (TL_PY_PUB_TM) Application Engine process sends data for the actual hours and costs (after the Extract Time and Labor Costs process has been run) from Time and Labor to Project Costing.

Note. The Payroll process must be run before actuals can be published to Project Costing. Actuals are automatically published when the Extract Time and Labor Costs process is completed.

Processing Non-Employee (Contractor) Time

To process non-employee (contractor) time:

1. Enter and submit non-employee (contractor) time in the Pay/Bill Rapid Time component.
2. Run the Time Administration Application Engine.

The Time Administration process inserts rapid time records into the Payable Time table. These records require approval.

Time Administration executes defined rules against reported and scheduled time. When these rules are applied to elapsed time, it may create additional time rows which may need an override rate (pay rate) entered. When the rules are applied to punch time, it determines the TRC for the time entered.

3. Manage exceptions.

Exceptions are generated when time is reported and either an aspect of the time is incorrect, or the time does not comply with a user-defined rule. Exceptions may be system-generated through validation processes or generated as a result of Time Administration rules.

To resolve an exception, determine if an error exists with reported time or if there is an invalid value in a setup table. If the error is due to reported time (non-setup exception), correct the time and then process the time again by submitting the time and/or running Time Administration. If the error is setup-related, you may need to change the reported time or change a value in one of the setup tables. To resolve the exception, you correct the time or value and then run Time Administration.

4. Approve time.

Time and Labor normally finalizes time when it is sent to payroll. However, if time is not being sent to payroll for processing, Time and Labor must finalize the time by approving it. This is important when sending costs to Project Costing. For non-employees, Pay/Bill Management automatically clears the *Send Time to Payroll* check box on the Maintain Time Reporter Data page, which indicates to the system that the time entered is not to be sent to Payroll. Non-employee time requires approval. When time is approved either online or during batch processing, the system closes the time and it can be sent to Project Costing.

Note. You must either approve the non-employee time online or run the Approve Time process, otherwise the time will not appear. When contractor time is approved, it is set to *closed*.

5. Run the Publish Actual Payable Time Application Engine process.

The Publish Actual Payable Time (TL_PY_PUB_TM) Application Engine process sends data for the actual hours from Time and Labor to Project Costing. Project Costing considers all payable time it receives to be additions to previously received time. For non-employees (contractors), this process generates rows in Project Costing with an analysis type of *TLC*. You can send these rows to PeopleSoft Payables to generate vouchers that are used to pay contractors.

You can send Time rows to Project Costing to bill customers for work performed by salaried, hourly, or contractor employee types. When a row from Time and Labor matches the analysis type, TRC, and other source criteria in the rate set configuration for a contract line, a billable row is created in the PROJ_RESOURCE table of Project Costing. This row is then selected by the CA_BI_INTFC process when it sends billable rows to Billing to invoice the customer.

See Also

[Chapter 14, “Processing Billing,” page 143](#)

[Chapter 12, “Processing Payroll,” page 121](#)

PeopleSoft Enterprise Time and Labor 8.9 PeopleBook, “Understanding the Batch Process in Time Administration”

Payment Calculations

Payment calculations depend on whether an employee is salaried, hourly, or a non-employee (contractor).

Salaried Employees

Salaried employees are paid based on the compensation that is entered in their job record. While the rate elements defined for hourly employees should capture both pay and bill rates, the rate elements used for salaried employees should capture only bill rates as the job record (and not the assignment) drives the salary compensation. . When the payroll process is run, the paycheck that is generated is not based on the time entered for the pay period because the employee’s salary is a fixed amount.

Depending on the Staffing Installation Options configuration in the Financials database, Pay/Bill Management processes assignments, additional jobs, and time entry for salaried employees in one of two ways:

- If the Salaried Employees check box on the Installation Options - Staffing page is not selected, Pay/Bill Management does not create any additional jobs for salaried employees when assignments are created. During time entry in the Rapid Time component, the system will not automatically perform rate overrides for the time entered, and the Labor Distribution process (executed as part of the Extract Time and Labor Costs process) will populate the payable time records for salaried employees with actual costs paid in the paycheck. (Labor Distribution is able to distribute costs because both the paycheck and the time entered point to the same employee job record number.)
- If the Salaried Employees check box is selected, Pay/Bill Management creates an additional job record for salaried employees for each assignment created. However, although the employee job record created when the employee was hired has the salary compensation, these additional job records have zero compensation. During time entry in the Rapid Time component, the system will automatically populate the rate override field for the time entered with an estimated cost equal to the annual salary divided by 2080 hours. The Time and Labor Labor Distribution process (executed as part of the Extract Time and Labor Costs program) in this case cannot populate the payable time records for salaried employees with actual costs paid in the paycheck. (Labor distribution is not able to distribute costs because the paycheck and the time entered point to different employee job record numbers.) It is the estimated cost (salary divided by 2080 hours) that is passed to Project Costing as the labor cost for the salaried employee assignment.

Note. To prevent time data from being sent to the payroll system, you must enter time using a time reporting code (TRC) that is not mapped to an earnings code for employee records 1, 2, 3, and so forth. If a salaried employee's time data is sent to the payroll system, this could result in paying an employee more than once for the extra time that is reported.

Hourly Employees

Hourly employees are paid based on the amount of time they have worked. The rate elements used in hourly employee assignments are typically configured to capture both pay and bill rates. The time entered on the Pay/Bill Rapid Time page is processed by Time Administration and sent to the payroll system. Employee paychecks are generated based on the pay rate specified in the assignment multiplied by the amount of time the employee worked during the pay period. Pay/Bill Management does not rely on the compensation specified in the job record for hourly employees.

Note. The system does rate lookups for non-exempt employees who are in a paygroup that is FLSA required.

Non-Employees (Contractors)

Non-employees (contractors) are also paid based on the amount of time they have worked, but they are typically paid through a voucher from the payables system because they are not employees. After time data is entered and processed by Time Administration, contractor time must be approved, then sent to Project Costing as actuals. Once you send the approved time rows to Project Costing, you can run the Pay/Bill Management FO_TO_AP process to generate vouchers in Payables based on the time reported. The voucher is generated for the vendor ID and vendor location specified in the assignment.

Note. When you hire a non-employee (contractor), the system automatically clears the Send Time to Payroll check box on the Maintain Time Reporter page in Time and Labor. This ensures that contractor time is not sent to the payroll system. If you decide to pay contractors using Payroll rather than Payables, you must manually select the Send Time to Payroll option on the Maintain Time Reporter page.

Entering Time Through Rapid Time Entry

This section contains common elements and discusses how to:

- Use rapid entry for punch card time.
- Use rapid entry for elapsed time.

Entering time in punch format means that users enter the time he or she arrived at work, the time he or she left for and returned from lunch, and the time he or she left for the day. The system calculates the number of hours by subtracting the time in and out entered by the user.

Entering time in elapsed format means that users enter the number of hours worked per day.

Note. The fields that appear on the Pay/Bill Rapid Time component vary depending on the time entry type that you select. Your selection in the Template Type field determines which Rapid Time Templates are available. For example, if you select the punch template type, you only see the punch rapid time template and so forth. It is this Rapid Time Template that determines the available fields on the page.

See Also

[Chapter 6, "Configuring Your PeopleSoft Pay/Bill Management System," page 35](#)

Common Elements Used in This Section

Add/Replace

Values include: *Add* and *Replace*.

1. *Replace*: Default value that informs the system to replace any time that was entered for the same dates through the Rapid Entry page with the time that you are entering now. Only time originating from those two sources is replaced by the new instance of time. Time originating from any other source, such as the Weekly Elapsed Time page or Time Clock Device does not change.

For example, when reporting rapid elapsed time, if the Add/Replace value is *Replace*, the system replaces all the elapsed time that exists for an employee on that same date that originated from the Rapid Time Reporting component. It does not affect any punch time that may exist. Likewise, when reporting rapid punch time, the system replaces all punch time meeting the same criteria and does not delete any elapsed time.

2. *Add*: Select if you want the system to add a new instance of time for the day without replacing any time that was previously reported for the same day. The system adds the time generated by the Rapid Entry page to the Reported Elapsed table (PS_TL_RPTD_ELPTIME) or Punch Time table (PS_TL_RPTD_PCHTIME).

Copy Down Values from Last Row

Select this check box to copy the values from the previous row when adding a new row to the grid.

Date/Time Stamp

If this is a new session, the date and time that you accessed the page appears. If you are updating a session, the date and time that data was last saved for the session appears.

Delete

Select this check box to mark this row for deletion. You can remove this row by clicking the Delete Selected Row(s) button.

Empl Rcd# (employee record number)

Displays employee job record number for your selected project and activity. The system automatically populates this field based on an assignment cross-reference table maintained by Pay/Bill Management.

PC Business Unit

PeopleSoft Project Costing business unit.

Project

Project ID associated with the time that you are entering.

Note. Make sure the dynamic group is updated; otherwise the project or activity may not appear in the prompt.

Increment Date

Select this check box to have the system increment the date as you add more rows to the grid. Use this check box when you use the Add Rows and Copy Down Values from Last Row buttons.

This feature is only available for rapid entry, *Elapsed* time sessions.

Rapid Time Template

Determines which data entry fields appear in the Rapid Detail Information section.

Session Number

Displays the session number as 999999999 until you save the page, at which time it automatically assigns the session number.

Session Status

Indicates whether you have run the Submit process to validate the time entries for the data entry session. Values are:

Submit: Indicates that you submitted the session and the entries were validated.

Not Submit: Indicates that you have not submitted the session.

Resubmit: Indicates that you modified a session that was previously submitted.

Submit TA (submit time administration): Indicates that you submitted the session and processed Time Administration automatically, as the Automatic Rules Run flag is enabled on the TL Installation page.

Note. If the system is unable to complete the Submit process because of an error, the session status still reads *Submit*. After fixing the problem, you can resume processing by selecting the Restart option on the Process Monitor.

Submit

Click to validate the data that you entered. The system saves the data and sends it to PeopleSoft Time and Labor tables in the HCM database. You cannot make any changes to the session until the Submit process is complete.

Template Type

Select the template type. Values are:

Punch: Use for reporting start and stop times in precise entries of date and time, recorded in seconds, minutes, hours, day, month, year, and time zone.

Elapsed: Use for reporting time in hours or partial hours.

Warning! Do not change the template type after saving data. Doing so causes the system to delete any data entered with the original template. Instead, create a new session with the desired template type. Similarly, if you change from one template to another of the same type (elapsed to elapsed), any of the data that does not match the current rapid template is deleted upon the submission of the session.

User ID

If this is a new session, your user ID appears here. If you are updating a session, the user ID of the last person who entered data for the session appears.

See Also

PeopleTools PeopleBook: PeopleSoft Process Scheduler, "Using Process Monitor," Viewing the Status of Processes

Page Used for Rapid Time Entry

Page Name	Object Name	Navigation	Usage
Report Rapid Time	FO_TL_RAPID_SESSN	HCM database Time and Labor, Report Time, Staffing Rapid Time	Enter punch card time and elapsed time.

Using Rapid Entry for Punch Card Time

Access the Report Rapid Time page.

Report Rapid Time

Rapid Session Information

Session Number: 952 *Description: TVP testing

Template Type: Punch *Rapid Time Template: MALLPCHTEL

Session Status: Not Submit *Add/Replace: Replace

Rapid Detail Information

Project/Activity Rates Assignment Information

Delete	*EmplID	Empl Rcd#	PC Business Unit	Project Id	Perf Meas Business Unit	Activity ID	Resource Type	Resource Category
<input type="checkbox"/>	MUTR128	0						
<input type="checkbox"/>	MUTR128	0						
<input type="checkbox"/>	MUTR128	0						
<input type="checkbox"/>	MUTR128	0						
<input type="checkbox"/>	MUTR128	0						
<input type="checkbox"/>	MUTR128	0						
<input type="checkbox"/>	MUTR128	0						
<input type="checkbox"/>	MUTR128	0						
<input type="checkbox"/>	MUTR128	0						
<input type="checkbox"/>	MUTR128	0						
<input type="checkbox"/>	MUTR128	0						
<input type="checkbox"/>	MUTR128	0						
<input type="checkbox"/>	MUTR128	0						
<input type="checkbox"/>	MUTR128	0						
<input type="checkbox"/>	MUTR128	0						

Rows to Add: Copy Down Values from Last Row Add Row(s)

Report Rapid Time page

Project/Activity

EmplID (employee ID) Enter the employee ID of the worker for whom you are entering time.

Punch Time Enter the actual punch time (for example, 8:00:00AM).

Punch Type Select a punch type: *Break, In, Meal, Out, or Transfer.*

Time Zone Select the time zone in which the time reporter enters time.

If you do not enter a positive value for the time zone, the system populates the time zone field upon submission of the session with the time zone defined on the Maintain Time Reporter Data page in the Time and Labor setup pages.

Not all fields on this page are visible in the screen shot. The additional fields are: Resource Sub Category, Date, Punch Time, Punch Type, Time Zone, TRC (time reporting code).

Note. The system populates the Empl Rcd# (employee record number) field after you enter values for the PC Business Unit, Project ID and the Activity ID fields.

Using Rapid Entry for Elapsed Time

Access the Report Rapid Time page.

Project/Activity

Many of the fields on this page are the same as those on the Report Rapid Time page for punch time.

TRC (time reporting code)	Select a time reporting code. This field displays if it was selected on the rapid time template.
Quantity	Enter the number of hours, units, or an amount for reporting time.
Rates	
Billable Indicator	Select <i>Yes</i> to send this time reporter's billable time to the Billing application.
Override Rate	This rate is passed to the payroll system for use in pay calculations. It is critical for sending the correct pay rates to payroll and is a required field for Pay/Bill Management users.
	<hr/> Note. Pay/Bill Management automatically populates this field by performing lookups in the assignment rates table. Also note that to meet FLSA requirements, the system populates overtime pay rates with regular time rates and relies on the payroll earnings code multipliers for the FLSA premium pay to be calculated. <hr/>
Bill Rate	Rate customer will be billed as specified on the assignment.

Note. If you report the business unit, department, customer, PC business unit, project, activity, resource type, resource category, or resource subcategory in a Rapid Entry session for an employee, you must have previously defined these task elements on the employee's associated task template to avoid task exceptions during the validation of time.

Note. Pay/Bill Management automatically populates the HR Business Unit and Department fields on the Rapid Time record by doing lookups in the assignment cross reference and job tables. This information is particularly important if you want to use the Project Costing cost-revenue sharing functionality. (Pay/Bill Management assumes that the GL department against which the labor costs are posted is of the same value as the HR department for which the employee works.)

Assignment Information

All fields are optional and only appear if they were selected on the rapid time template.

HR Department	Enter the department code.
Customer	The system displays the customer associated with the project (order).

Prepopulating Time

This section provides an overview on prepopulating time and describes how to prepopulate time.

Understanding Time Prepopulation

You can prepopulate your time cards based on a prior time period. This process enables you to create time entry data based on specified parameters and prepopulate the hours or amount from the prior pay period. This reduces data entry time and reduces cost. Here are the features of prepopulating time:

- Prepopulate the rapid time session based on time from a previous period.
- Copy all aspects of time including the assignment (project/activity) for each employee.
- Review your employees and projects before inserting them into the rapid time session.
- Adjust the time transactions prior to submitting them for payment and billing.

You can choose one or more of the following criteria for copying time: originating user, session number, setID, customer ID, Project Costing business unit, project, group ID, and My Employees. In addition, you must select a rapid time method and corresponding rapid time template.

Once you set your parameters and click the Search button, the Selected Employees/Projects group box appears on the page. Here you can view the employees and project combinations for which the system will copy time. You can also clear any employee and project combinations that you do not want include in the copy process.

When you click the Submit button, the system inserts the selected time into the Rapid Time table based on the specified criteria and the selections that you made. Once the system completes the insert, it transfers you to the Report Rapid Time page for the designated session number. You may either submit the time immediately for processing or review and adjust the time as appropriate.

Page Used to Prepopulate Time

Page Name	Object Name	Navigation	Usage
Prepopulate Rapid Time	FO_TL_PREPOP	HCM Database Time and Labor, Report Time, Pre-Populate Staffing Time	Prepopulate time entry.

Prepopulating Time

Access the Prepopulate Rapid Time page.

Prepopulate Rapid Time

User ID: VP1

Previous Period	
*Start Date: 05/02/2000	*End Date: 05/04/2000

New Period	
Start Date: 05/09/2000	End Date: 05/11/2000

Copy Time According To	
Originating User: VP1	Group ID: <input type="text"/>
Session Number: <input type="text" value="993"/>	<input type="checkbox"/> My Employees
SetID: SHARE	*Template Type: Elapsed
Customer ID: <input type="text"/>	*Rapid Time Template: PBELAP
PC Business Unit: <input type="text"/>	<input type="checkbox"/> Copy Rates
Project: <input type="text"/>	

Prepopulate Rapid Time page

Previous Period

Start Date Select the start date of the pay period from which you want to copy time.

End Date Select the end date of the pay period from which you want to copy time.

New Period

Start Date Select the start date of the period to which you want to copy the time.
If you do not enter a value here, the system uses the default of one day after the end date you selected in the Previous Period group box.



End Date Select the end date of the period to which you want to copy time.
If you do not enter a value here, the system uses the default of the start date for the new period, plus the difference between the start date and end date that you selected in the Previous Period group box.

Note. You are responsible for mapping the previous period days to the new period days (for example, Monday to Monday). The system will not check these dates. In addition, the system does not check for holidays.

Copy Time According To

Originating User The user ID for the current user appears in this field.

Group ID Enter a group ID from which you want to populate time. Group IDs are used to group employees within PeopleSoft Time and Labor.

Session Number	Enter the rapid time session from which you want to copy.
My Employees	Select this check box if you want to copy time from employees that are associated with the specified user ID as determined through security.
Set ID	The setID associated with the customer from which you want to copy displays in this field.
Customer ID	Enter the customer ID from which you want to copy.
Template Type	You must select either <i>Elapsed</i> or <i>Punch</i> .
Rapid Time Template	You must select a specific template ID. The system copies previous time in the relevant format (<i>Elapsed</i> or <i>Punched</i>) only. The system presents the new rapid time session format according to the template that you select here.
PC Business Unit	Enter the Project Costing business unit from which you want to copy.
Project	Enter the project from which you want to copy.
Copy Rates	Select this check box if you want to copy the rates from the previous time session forward. If you don't select this check box, the override rate in the rapid entry page will be 0 (zero). You can either set the override rate in the rapid entry page before submitting or let the Time Administration process calculate the rate.
Search	Click to search for employee and project combinations that meet your selected criteria. The system selects employee assignments that were submitted during the time period specified (previous period) and according to the criteria specified (copy time criteria). The system displays the search results in the Selected Employees/Projects group box.
Clear Fields	Click this button to clear all values in the Copy Time According To group box.
	Click the Select All button to select all rows in the Selected Employees/Projects group box for the time copy process.
	Click the Deselect All button to deselect all rows in the Selected Employees/Projects group box for the time copy process.
Selected Employees/Projects	
This grid appears only after you click the Search button. The employee and project combinations that match your specified parameters appear in the group box.	
Select	The system automatically selects this check box. Clear this check box if you want to remove an employee and project combination from the time copy process.
Submit	Click this button to prepopulate time for your selected employees. The system inserts the selected time into the Staffing Time Entry table and you are transferred to the Rapid Time Entry page for the designated session number. At this point, you may submit the time immediately or review and adjust it as appropriate.

Processing Time

This section describes how to:

- Run the Time Administration Application Engine process.
- Manage exceptions.
- Approve time.
- Run the Publish Estimated Payable Time process.
- Run the Load Time and Labor to Payroll process.
- Run the Publish Actual Payable Time process.

Note. This process runs automatically when you run the Extract Time and Labor Costs process.

See Also

[Chapter 14, “Processing Billing,” page 143](#)

[Chapter 12, “Processing Payroll,” page 121](#)

Pages Used to Process Time

Page Name	Object Name	Navigation	Usage
Request Time Administration	TL_TA_RUNCTL	HCM database Time and Labor, Process Time, Request Time Administration	Select the time reporters or groups of time reporters to process.
Manage Exceptions	TL_MNG_EXCEPT_PNL1	HCM database Time and Labor, View Exceptions and Attendance, Exceptions	Manage exceptions for a specific employee. Up to 50 exceptions display per page.
Approve Payable Time - Approve Time for Time Reporters	TL_MNG_APRV_SRCH	HCM database Time and Labor, Approve Time, Payable Time	Approve incidences.
Publish Estimated Payable Time	TL_RUN_PUB_TIME	HCM database Time and Labor, Process Time, Publish Estimated Payable Time	Publish estimated payable time if you do not want to wait for the request message. Estimated payable time is published automatically in response to a request message from Project Costing
Load Time and Labor	PY_LDTL_RC	HCM database Payroll for North America, Payroll Processing USA, Create and Load Paysheets, Load Time and Labor Payroll for North America, Payroll Processing USF, Create and Load Paysheets, Load Time and Labor Payroll for North America, Payroll Processing CAN, Create and Load Paysheets, Load Time and Labor	Run the process to load payable time from Time and Labor into Payroll for North America paysheets. You must create the pay run ID for the payroll process.
Publish Actual Payable Time	TL_RUN_PUB_ACTUALS	HCM database Time and Labor, Process Time, Publish Actual Payable Time	Run the Publish Actual Payable Time process to send actual hours from Time and Labor to Project Costing. This process is automatically initiated when you run the Extract Time and Labor Costs program.

Running the Time Administration Process

Access the Process Time Administration page.

Once you select your time parameters and click the Run button, the system transfers you to the Process Scheduler Request page where you can select the check box next to each process that you want to run.

Select the Core Time Administration App check box to run the Time Administration process (TL_TIMEADMIN).

The *PeopleSoft Enterprise Time and Labor 8.9 PeopleBook* describes the fields and use of this page.

See Also

Chapter 12, “Processing Payroll,” page 121

PeopleSoft Enterprise Time and Labor 8.9 PeopleBook, “Understanding the Batch Process in Time Administration”

Managing Exceptions

Access the Manage Exceptions page.

The *PeopleSoft Enterprise Time and Labor 8.9 PeopleBook* describes the fields and use of this page.

See Also

PeopleSoft Enterprise Time and Labor 8.9 PeopleBook, “Exceptions and Validations”

Approving Time

Access the Approve Payable Time - Approve Time for Time Reporters page.

The *PeopleSoft Enterprise Time and Labor 8.9 PeopleBook* describes the fields and use of this page.

See Also

PeopleSoft Enterprise Time and Labor 8.9 PeopleBook, “Managing Time”

Running the Publish Estimated Payable Time Process

Access the Publish Estimated Payable Time page.

Running this process is optional. The *PeopleSoft Enterprise Time and Labor 8.9 PeopleBook* describes the fields and use of this page.

See Also

PeopleSoft Enterprise Time and Labor 8.9 PeopleBook, “Integrating With PeopleSoft Financials and Enterprise Performance Management,” Publishing Estimated and Actual Cost Data to PeopleSoft Projects

Running the Load Time and Labor to Payroll Process

Access the Load Time and Labor page.

The *PeopleSoft Enterprise Payroll for North America 8.9 PeopleBook* describes the fields and use of this page.

See Also

PeopleSoft Enterprise Time and Labor 8.9 PeopleBook, “Understanding the Batch Process in Time Administration,” Launching the Time Administration Process

PeopleSoft Enterprise Time and Labor 8.9 PeopleBook, “Integrating With Payroll Applications,” Integrating with Payroll for North America

Running the Publish Actual Payable Time Process

Access the Publish Actual Payable Time page.

Note. The Publish Actual Payable Time run control process only publishes payable time that is in a payable status of *CL* (closed). The processes that you run from the Extract TL Costs page (for North American Payroll) and the Time and Labor Run Control page (for Global Payroll) automatically publish all payable time with a payable status of *DL* (paid: labor-diluted), *PD* (paid: labor-distributed), and *CL* (closed). The Approval processes automatically publish payable time that has a payable status of *CL* (closed) on payable time, once payable time is approved.

You can always run the Publish Actual Payable Time process from this page. However, Time and Labor always publishes actual payable time to Project Costing when you:

- Run the Extract Time and Labor Cost (for Payroll for North America), or Time and Labor Run Control (for Global Payroll) when you are not using labor distribution.
- Run the Labor Distribution or Labor Dilution process.
- Use the Batch Approval page.
- Use the Approve Payable Time page.
- Use the Approve Payable Time - Group page.
- Adjust paid time.

Note. The three approval pages listed above send actual time to Project Costing for the time rows that are not sent to Payroll.

The *PeopleSoft Enterprise Time and Labor 8.9 PeopleBook* describes the fields and use of this page.

See Also

Chapter 14, “Processing Billing,” page 143

PeopleSoft Enterprise Time and Labor 8.9 PeopleBook, “Integrating With PeopleSoft Financials and Enterprise Performance Management,” Publishing Estimated and Actual Cost Data to PeopleSoft Projects

CHAPTER 12

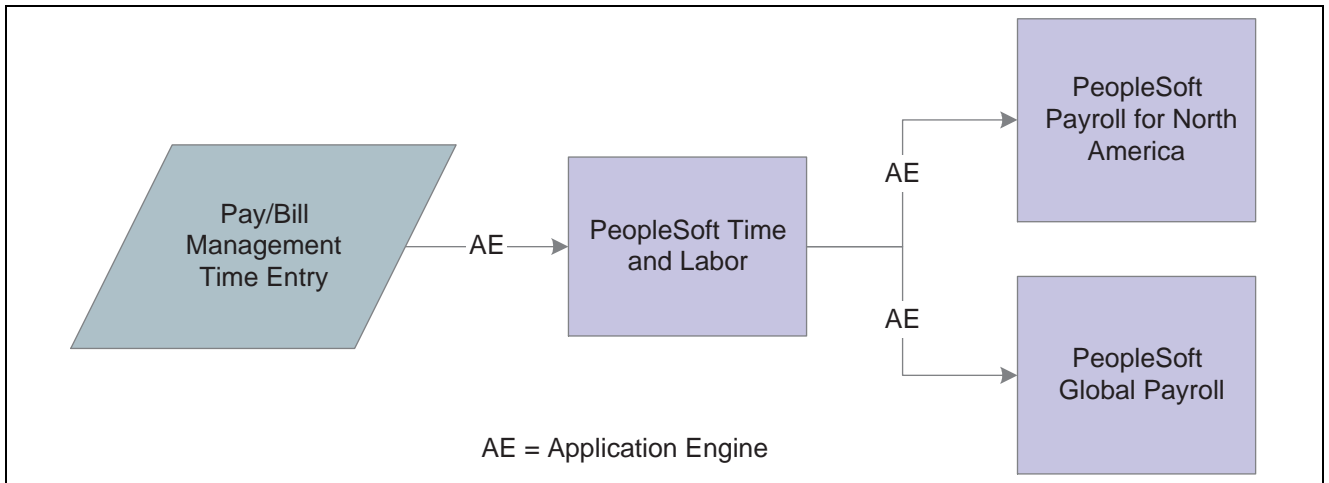
Processing Payroll

This chapter provides an overview payroll processing and discusses how to:

- Process Payroll for North America.
- Review North American paychecks.
- Process Global payroll.
- Review Global paychecks.
- Process workers' compensation.

Understanding Payroll Processing

PeopleSoft Enterprise Pay/Bill Management interfaces with PeopleSoft Enterprise Time and Labor to utilize PeopleSoft Enterprise Payroll for North America and PeopleSoft Enterprise Global Payroll.



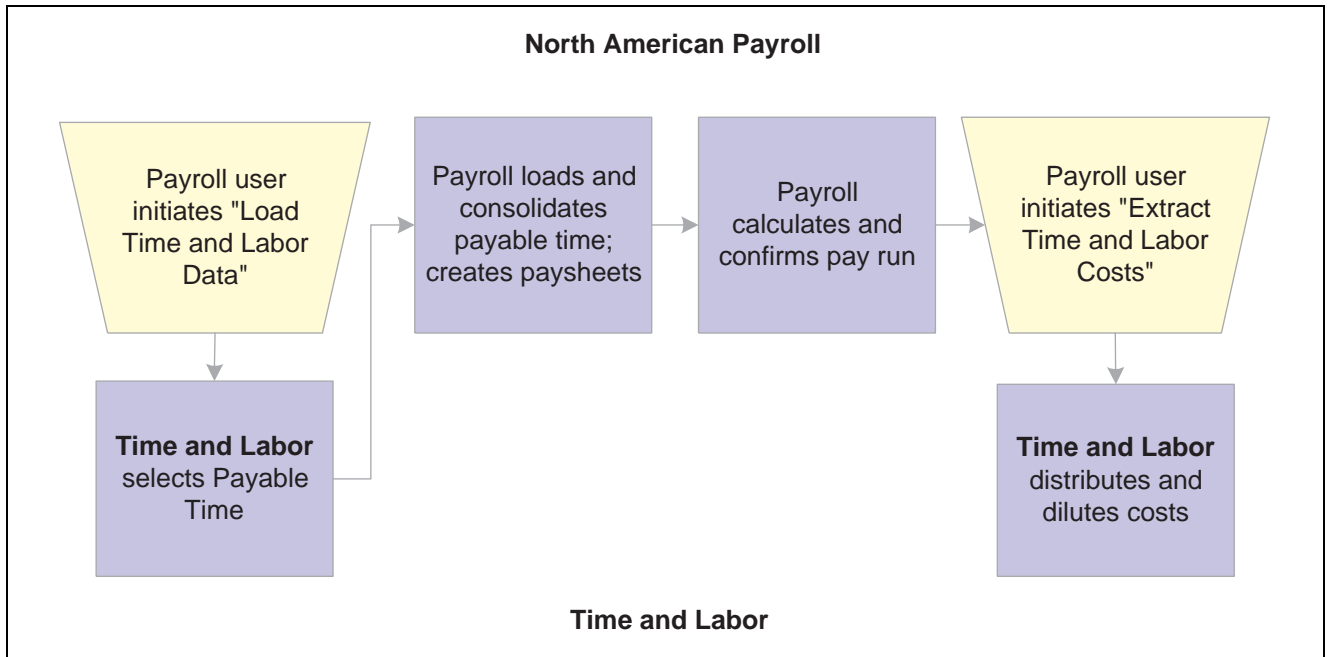
Payroll overview

This section discusses:

- PeopleSoft Enterprise Payroll for North America.
- PeopleSoft Enterprise Global Payroll.

Payroll for North America

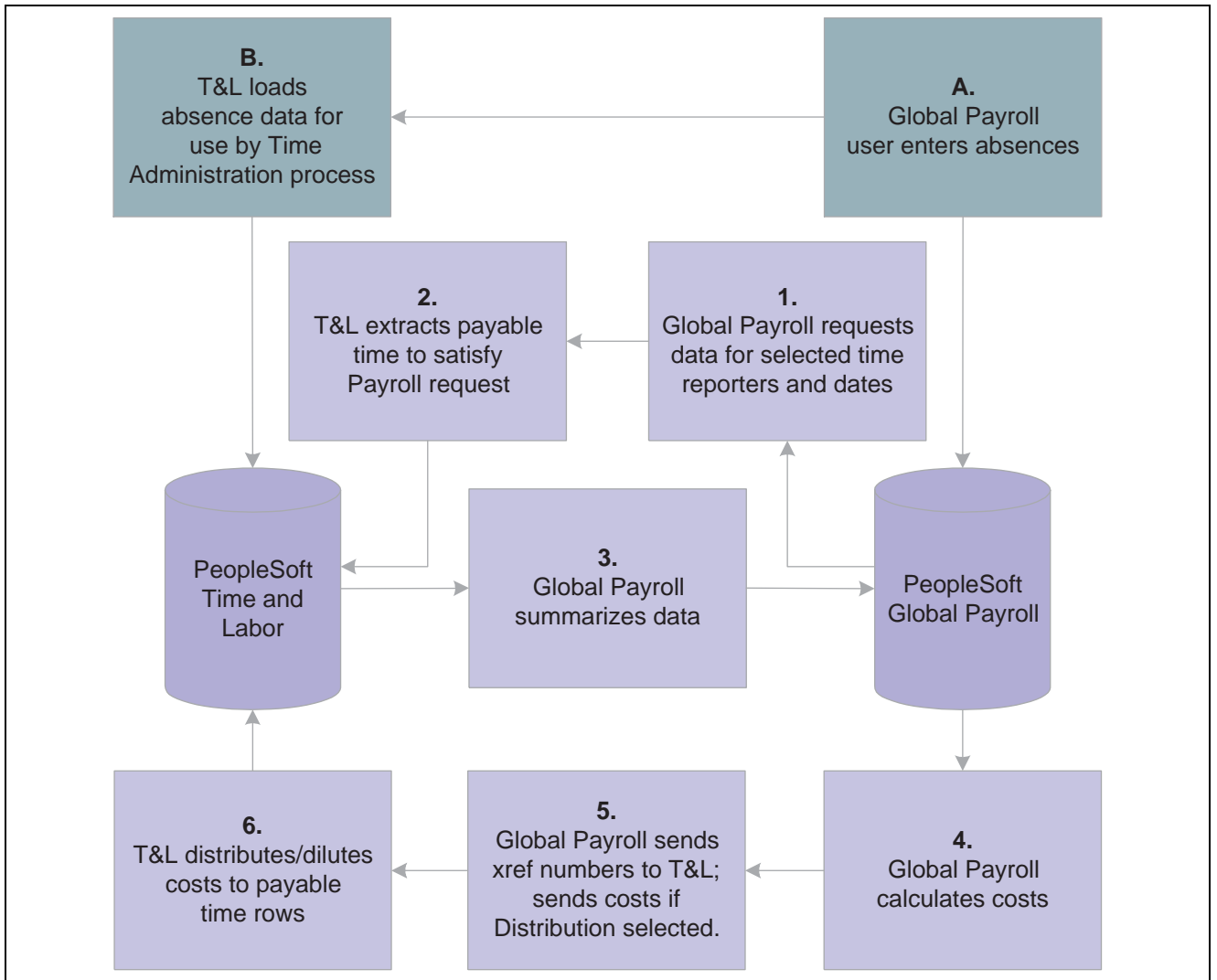
The following graphic shows the relationship between Payroll for North America and Time and Labor.



PeopleSoft Payroll for North America and PeopleSoft Time and Labor relationship

Global Payroll

The following flowchart illustrates the interactions between Global Payroll and Time and Labor.



PeopleSoft Global Payroll and PeopleSoft Time and Labor relationship

Processing Payroll for North America

This section provides an overview on processing Payroll for North America and discusses how to:

- Run the Time Administration process.
- Run the Publish Estimated Payable Time process.
- Run the Load Time and Labor to Payroll process.
- Run the Pay Calculation process.
- Run the Pay Confirmation process.
- Run the Extract Time and Labor Costs process.

Understanding Processing for Payroll for North America

To run the payroll process for Payroll for North America :

1. Run the Time and Labor Time Administration Application Engine process (TL_TIMEADMIN) to generate payable time.
2. Run the Publish Estimated Payable Time (TL_PUB_TM_AE) Application Engine process.
The Publish Estimated Payable Time Application Engine process sends the estimates for payable and billable time to PeopleSoft Project Costing.
3. Run the Load Time and Labor to Payroll (load time and labor to payroll) Application Engine process.
The Load Time and Labor to Payroll Application Engine process loads payable time from Time and Labor into Payroll for North America paysheets.
4. Run the Pay Calculation process (PSPPYRUN).
The Pay Calculation process checks all earnings for a pay calendar (or group of pay calendars) and produces checks.
5. Run the Pay Confirmation process (PSPCNFRM).
The Pay Confirmation process completes the preparation of the check distribution information, assigns check numbers, updates the balance tables, and writes the results back to the database.
6. Run the Extract Time and Labor Costs Application Engine process (PY_PULL_COST).
The Extract Time and Labor Costs Application Engine process sends the paid information from Payroll to Time and Labor.

See Also

PeopleSoft Enterprise Payroll for North America 8.9 PeopleBook, "Appendix: Configuring Batch Processes"

PeopleSoft Enterprise Time and Labor 8.9 PeopleBook, "Understanding the Batch Process in Time Administration"

PeopleSoft Enterprise Time and Labor 8.9 PeopleBook, "Integrating With PeopleSoft Financials and Enterprise Performance Management," Publishing Estimated and Actual Cost Data to PeopleSoft Projects"

PeopleSoft Enterprise Time and Labor 8.9 PeopleBook, "Integrating With Payroll Applications," Integrating With Payroll for North America"

Pages Used to Process North American Payroll

Page Name	Object Name	Navigation	Usage
Request Time Administration	TL_TA_RUNCTL	HCM database Time and Labor, Process Time, Request Time Administration	Select the time reporters or groups of time reporters to process.

Page Name	Object Name	Navigation	Usage
Publish Estimated Payable Time	TL_RUN_PUB_TIME	<p>HCM database</p> <p>Time and Labor, Process Time, Publish Estimated Payable Time</p>	<p>Estimated payable time is published automatically in response to a request message from Project Costing. You can use this page to publish estimated payable time if you do not want to wait for the request message.</p>
Load Time and Labor	PY_LDTL_RC	<ul style="list-style-type: none"> • HCM database Payroll for North America, Payroll Processing USA, Create and Load Paysheets, Load Time and Labor • Payroll for North America, Payroll Processing (USF), Create and Load Paysheets, Load Time and Labor • Payroll for North America, Payroll Processing (CAN), Create and Load Paysheets, Load Time and Labor 	<p>Run the process to load payable time from Time and Labor into Payroll for North America paysheets. You must create the pay run ID for the payroll process.</p>
Pay Calculation	RUNCTL_PAY_CALC	<ul style="list-style-type: none"> • HCM database Payroll for North America, Payroll Processing USA, Produce Payroll, Calculate Pay • Payroll for North America, Payroll Processing CAN, Produce Payroll, Calculate Pay • Payroll for North America, Payroll Processing USF, Produce Payroll, Calculate Pay 	<p>Specify parameters and run the Pay Calculation process (PSPPYRUN).</p> <p>You can run Pay Calculation repeatedly.</p>

Page Name	Object Name	Navigation	Usage
Pay Confirmation	RUNCTL_PAY_CONF	<ul style="list-style-type: none"> • HCM database Payroll for North America, Payroll Processing USA, Produce Payroll, Confirm Pay • Payroll for North America, Payroll Processing CAN, Produce Payroll, Confirm Pay • Payroll for North America, Payroll Processing USF, Produce Payroll, Confirm Pay 	<p>Define the parameters and run the Pay Confirmation process (PSPCNFRM).</p> <p>Run the process after your final pay calculation when you have corrected all errors.</p>
Time and Labor Cost Extract	PY_TL_XTRACT_COST	<p>HCM database</p> <p>Payroll for North America, Payroll Distribution, Additional Integrations, Extract Time and Labor Costs</p>	<p>Extract Time and Labor Costs from Payroll for North America to Time and Labor.</p> <p>Note. You must have already loaded Time and Labor data and finalized the payroll calculation before you can extract the costs.</p>

Running the Time Administration Process

Access the Process Time Admin page.

The *PeopleSoft Enterprise Time and Labor 8.9 PeopleBook* describes the fields and use of this page.

See Also

PeopleSoft Enterprise Time and Labor 8.9 PeopleBook, “Understanding the Batch Process in Time Administration”

Running the Publish Estimated Payable Time Process

Access the Publish Estimated Payable Time page.

Running this process is optional. The *PeopleSoft Enterprise Time and Labor 8.9 PeopleBook* describes the fields and use of this page.

See Also

PeopleSoft Enterprise Time and Labor 8.9 PeopleBook, “Integrating With PeopleSoft Financials and Enterprise Performance Management,” Publishing Estimated and Actual Cost Data to PeopleSoft Projects

Running the Load Time and Labor to Payroll Process

Access the Load TL to Payroll page.

The *PeopleSoft Enterprise Payroll for North America 8.9 PeopleBook* describes the fields and use of this page.

See Also

PeopleSoft Enterprise Time and Labor 8.9 PeopleBook, “Understanding the Batch Process in Time Administration”

PeopleSoft Enterprise Time and Labor 8.9 PeopleBook, “Integrating With Payroll Applications,” Integrating With Payroll for North America

Running the Pay Calculation Process

Access the Pay Calculation page.

The *PeopleSoft Enterprise Payroll for North America 8.9 PeopleBook* describes the fields and use of this page.

See Also

PeopleSoft Enterprise Payroll for North America 8.9 PeopleBook, “Appendix: Configuring Batch Processes,” High-Level Processes, Payroll Processes

Running the Pay Confirmation Process

Access the Pay Confirmation page.

The *PeopleSoft Enterprise Payroll for North America 8.9 PeopleBook* describes the fields and use of this page.

See Also

PeopleSoft Enterprise Payroll for North America 8.9 PeopleBook, “Appendix: Configuring Batch Processes,” High-Level Processes, Payroll Processes

Running the Extract Time and Labor Costs Process

Access the Extract Time and Labor Costs page.

The *PeopleSoft Enterprise Payroll for North America 8.9 PeopleBook* describes the fields and use of this page.

See Also

PeopleSoft Enterprise Payroll for North America 8.9 PeopleBook, “Administering the Interface with PeopleSoft Time and Labor,” Extracting Time and Labor Costs

Reviewing North American Paychecks

This section discusses how to review North American paychecks.

Page Used to Review North American Paychecks

Page Name	Object Name	Navigation	Usage
Paysheet	PAY_SHEET_ADD_S	HCM database Payroll for North America, Payroll Processing USA, Update Paysheets, By Paysheet Payroll for North America, Payroll Processing CAN, Update Paysheets, By Paysheet Payroll for North America, Payroll Processing USF, Update Paysheets, By Paysheet	Modify the paysheet to affect the Pay Calculation process. Normally, you run the Paysheet Creation process before accessing this page, but it is not required. You can create one paysheet using these pages.

Reviewing North American Paychecks

Access the Paysheet - Paysheet page.

The *PeopleSoft Enterprise Payroll for North America 8.9 PeopleBook* describes the fields and use of this page.

See Also

PeopleSoft Enterprise Payroll for North America 8.9 PeopleBook, “Working With Paysheets”

Processing Global Payroll

This section provides an overview on processing Global Payroll and discusses how to:

- Run the Time Administration process.
- Run the Publish Estimated Payable Time process.
- Run the Payroll/Absence process.
- View payee messages.
- Run the Time and Labor process.

Understanding Global Payroll Processing

PeopleSoft Global Payroll processes payees and elements by utilizing a very specific processing order. All components of your defined system come together at the time that you execute a payroll or absence run.

To take advantage of the Global Payroll processing capabilities, you must understand how the system processes payroll and absence runs and what options are available. The Global Payroll PeopleBook discusses key processing features, preparations, steps for running the process, and status codes for monitoring processing.

To run the payroll process for Global Payroll:

1. Run the Time and Labor Time Administration Application Engine process (TL_TIMEADMIN) to generate payable time.
2. Run the Publish Estimated Payable Time (TL_PUB_TM_AE) Application Engine process.
The Publish Estimated Payable Time Application Engine process sends the estimates for payable and billable time to Project Costing.
3. Run the Payroll/Absence Run Control to enter payroll processing instructions.
You will run this process at least twice. Run it once to calculate. Then view payee messages and run the Payroll Absence process to finalize.
4. View payee messages.
Payee messages report errors and warnings that are generated during the Calculate phase. The system displays messages that are defined by PeopleSoft in the Message Catalog and any unique messages that you created using formula elements. The message log is erased when you run the Finalize process.
5. Run the Time and Labor Run Control to update the status of payable time entries in Time and Labor.

See Also

PeopleSoft Enterprise Global Payroll 8.9 PeopleBook, "Processing Payroll"

Pages Used to Process Global Payroll

Page Name	Object Name	Navigation	Usage
Request Time Administration	TL_TA_RUNCTL	HCM database Time and Labor, Process Time, Request Time Administration	Select the time reporters or groups of time reporters to process.
Publish Estimated Payable Time	TL_RUN_PUB_TIME	HCM database Time and Labor, Process Time, Publish Estimated Payable Time	Estimated payable time is published automatically in response to a request message from Project Costing. You can use this page to publish estimated payable time if you do not want to wait for the request message.
Calculate Absence and Payroll	GP_RUNCTL	HCM database Global Payroll & Absence Mgmt, Absence and Payroll Processing, Calculate Absence and Payroll	Enter processing instructions for a payroll process, an absence take process, or an absence entitlement process. Run this process twice. Run it once to calculate and once to finalize.
Payee Messages	GP_MESSAGE_LOG	HCM database Global Payroll & Absence Mgmt, Absence and Payroll Processing, Review Absence/Payroll Info, Payee Messages	View errors and warnings generated for the calendar group ID during the Calculate phase. View payee messages after you calculate, but before you finalize the pay run.
Send Costs to Time and Labor	GP_TL_PREPARE	HCM database Global Payroll & Absence Mgmt, Time and Labor / GL Costs, Send Costs to Time and Labor	Update the payable status of payable time entries in Time and Labor; return cost data if Labor Distribution is enabled. Before using this page, you must finalize the pay run.

Running the Time Administration Process

Access the Process Time Admin page.

The *PeopleSoft Enterprise Time and Labor 8.9 PeopleBook* describes the fields and use of this page.

See Also

PeopleSoft Enterprise Time and Labor 8.9 PeopleBook, “Understanding the Batch Process in Time Administration”

Running the Publish Estimated Payable Time Process

Access the Publish Estimated Payable Time page.

Running this process is optional. The *PeopleSoft Enterprise Time and Labor 8.9 PeopleBook* describes the fields and use of this page.

See Also

PeopleSoft Enterprise Time and Labor 8.9 PeopleBook, “Integrating With PeopleSoft Financials and Enterprise Performance Management,” Publishing Estimated and Actual Cost Data to PeopleSoft Projects

Running the Payroll/Absence Process

Access the Payroll/Absence Run Control page.

The *PeopleSoft Enterprise Global Payroll 8.9 PeopleBook* describes the fields and use of this page.

See Also

PeopleSoft Enterprise Global Payroll 8.9 PeopleBook, “Processing Payroll”

Viewing Payee Messages

Access the Payee Message page.

The *PeopleSoft Enterprise Global Payroll 8.9 PeopleBook* describes the fields and use of this page.

See Also

PeopleSoft Enterprise Global Payroll 8.9 PeopleBook, “Viewing and Finalizing Payroll Results,” Viewing Payee Messages

Running the Time and Labor Process

Access the Time and Labor Run Control page.

The *PeopleSoft Enterprise Global Payroll 8.9 PeopleBook* describes the fields and use of this page.

See Also

PeopleSoft Enterprise Global Payroll 8.9 PeopleBook, “Integrating with PeopleSoft Enterprise Time and Labor,” Updating the Payable Status of Payable Time Entries

Reviewing Global Paychecks

This section discusses how to review global paychecks.

See Also

PeopleSoft Enterprise Global Payroll 8.9 PeopleBook, “Processing Payroll”

Pages Used to Review Global Paychecks

Page Name	Object Name	Navigation	Usage
Calendar Results	GP_RSLT_CAL_SEG	HCM database Global Payroll & Absence Mgmt, Absence and Payroll Processing, Review Absence/Payroll Info, Results by Calendar	View segmentation information for a payee. Page includes links to other pages that display positive input, absence, and retroactive results.
Earnings and Deductions	GP_RSLT_CAL_ED	HCM database Global Payroll & Absence Mgmt, Absence and Payroll Processing, Review Absence/Payroll Info, Results by Calendar, Earnings and Deductions	View information about earnings and deductions for a payee.
Accumulators	GP_RSLT_CAL_ACUM	HCM database Global Payroll & Absence Mgmt, Absence and Payroll Processing, Review Absence/Payroll Info, Results by Calendar, Accumulators	View accumulator amounts.
Supporting Elements	GP_RSLT_CAL_PIN	HCM database Global Payroll & Absence Mgmt, Absence and Payroll Processing, Review Absence/Payroll Info, Results by Calendar, Supporting Elements	View information for each supporting element used to calculate the earnings or deduction amount.

Reviewing Global Payroll Paychecks

Access the Results by Calendar - Calendar Results page.

The fields on this page and the other pages in this component are described in the *PeopleSoft Enterprise Global Payroll 8.9 PeopleBook*.

See Also

PeopleSoft Enterprise Global Payroll 8.9 PeopleBook, "Viewing and Finalizing Payroll Results," *Viewing Results by Calendar*

Processing Workers Compensation

This section provides an overview on processing workers compensation and discusses how:

- Updating the batch publish rules.

- Running the Workers Compensation Premium Calculation process.
- Running the Workers Compensation GL Interface process.
- Running the Batch Publish process.

Understanding Workers Compensation Processing

To run the workers compensation process:

1. Update the Batch Publish Rules.

Define the parameters for a batch publish. This allows you to utilize the Batch Publish process to publish your workers compensation accounting entries to the general ledger. Complete this process once only.

2. Run the Workers Compensation Premium Calculation process.

This SQR process (FOWC0004) writes data to the Workers' Compensation Premium table. Review and rerun this process if necessary.

3. Run the Workers Compensation to GL Interface process.

This SQR process creates the workers' compensation premium accounting entries and writes data to the HR accounting line table. Run this process once only per paid period end date.

4. Run the Batch Publish process.

This process takes the accounting entries for a specific process instance of FOWC0009 and moves the entries from HR accounting line in the HRMS database to HR accounting line in the Financials database.

Note. After you run your workers compensation processes, you must run the General Ledger process to publish your payroll data to General Ledger.

See Also

[Chapter 6, “Configuring Your PeopleSoft Pay/Bill Management System,” Setting Up Workers’ Compensation, page 60](#)

PeopleSoft Enterprise Application Fundamentals 8.9 PeopleBook, “Using Journal Generator”

PeopleSoft Enterprise Payroll for North America 8.9 PeopleBook, “Administering the Interface with PeopleSoft Enterprise General Ledger,” Preparing and Transferring Payroll Data to General Ledger

Pages Used for Processing Workers' Compensation

Page Name	Object Name	Navigation	Usage
Batch Publish Rules	EO_MSGPUBATCH	HCM database Enterprise Components, Integration Definitions, Batch Publish Rules	Define parameters for a periodic batch publish. Select the PAYROLL_ACCTG_TRANSACTION message.
Batch Programs	EO_MSGBATPGM	HCM database Enterprise Components, Integration Definitions, Batch Publish Rules, Batch Programs	Insert a row for the Workers Compensation to GL process on the Batch Programs tab.
Workers Comp Premium	RUNCTL_FOWC0004	HCM database Payroll for North America, Payroll Distribution, Provide GL Information, Worker's Compensation Premium	Enter parameters for the Workers Compensation Premium Calculation process. You can run this process many times.
Workers Comp Accounting	RUNCTL_FOWC0009	HCM database Payroll for North America, Payroll Distribution, Provide GL Information, Export Worker's Comp to GL	Enter parameters for the Workers Compensation to GL Interface process. You can only run this process once per pay period end date.
Batch Publish	EO_BATCHPUB	HCM database Enterprise Components, Integration Definitions, Initiate Processes, Batch Publish	Publishes the accounting entries from the Workers Comp Accounting process to the Financials database.

Updating the Batch Publish Rules

Access the Batch Publish Rules - Batch Programs page for the PAYROLL_ACCTG_TRANSACTION message.

Batch Programs

Insert a row for the Workers Compensation to GL process in the Batch Programs section.

Process Name Enter *FOWC0009* in this field.

Description Enter PBM Workers Comp Premiums in this field.

The fields and use of this page are discussed in the PeopleSoft Enterprise Integration PeopleBook.

See Also

PeopleSoft 8 (SP2) Enterprise Integration PeopleBook, "Introducing the Full/Batch Publish Utility," Assigning Batch Publish Rules

Running the Workers Compensation Premium Calculation Process

Access the Workers Comp Premium page.

Pay Period End Date Select the pay end date that you want to run for this process.

Running the Workers Compensation GL Interface Process

Access the Workers Comp Accounting page.

As of Date Select the pay period end date for which to create accounting entries.

Running the Batch Publish Process

Access the Batch Publish page.

Parameters

Process Name Enter *FOWC0009* for the process name.

The fields and use of this page are discussed in the PeopleSoft Enterprise Integration PeopleBook.

See Also

PeopleSoft 8 (SP2) Enterprise Integration PeopleBook, "Understanding the Open Integration Framework," Enterprise Integration Points (EIPs)

CHAPTER 13

Working With Staffing Vendors

This chapter provides an overview of staffing vendors and discusses how to:

- Identify eligible staffing vendors.
- View contractor rates and orders.
- Enter vendor invoices.
- Process vouchers.

Understanding Staffing Vendors

Staffing vendors supply contractors that may be used to fill a customer staffing order when there are no employees with the required skill set available. Contractors are stored in the human resources database as non-employees. You can enter time for contractors in the Pay/Bill Management Rapid Time component or you can enter a vendor invoice directly into PeopleSoft Payables. In either case, an accounts payable voucher may be generated.

You can generate vouchers for two different scenarios:

- When contractor time is entered through the Pay/Bill Management Rapid Time component.
- When a vendor sends you an invoice and you enter it directly into Payables.

When creating vouchers through Payables, you gain global functionality and other existing Payables processes.

Pay/Bill Management does *not* support the HCM 8.9 person model: an individual with the same EMPLID having different roles (employee or non-employee) in different job records. Rather, Pay/Bill Management requires that each EMPLID use only one type of role for all job records.

See Also

[Chapter 8, “Adding Employees and Contractors,” page 69](#)

[Chapter 11, “Entering and Processing Time for Employees and Contractors,” page 103](#)

Identifying Eligible Staffing Vendors

This section discusses how to add and maintain eligible vendors.

Page Used to Identify Eligible Staffing Vendors

Page Name	Object Name	Navigation	Usage
Identify Eligible Vendors	FO_AVE_VNDR_SETUP	Staffing, Vendors and Contractors, Identify Eligible Vendors	Indicate which accounts payable (AP) vendors are staffing vendors who supply you with contractors to associate with assignments. Use this list to select which vendors to reimburse when entering contractor time and generating vouchers.

Identifying Eligible Staffing Vendors

Access the Identify Eligible Vendors page.

Vendor ID	Enter a vendor. The vendor must have been previously added in the Payables application.
Name	Displays the name associated with your selected vendor ID.
Default Location and Description	Enter a default vendor location that appears on assignments. The vendor location controls much of the default voucher processing.

Entering Vendor Invoices

When a vendor sends you a bill, you can enter a voucher directly into Payables.

This section discusses how to:

1. Enter invoice information.
2. Enter payment information.

Pages Used to Enter Vendor Invoices

Page Name	Object Name	Navigation	Usage
Quick Invoice	VCHR_HEADER_QV2	Accounts Payable, Vouchers, Add/Update, Quick Invoice Entry	Enter required and optional invoice header, line, and distribution information.
Payment Details	VCHR_PYMNT_QV_SEC	Click the Payments link on the Quick Invoice page.	Enter any specific payment information.

Entering Invoice Information

Access the Quick Invoice page.

For a description of the fields and uses of this page, refer to the *PeopleSoft Enterprise Payables 8.9 PeopleBook*.

See Also

PeopleSoft Enterprise Payables 8.9 PeopleBook, “Using Quick Invoices”

Entering Payment Information

Access the Payment Details page

The *PeopleSoft Enterprise Payables 8.9 PeopleBook* discusses the fields and use of this page.

See Also

PeopleSoft Enterprise Payables 8.9 PeopleBook, “Using Quick Invoices”

Processing Vouchers

This section discusses how to:

- Automatically create vouchers for time reported by non-employees (contractors).
- Build vouchers in Payables.
- Post vouchers in Payables.
- Use the AP to Projects Application Engine.

Pages Used to Process Vouchers

Page Name	Object Name	Navigation	Usage
Create Voucher for Contractor	RUN_FO_TO_AP	Staffing, Vendors and Contractors, Create Voucher for Contractor	Submit payable time for non-employees (contractors) to Payables to create vouchers. This process moves time entries for contractors from the PROJ_RESOURCE table to the VOUCHER staging table. Note. The non-employee time records are sent from Time and Labor to the Project Resources table when the non-employee time is approved.
Voucher Build	VCHR_BATCH_RQST	Accounts Payable, Batch Processes, Vouchers, Voucher Build	Build vouchers in Payables. Create a run control for the Voucher Batch Request Application Engine process.
Voucher Posting Request	PST_VCHR_RQST	Accounts Payable, Batch Processes, Vouchers, Voucher Posting	Run the Voucher Posting process (AP_PSTVCHR).
Payables	PC_AP_TO_PC	Project Costing, Cost Collection, Payables	Request process for Project Costing to retrieve approved vouchers from Payables.

Creating Vouchers for Contractors

Access the Create Voucher for Contractor page.

PC Business Unit	Select a Project Costing business unit.
Accounting Date From	Specify the start date for the contractor time to be included in the voucher.
Accounting Date To	Specify the end date for the contractor time to be included in the voucher.
Vendor ID Options	Submit time for all vendors or select a specific vendor. Values include: <ul style="list-style-type: none"> • <i>All</i> • <i>Specify</i>

Note. If you select *Specify* the system displays the SetID and Vendor ID fields. Use these fields to specify the vendor for which you want to create vouchers.

Building Vouchers in PeopleSoft Payables

Access the Voucher Build page.

The *PeopleSoft Enterprise Payables 8.9 PeopleBook* describes the fields and use of this page.

Voucher Build Interfaces Select *Pay/Bill Management* to build vouchers for Pay/Bill Management contractors.

See Also

PeopleSoft Enterprise Payables 8.9 PeopleBook, “Running Voucher and Payment Posting”

Posting Vouchers in PeopleSoft Payables

Access the Voucher Posting Request page.

The *PeopleSoft Enterprise Payables 8.9 PeopleBook* describes the fields and use of this page.

See Also

PeopleSoft Enterprise Payables 8.9 PeopleBook, “Running Voucher and Payment Posting”

Using the AP to Projects Application Engine

Access the Payables page.

The *PeopleSoft Enterprise Project Costing 8.9 PeopleBook* describes the fields and use of this page.

See Also

PeopleSoft Enterprise Project Costing 8.9 PeopleBook, “Tracking Procurement Costs,” Integrating with Payables

CHAPTER 14

Processing Billing

This chapter provides an overview of billing processing and discusses how to:

- Process billing.
- Review bill summaries.

Understanding Billing Processing

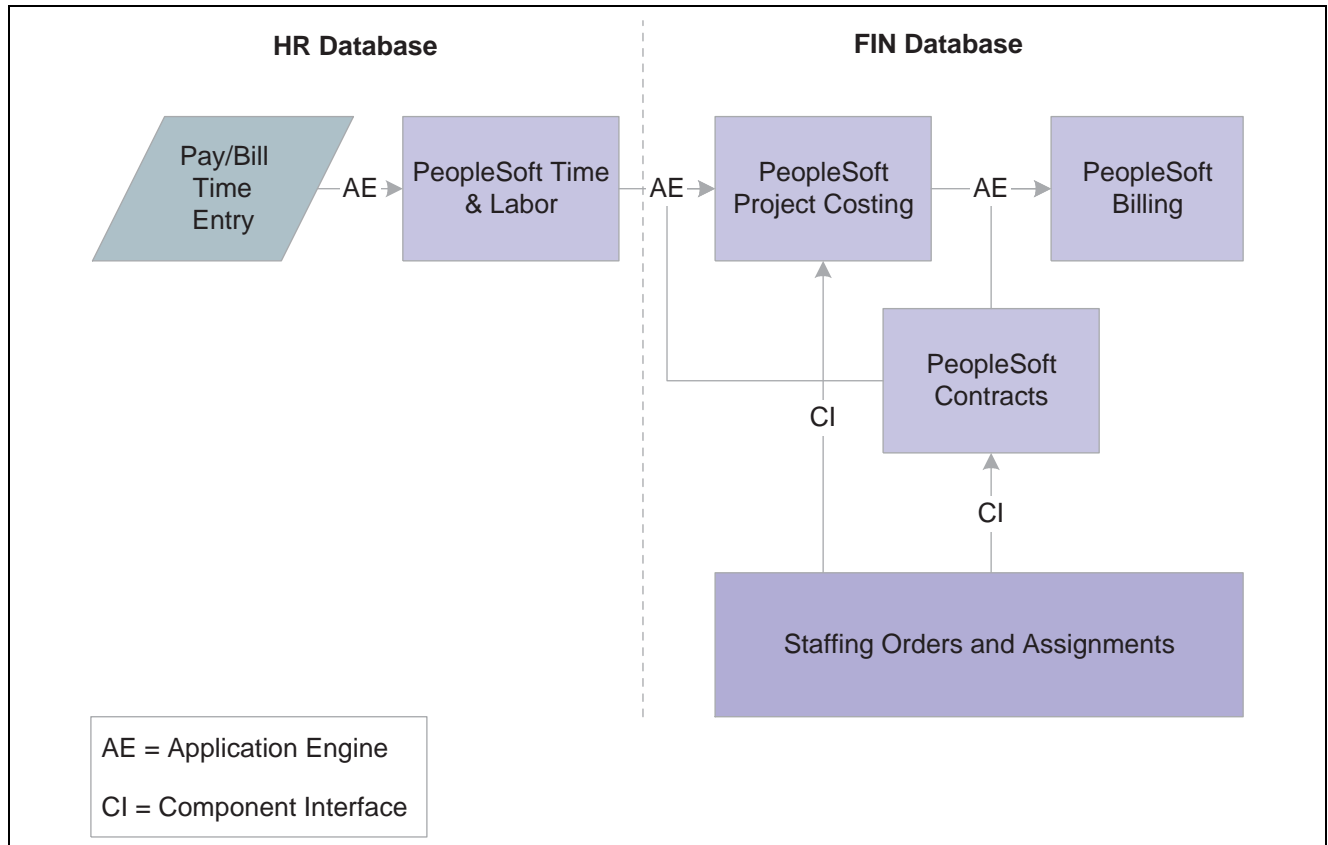
This section discusses:

- General Billing processing.
- Streamlined billing.

General Billing Processing

PeopleSoft Pay/Bill Management integrates with PeopleSoft Billing through the use of the PeopleSoft Project Costing and PeopleSoft Contracts applications.

When you save staffing orders and assignments, the Pay/Bill Management system creates contracts, contract lines, projects, activities, and so forth in Project Costing and Contracts. This enables you to utilize the existing relationships between Billing, Project Costing, and Contracts.



Overview of integrations for processing billing

To process billing:

1. Enter time using the Pay/Bill Management Rapid Time component.
2. Run the Publish Actual Payable Time Application Engine process (TL_PY_PUB_TM).
The Publish Actual Payable Time process sends data for the actual hours from Time and Labor to an interface staging table in Project Costing.
3. Send billable time to Project Costing (PC_TL_TO_PC).
Time and Labor sends billable time to Project Costing (to an interface staging table) as either actuals or estimates through an application message (Time and Labor to Project Costing). Then, the PC_TL_TO_PC Application Engine reads the data in the interface staging table and writes the transactions to the PROJ_RESOURCE table and calls the Project Costing Pricing Engine.
4. Run the Pricing Engine (PC_PRICING).
The Pricing Application Engine process creates billing rows from the costs that are brought into Project Costing. The system calls it automatically from the PC_TL_TO_PC process. The system matches up the costs with contract lines and rate sets to determine what billing rows are created.
5. Run the Contracts/Billing Interface Application Engine process (CA_BI_INTFC).
The Contracts/Billing Interface process in Contracts sends Contracts- and Projects-related billing activity to Billing. This process calls the FO_CSF_BILL process, which moves values into User Fields 1–9 in the Billing Interface tables (INTFC_BI) from the customer field values that you specified when setting up the assignment. This process also calls the CA_COMMIT_PO process, which updates the PO remaining balance with the committed amount.
6. Run the Billing Interface process (BIIF0001).

The Billing Interface process in Billing creates temporary or regular bills based on the transactions in the Billing Interface tables.

7. Run the Finalization process (BIIVC000).

You run the Finalization process on the real bills that you have created, to change the bill status from RDY to INV. The process performs a variety of tasks including calculating taxes, setting the invoice date, and calculating the due date.

8. Run the Billing to Projects/Contracts Interface process (BIPCC000).

After you have run the Finalization process, run the Projects/Contracts Interface process to update Contracts and Project Costing with the finalized bill information from Billing. This process calls the FO_PO_APPLY process, which updates the PO remaining balance with the amounts actually billed.

9. Run the Billing Adjustments to Projects process (PC_BI_TO_PC).

The Billing Adjustments to Projects process moves data from Billing to Project Costing. This billing adjustment data populates the PROJ_RESOURCE table.

See Also

PeopleSoft Enterprise Project Costing 8.9 PeopleBook, “Integrating with Time and Labor”

PeopleSoft Enterprise Contracts 8.9 PeopleBook, “Processing Contracts Billing”

Chapter 10, “Working with Purchase Order Tracking,” page 85

PeopleSoft Enterprise Time and Labor 8.9 PeopleBook, “Integrating With PeopleSoft Financials and Enterprise Performance Management,” *Publishing Estimated and Actual Cost Data to PeopleSoft Projects*

Streamlined Billing

To reduce the number of steps for invoicing bills, you can utilize streamlined billing. Streamlined billing enables you to process transactions from Contracts and Project Costing to Billing and back with one job. As long as data is set up correctly, steps 5 through 9 (in the previous section) execute sequentially with no manual intervention.

Note. *Important Setup Parameters:* For streamline billing to process correctly, you must select the Pre-approved and Direct Invoicing check boxes on the billing plan, specify the range selection ID and direct invoicing option on the Bill By Identifier page, and establish billing user preferences.

For detailed information on streamlined billing, refer to your *PeopleSoft Enterprise Contracts 8.9 PeopleBook*.

See Also

PeopleSoft Enterprise Contracts 8.9 PeopleBook, “Processing Contracts Billing,” Streamlined Billing

Processing Billing

This section discusses how to:

- Run the Publish Actual Payable Time process.
- Run the PC_TL_TO_PC process.

- Run the Contracts/Billing Interface process.
- Run the Billing Interface process.
- Run the Finalization process.
- Run the Billing to Projects/Contracts Interface process.
- Run the Billing Adjustments to Projects process.

Pages Used to Process Billing

Page Name	Object Name	Navigation	Usage
Publish Actual Payable Time	TL_RUN_PUB_ACTUALS	<p>HCM database</p> <p>Time and Labor, Process Time, Publish Actual Payable Time</p>	Run the Publish Actual Payable Time process to send actual hours from Time and Labor to an interface staging table in Project Costing.
Time and Labor	PC_TL_TO_PC	Project Costing, Cost Collection, Time and Labor	Run the PC_TL_TO_PC process to pull data from the interface staging table into the Project Costing Project Resources table.
Process As Incurred Billing	RUN_CA_BI	<ul style="list-style-type: none"> • Customer Contracts, Schedule and Process Billing, Process As Incurred Billing • Staffing, Pay/Bill Processes Center, Bill, Process As Incurred Billing • Click the Process As Incurred Billing link on the Pay/Bill Processes Center page. 	Run the Contracts/Billing Interface process to load billing information from PeopleSoft Contracts and PeopleSoft Project Costing into PeopleSoft Billing.
Billing Interface	RUN_BI_INTFC	<ul style="list-style-type: none"> • Billing, Interface Transactions, Process Billing Interface • Staffing, Pay/Bill Processes Center, Bill, Process Billing Interface • Click the Process Billing Interface link on the Pay/Bill Processes Center page. 	Set interface parameters before running the Billing Interface process.

Page Name	Object Name	Navigation	Usage
Finalize and Print	RUN_BI_PRNTIVC	<ul style="list-style-type: none"> Billing, Generate Invoices, Non-Consolidated, Finalize and Print Invoices Staffing, Pay/Bill Processes Center, Bill, Finalize and Print Invoices Click the Finalize and Print Invoices link on the Pay/Bill Processes Home page. 	Establish parameters for printing invoices (BIIVC000) by using single action processes.
Run BI PC/CA Infrfc.	RUN_BI_PCCA	<ul style="list-style-type: none"> Billing, Generate Invoices, Utilities, Update Contract/Projects Data Staffing, Pay/Bill Processes Center, Bill, Update Contract/Projects Data 	Determine the sets of invoices to be processed, and run the Billing to Projects/Contracts Interface process for all billing business units or for a single business unit. This process also updates the PO remaining balances and the PO Application tables with the amounts actually billed.
Retrieve Billing Items	PC_BI_TO_PC	<ul style="list-style-type: none"> Project Costing, Revenue Collection, Retrieve Billing Items Staffing, Pay/Bill Processes Center, Bill, Retrieve Billing Items 	Move rate-based data from Billing to Project Costing by using an Application Engine process. Places all approved-billed rows into the PROJ_RESOURCE table.

Running the Publish Actual Payable Time Application Engine Process (TL_PY_PUB_TM)

Access the Publish Actual Payable Time page.

You can always run the Publish Actual Payable Time process from this page. However, Time and Labor always publishes actual payable time to Project Costing when you:

- Run the Extract Time and Labor Cost (for Payroll for North America) or Time and Labor Run Control (for Global Payroll) when you are not using labor distribution.
- Run the Labor Distribution or Labor Dilution process.
- Use the Batch Approval page.
- Use the Approve Payable Time page.
- Use the Approve Payable Time - Group page.
- Adjust paid time.

The *PeopleSoft Enterprise Time and Labor 8.9 PeopleBook* describes the fields and use of this page.

See Also

PeopleSoft Enterprise Time and Labor 8.9 PeopleBook, “Integrating With PeopleSoft Financials and Enterprise Performance Management,” *Publishing Estimated and Actual Cost Data to PeopleSoft Projects*

Running the PC_TL_TO_PC Process

Access the Time and Labor page.

The *PeopleSoft Project Costing 8.9 PeopleBook* describes the fields and use of this page.

Note. The rate sets created by Pay/Bill Management for each temporary assignment have a rate definition type of *Billing*, which can be leveraged to only run PC_PRICING for Billing but not costing transactions.

See Also

PeopleSoft Enterprise Project Costing 8.9 PeopleBook, “Integrating with Time and Labor,” *Reviewing and Loading Data to Project Costing Tables*

Running the Contracts/Billing Interface Application Engine Process (CA_BI_INTFC)

Access the Process Billing As Incurred page.

The *PeopleSoft Contracts 8.9 PeopleBook* describes the fields and use of this page.

See Also

PeopleSoft Enterprise Contracts 8.9 PeopleBook, “Processing Contracts Billing”

Running the Billing Interface Process (BIIF0001)

Access the Billing Interface page.

The *PeopleSoft Billing 8.9 PeopleBook* describes the fields and use of this page.

Running the Finalization Process (BIIVC000)

Access the Finalize and Print page.

The *PeopleSoft Billing 8.9 PeopleBook* describes the fields and use of this page.

Running the Billing to Projects/Contracts Interface Process (BIPCC000)

Access the Run BI PC/CA Intrfc. page.

The *PeopleSoft Billing 8.9 PeopleBook* describes the fields and use of this page.

See Also

[Chapter 10, “Working with Purchase Order Tracking,” page 85](#)

PeopleSoft Enterprise Billing 8.9 PeopleBook, “Integrating with PeopleSoft Contracts, Project Costing, Grants, and Pay/Bill Management”

Running the Billing Adjustments to Projects Process (PC_BI_TO_PC)

Access the Retrieve Billing Items page.

The *PeopleSoft Project Costing 8.9 PeopleBook* describes the fields and use of this page.

See Also

PeopleSoft Enterprise Project Costing 8.9 PeopleBook, “Integrating with Contracts and Billing”

Reviewing Bill Summaries

This section discusses how to:

- Review bill summaries.
- Review options and processes applied to bills.

Pages Used to Review Bill Summaries

Page Name	Object Name	Navigation	Usage
Bill Summary Info	BI_SUMMARY_INQ	Billing, Review Billing Information, Summary	Review bill summary information in your preferred currency perspective.
Bill Summary Info 2	BI_SUMMARY2_INQ	Billing, Review Billing Information, Summary, Bill Summary Info 2	Review the options and processes applied to the corresponding bill. The General Ledger level, Receivables level, and Receivables options are those that you defined on the Installation Options - Billing - GL/AR Options page. The remaining fields on this page are selected if the particular option or process has been applied; they are cleared if they have not been applied for the corresponding bill.

Reviewing Bill Summaries

Access the Bill Summary Info page.

The *PeopleSoft Billing 8.9 PeopleBook* describes the function and detail of this page.

Reviewing Options and Processes Applied to Bills

Access the Bill Summary Info 2 page.

The *PeopleSoft Billing 8.9 PeopleBook* describes the function and detail of this page.

APPENDIX A

Paying Salary and Exception Hourly Employees With PeopleSoft Payroll for North America

This appendix provides an overview of paying salary and exception hourly employees.

Understanding Paying Salary and Exception Hourly Employees With PeopleSoft Payroll for North America

This section contains information about paying the following types of employees with Payroll for North America:

- Salary employees.
- Exception hourly employees.

Salary Employees

When you hire a salary employee and set up the salary compensation for that employee, it is important to take note of the following items:

- When you hire an employee and set up salary compensation, you define the compensation rate for the employee at the time of hire.

You set up the salary amount on employee record 0 (zero). Select a pay group that does not require confirmation. This option allows an employee to be paid the compensation rate entered by default. This will create the compensation information on employee record 0. You should maintain any changes to the employee's compensation rate on employee record 0.

- When you assign an employee to an assignment, depending on whether the Additional Jobs — Salaried Employees check box is selected on the Staffing Installation page, the system may create a new job record for the employee. However, since the employee is salaried, the employee's compensation is paid from employee record 0. You enter bill rates, but not pay rates, on the assignment.
- If the Salaried Employees check box in the Additional Job Options group box on the Installation Options - Staffing page is cleared, the system will not create additional jobs when creating assignments for salaried employees. In this configuration, hours are reported and paychecks are generated using the same employee job record number and the labor distribution process can allocate the actual labor cost against hours reported and this information can be sent to Project Costing.

If the Salaried Employees check box is selected in the Additional Job Options group box on the Installation Options - Staffing page, the system creates one job record for each assignment created. While time is reported against the job record associated with the assignment (project and activity), the employee is compensated based on the job record that was created when he or she was hired. Because hours are reported against a different job record from which the employee is paid, the labor distribution process is not able to allocate the actual payroll costs against the time reported. Pay/Bill Management, in this configuration, populates the time entry records with an estimated rate equal to the annual salary of the employee (as specified in his or her default job record) divided by 2080 hours.

- When configuring the system to always create additional jobs for salaried employees, report time for these employees using a TRC that is not mapped to an earnings code in order to prevent time data from going to Payroll for North America. If time data goes to Payroll for North America, this could result in paying an employee more than once (once on employee record 0 and again on employee record 1, 2, 3, and so on).

On employee records 1, 2, 3, and so on, select a pay group on the Assignment - Payroll page that does require confirmation. This option does not allow an employee to be paid by default. So, if pay on employee record 1, 2, 3, and so on is inadvertently passed to payroll, it defaults to *not ok to pay*.

Note. Salary is always paid from employee record 0. However, you must enter bill rates when creating an assignment. When you enter time for the salaried person, you are entering time for each project and activity. This allows the data to be passed to Project Costing and Billing correctly.

See Also

[Chapter 6, “Configuring Your PeopleSoft Pay/Bill Management System,” Setting Up Rate Profiles and Rate Elements, page 48](#)

[Chapter 9, “Creating Staffing Orders,” Defining Assignments, page 79](#)

[Chapter 11, “Entering and Processing Time for Employees and Contractors,” page 103](#)

Exception Hourly Employees

Exception hourly employees are treated exactly the same as hourly employees. For Pay/Bill Management, you enter time in Time and Labor and the system then passes this information to Payroll for North America. Time and Labor has features for Exception Time Reporters so that time does not need to be entered positively. Therefore, the core Payroll for North America exception hourly functionality is not used for Pay/Bill Management.

Depending on whether the Hourly Employees check box is selected on the Staffing Installation page, when you assign an employee to an assignment, the system creates an additional employee job record in HRMS for each assignment or tries to re-use existing job records. When you enter time for the employee, the override rate is the pay rate defined on the assignment.

APPENDIX B

Calculating Margin and Markup

This appendix presents an overview of margin and markup and discusses how to:

- Set up margin indicators.
- Configure margin.




Understanding Margin and Markup

This section discusses:

- Margin statuses.
- How margin and markup are calculated.
- Determining related costs for margin markup calculations.

Margin Statuses

Margin represents the amount of money that you make for every hour that a person works. Markup is the percent difference between the bill rate and pay rate. The following table lists the available statuses for margins. These statuses apply to the rates in the temporary orders on the Assignment pages.

 (Green = acceptable)	Acceptable margin achieved. The calculated margin is above the cautionary margin established for the specified job code. If you meet margin requirements, a green diamond appears next to the field.
 (Yellow = caution)	Margin below normal levels. The calculated margin is above the critical margin, but falls at or below the cautionary margin established for the specified job code. A yellow triangle appears next to the field to indicate that the ratio is not within margin requirements.
 (Red = critical)	Unacceptable margin. If the calculated margin falls at or below the critical margin established for the specified job code, a red box appears next to this field.

Note. Margin and markup functionality is only applicable to temporary orders and temporary assignments.

See Also

[Chapter 6, “Configuring Your PeopleSoft Pay/Bill Management System,” Setting Up Job Code Margin Indicators, page 59](#)

How Margin and Markup are Calculated

When a bill and pay rate is entered on the assignment, the margin and markup calculations are dependent upon your prior margin configuration. This section discusses how you calculate margin and markup.

Calculating Margin

The margin calculation on the Assignment page subtracts costs from the bill rate and then divides by the bill rate, taking into consideration the pay rate, overhead costs (fixed cost margin), and workers compensation premiums.

$$\text{Margin} = ((\text{Bill Rate} - \text{Cost}) / \text{Bill Rate}) * 100$$

Calculating Markup

The markup calculation on the Assignment page subtracts the pay rate from the bill rate and then divides by the pay rate.

$$\text{Markup} = ((\text{Bill Rate} - \text{Pay Rate}) / \text{Pay Rate}) * 100$$

Determining Related Cost for Margin Markup Calculations

This section discusses how to obtain the following components of the margin and markup calculations:

- Fixed cost.
- Workers' compensation cost.
- Cost.

Determining Fixed Cost

The fixed cost depends on the fixed cost margin and pay rate. Fixed cost is the additional cost (overhead) that is incurred for every hour of employee pay, excluding workers' compensation. This fixed cost margin is defined as part of the staffing branch configuration.

$$\text{Fixed cost} = \text{Pay Rate} * (\text{Fixed Cost Margin} / 100)$$

Determining Workers' Compensation Cost

The workers' compensation cost is calculated based on the rate type selected on the Workers' Comp Rates page.

If the workers' compensation rate type = *percentage*, then

$$\text{Workers Compensation cost} = \text{Pay Rate} * (\text{Base Rate} / 100) * \text{Modifier}$$

If the workers' compensation rate type = *per hour*, then

$$\text{Workers Compensation cost} = 1 \text{ hour} * (\text{Base Rate})$$

Determining Cost

You must calculate cost prior to determining the markup or margin.

$$\text{Cost} = \text{Pay Rate} + \text{Fixed Cost} + \text{Workers Compensation Cost}$$

See Also

[Chapter 6, "Configuring Your PeopleSoft Pay/Bill Management System," Setting Up Workers' Compensation, page 60](#)

Setting Up Margin Indicators

Margin indicators identify at what percentages the system triggers caution and critical warning indicators on the Order and Assignments pages.

You configure job codes in HCM and application messaging sends the information to Financials. In Financials, you can set up the margin indicators as supplemental setup using the Job Code Definition page, which we describe in the Staffing Front Office PeopleBook.

This section discusses how to set up margin indicators.

Page Used to Establish Margin Indicators

Page Name	Object Name	Navigation	Usage
Job Code Definition	RS_CM_JOBCODE_TBL	Set Up Financials/Supply Chain, Common Definitions, Resources Data, Jobcodes	Displays the job codes originally configured in HCM that have been sent to the Financials database through application messaging. See PeopleSoft Enterprise Staffing Front Office 8.9 PeopleBook, Structuring Your PeopleSoft Staffing Front Office Processing Environment, Setting Up Job Codes
Billing Calculation	FO_JOB_BILLING	Set Up Financials/Supply Chain, Common Definitions, Resources Data, Jobcodes, Billing Calculation	Set up supplemental job code configuration to define standard pay and bill rates based on pay grades as well as caution and critical margin levels. See PeopleSoft Enterprise Staffing Front Office 8.9 PeopleBook, Structuring Your PeopleSoft Staffing Front Office Processing Environment, Entering Default Values for Pay Grades and Margin Rates

Entering Margin Indicators

Access the Billing Calculation page.

Caution

Enter a margin percentage at which the system triggers a caution warning for an order or assignment. This indicates that the margin is below normal levels and changes the order or assignment to a *Yellow* status.

Critical

Enter a margin percentage at which the system triggers a critical warning for an order or assignment. This indicates that the margin is at an unacceptable level and changes the order or assignment to a *Red* status.

Configuring Margin

The margin calculation requires configuration prior to entering orders and assignments and calculating margins based on pay and bill rates. Your implementation team configures the values that the system uses in the margin calculation. Your organization bases these calculations on the costs associated with filling a position as well as the expected profit that is generated when you fill the order.

This section discusses how to configure margin.

Page Used to Configure Margin

Page Name	Object Name	Navigation	Usage
Staffing Branch	BUS_UNIT_TBL_FO	Set Up Financials/Supply Chain, Product Related, Staffing, General, Branch/BU Mapping	Configure the fixed cost margin to be associated with each staffing branch.

Configuring Margin

To configure margin:

1. Establish fixed costs by branch.

Record the fixed cost margin for the system by branch on the Staffing Branch page. The fixed cost margin is the percentage of cost that is incurred for every hour of employee pay. The figure should be entered as a number (not percent) with a maximum of two decimal places. For example, if the burden rate is 12.98 percent, enter a margin estimator of *12.98*.

Some costs that should be used in the calculation of this percentage include: FICA, FUTA, SUTA, as well as other mandated payroll-related costs.

2. Establish workers' compensation policy and rates.

In your HCM database, select Set Up HRMS, Product Related, Staffing, Workers' Compensation.

See Also

[Chapter 6, "Configuring Your PeopleSoft Pay/Bill Management System," Setting Up and Mapping Branches, page 40](#)

[Chapter 6, "Configuring Your PeopleSoft Pay/Bill Management System," Setting Up Workers' Compensation, page 60](#)

APPENDIX C

Paying Salary and Hourly Employees With PeopleSoft Global Payroll

This appendix provides an overview of paying salary and hourly employees.

Understanding Paying Salary and Hourly Employees With PeopleSoft Global Payroll

Pay/Bill Management uses the following employee types: *H* (hourly), *S* (salaried), *E* (exception hourly), and *NA* (not applicable).

Pay/Bill Management uses the employee type attribute on the employee record to determine which rate profile to use when creating assignments and to filter which rate elements are available in the assignment rates grid. When an employee's pay system is PeopleSoft Enterprise Global Payroll, HRMS sets the Employee Type field to *NA* (not applicable). When you define the rate profile for use with Global Payroll, it must contain the rate elements and TRCs (time reporting codes) for both global hourly workers and global salaried workers. TRCs for global hourly employees should be defined with an action of *Pay and Bill*. Global salaried employees should be defined with an action of *Bill Only*.

This section contains special notes regarding paying the following types of employees with Global Payroll:

- Salary employees.
- Hourly employees.

Note. The options on the Installation Options - Staffing page that control the additional job behaviors for hourly and salaried employees also control the behavior for global employees. The same check boxes used to control the additional jobs system behavior for hourly employees also control the system behavior for global payroll employees (hourly or salaried).

See Also

[Appendix A, "Paying Salary and Exception Hourly Employees With PeopleSoft Payroll for North America," page 151](#)

[Chapter 6, "Configuring Your PeopleSoft Pay/Bill Management System," Setting Up Rate Profiles and Rate Elements, page 48](#)

[Chapter 11, "Entering and Processing Time for Employees and Contractors," page 103](#)

Salary Employees

For a global salaried employee, at the point of hire, you enter the employee's salary in the Compensation Rate field. When you assign the employee, you enter the bill rates for the assignments.

The TRC for the global salaried row should map to an earnings code that does not add to gross or net amounts. When you enter time to these TRCs, it will not add to the employee's pay and the employee will be paid their salary off employee record 0 (zero).

Note. The TRCs for global salaried personnel should map to an earnings code that does not add to gross or net amounts. This is important so that you do not pay your employee from employee record 1, 2, 3, and so on, but instead pay from employee record 0.

Hourly Employees

For a global hourly employee, at the point of hire you should enter a compensation rate of 0 (zero). When you assign the employee, enter both pay and bill rates. The TRC used for global hourly assignments should map to an earnings code that does add to gross and net amounts. When you enter time to these TRCs, the pay rate is populated on the override rate and it is passed to Global Payroll for the pay calculations.

APPENDIX D

Pay/Bill Management Business Processes and Integrations

Transactions created in Pay/Bill Management result in the creation of other transactions in the following PeopleSoft applications:

- Project Costing (PC)
- Contracts (CA)
- Human Resources (HR)
- Time and Labor (TL)
- Billing (BI)
- Resource Management (RS)
- Payables (AP)

Integration Between Pay/Bill Management and Other PeopleSoft Applications

The following tables detail the integration between Pay/Bill Management and other applications as each affects employees, customers and contacts, orders, and assignments.

The following integrations apply for employees:

Concept	Human Resources	Time and Labor	Payables	Resource Management
Employees	When an applicant is hired using the Pay/Bill Management applicant component in the Financials database, his or her information is sent to the HCM database where the person is hired in HR. From that point on, HR becomes the system of reference and any data updates made in the HCM employee components are sent to the Financials database through application messaging.	When an applicant is hired in the Pay/Bill Management Applicant component, the system uses the workgroup and taskgroup specified to create the time reporter data in the employee job record number 0 (zero).	When hiring non-employees into the system, you can associate the non-employee record with a default vendor ID and vendor location to indicate the other staffing company for which the non-employee works.	Pay/Bill Management and Resource Management share the same employee tables, but each has their own employee components.

The following integrations apply for customers and contacts:

Concept	Billing
Customers and Contacts	Pay/Bill Management shares the customer and contact table and components with other core Financials applications such as Billing, Contracts, and Receivables. Pay/Bill Management and Staffing Front Office provide additional pages in those components to capture additional information that is specific to the staffing industry.

The following integrations apply for orders:

Concept	Project Costing	Contracts	Resource Management
Orders	Pay/Bill Management creates a Project Costing project for each order created in the system (except for orders with a status of <i>Draft</i>). The system also creates a project status record, and, depending on the Project Costing installation options, the system may also create a Project Owning Organization using the order department ID and the GL business unit mapped to the Contracts business unit associated with the order.	Pay/Bill Management creates a Contracts contract for each order created in the system (except for orders with status of <i>Draft</i>).	Pay/Bill Management shares the same order and assignment tables with Resource Management but each application has its own component to add orders and assignments.

The following two tables contain the integrations that apply for assignments:

Project Costing	Contracts	Human Resources	Time and Labor
<p>Pay/Bill Management creates an activity for each assignment created in the system . The system also creates an activity status record and adds the person assigned to the project and activity teams (and to the project and activity resource lists if PeopleSoft Program Management is installed).</p>	<p>Pay/Bill Management creates a contract line for each assignment created in the system . The system also creates a billing plan, a revenue plan, and links the contract line with the project activity. For temporary assignments, the system also creates a contract rate set to be able to bill for hours reported against the assignment. For career assignments, the system creates the billing events with the dates and amounts specified in the assignment. Additionally, Pay/Bill Management sends assignment cross reference and rate information to the HCM database to be used for automatic lookups during time entry.</p>	<p>For temporary assignments, depending on the additional jobs option selected on the Installation Options - Staffing page, Pay/Bill Management may create a new employee job record for the assignment just added. If the assignment re-uses an existing job record, Pay/Bill Management may insert an effective dated row for that job record in case information such as tax location code or job code changed for this assignment.</p>	<p>For temporary assignments, depending on the additional jobs option selected on the Installation Options - Staffing page, Pay/Bill Management may create a new employee job record for the assignment just added. In such cases it will automatically create Time Reporter data for that new job record. If the assignment re-uses an existing job record, Pay/Bill Management may insert an effective dated row in the Time Reporter data for that job record in case information such as workgroup or task group changed for this assignment.</p>

Billing	Payables	Resource Management
<p>For career assignments, if a fall off occurs, Pay/Bill Management automatically creates a credit for the customer in PeopleSoft Billing, using the fall off amount and credit date specified.</p>	<p>When assigning non-employees to an order, you can specify the staffing vendor and vendor location through which the employee is working. That information is used as part of the FO_TO_AP Application Engine process which automatically generates vouchers payable to the vendor specified in the assignment based on the time reported for the non-employee.</p>	<p>Pay/Bill Management shares the same order and assignment tables with Resource Management but each application has its own component to add orders and assignments.</p>

APPENDIX E

Pay/Bill Management Web Libraries

This appendix provides an overview of web libraries and discusses Pay/Bill Management web libraries.

Understanding Web Libraries

A web library is a derived or work record whose name starts with WEBLIB_. PeopleSoft embeds all internet scripts (iScripts) in records of this type. An iScript is a specialized PeopleCode function that generates dynamic web content. Administrators must make sure that users have the proper access to web libraries. For example, the default navigation system for PeopleSoft Enterprise Pure Internet Architecture users is implemented by using a web library. If users do not have the proper authorization to the web library and its associated scripts, then they won't have proper access to the system. If users are not authorized to a particular web library or iScript, then they can't invoke it. After you add a web library, you set the access for each script function individually. Invoking an iScript requires the assembly of a URL. Developers assemble the URL by using PeopleCode.

See Also

Enterprise PeopleTools 8.46 PeopleBook: PeopleCode API Reference

Enterprise PeopleTools 8.46 PeopleBook: Security Administration

Enterprise PeopleTools 8.46 PeopleBook: Internet Technology

Pay/Bill Management Web Libraries

This table lists the web libraries that are used and delivered with Pay/Bill Management:

Web Library Name	Description
WEBLIB_FO_PB	Pay/Bill Management web library.
WEBLIB_IB	Generates PeopleSoft Integration Broker functions.
WEBLIB_MSGWSDL	This is the record behind the page for the enterprise integration point (EIP) Web Services Description Language (WSDL) generation.

Web Library Name	Description
WEBLIB_PORTAL	<p>Contains the following six fields with FieldFormula iScript PeopleCode, each of which relate to a functional area of the portal:</p> <p>PORTAL_HOMEPAGE: Support for homepage runtime interaction, including the homepage version of the menu navigation.</p> <p>PORTAL_NAV: Main support routines for navigation.</p> <p>PORTAL_HEADER: Support for the header portion of the page and some generic routines.</p> <p>PORTAL_DYN_TEMP: Support for the dynamic template.</p> <p>PORTAL_PGLT_PREV: Support for the pagelet preview functionality.</p>
WEBLIB_PT_NAV	Contains iScripts for the menu pagelet and left-hand navigation for transaction pages.
WEBLIB_RPT	Contains iScript for the Run report to window output option. Supports access to the new browser window.
WEBLIB_XMLLINK	Generates PeopleSoft Business Interlinks XML functions.

APPENDIX F

PeopleSoft Pay/Bill Management Reports

This chapter lists all the reports provided with Pay/Bill Management and includes general information about specific reports.

Note. For samples of these reports, see the Portable Document Format (PDF) files that are published on CD-ROM with your documentation.

See Also

PeopleTools PeopleBook: PeopleSoft Process Scheduler, “Understanding PeopleSoft Process Scheduler”

PeopleSoft Pay/Bill Management Reports: A - Z

This table lists the reports common to PeopleSoft Pay/Bill Management Reports applications, sorted alphanumerically by report ID.

Report ID and Report Name	Description	Navigation	Run Control Page
FOFC001.SQR Forecasting	Displays forecasted revenue, expenses, and gross margin for a specific time period.	Staffing, Pay/Bill Reports, Forecasting	RUN_CNTL_PBM_PAGE
FOTS001.RPT Timesheets Due Summary	Displays a detailed list of employees and or contractors that need to submit time for a given pay period.	Staffing, Pay/Bill Reports, Timesheets Due Summary	RUN_CNTL_TIMESHEET
FOGM001.SQR Gross Margin	Displays profitability metrics for a specific time period.	Staffing, Pay/Bill Reports, Gross Margin	RUN_CNTL_PBM_GM
FOPC002.RPT Check Summary	Displays all paychecks for a specific time period.	HCM Database Payroll for North America, Payroll Processing USA, Pay Period Reports, Staffing Check Summary	RUN_CNTL_PAYCHECK
FORA003.RPT Revenue Analysis by Branch	Displays revenue for each staffing branch.	Staffing, Pay/Bill Reports, Revenue Analysis by Branch	RUN_CNTL_PBM_RAA
FORA004.RPT Revenue Analysis by Order	Displays revenue for each order.	Staffing, Pay/Bill Reports, Revenue Analysis by Order	RUN_CNTL_PBM_RAO
FORA005.RPT Revenue Analysis by Customer	Displays revenue for each customer.	Staffing, Pay/Bill Reports, Revenue Analysis by Customer	RUN_CNTL_PBM_RAC

Glossary of PeopleSoft Terms

absence entitlement	This element defines rules for granting paid time off for valid absences, such as sick time, vacation, and maternity leave. An absence entitlement element defines the entitlement amount, frequency, and entitlement period.
absence take	This element defines the conditions that must be met before a payee is entitled to take paid time off.
academic career	In PeopleSoft Enterprise Campus Solutions, all course work that a student undertakes at an academic institution and that is grouped in a single student record. For example, a university that has an undergraduate school, a graduate school, and various professional schools might define several academic careers—an undergraduate career, a graduate career, and separate careers for each professional school (law school, medical school, dental school, and so on).
academic institution	In PeopleSoft Enterprise Campus Solutions, an entity (such as a university or college) that is independent of other similar entities and that has its own set of rules and business processes.
academic organization	In PeopleSoft Enterprise Campus Solutions, an entity that is part of the administrative structure within an academic institution. At the lowest level, an academic organization might be an academic department. At the highest level, an academic organization can represent a division.
academic plan	In PeopleSoft Enterprise Campus Solutions, an area of study—such as a major, minor, or specialization—that exists within an academic program or academic career.
academic program	In PeopleSoft Enterprise Campus Solutions, the entity to which a student applies and is admitted and from which the student graduates.
accounting class	In PeopleSoft Enterprise Performance Management, the accounting class defines how a resource is treated for generally accepted accounting practices. The Inventory class indicates whether a resource becomes part of a balance sheet account, such as inventory or fixed assets, while the Non-inventory class indicates that the resource is treated as an expense of the period during which it occurs.
accounting date	The accounting date indicates when a transaction is recognized, as opposed to the date the transaction actually occurred. The accounting date and transaction date can be the same. The accounting date determines the period in the general ledger to which the transaction is to be posted. You can only select an accounting date that falls within an open period in the ledger to which you are posting. The accounting date for an item is normally the invoice date.
accounting split	The accounting split method indicates how expenses are allocated or divided among one or more sets of accounting ChartFields.
accumulator	You use an accumulator to store cumulative values of defined items as they are processed. You can accumulate a single value over time or multiple values over time. For example, an accumulator could consist of all voluntary deductions, or all company deductions, enabling you to accumulate amounts. It allows total flexibility for time periods and values accumulated.
action reason	The reason an employee's job or employment information is updated. The action reason is entered in two parts: a personnel action, such as a promotion, termination, or change from one pay group to another—and a reason for that action. Action reasons are used by PeopleSoft Human Resources, PeopleSoft Benefits Administration,

	PeopleSoft Stock Administration, and the COBRA Administration feature of the Base Benefits business process.
action template	In PeopleSoft Receivables, outlines a set of escalating actions that the system or user performs based on the period of time that a customer or item has been in an action plan for a specific condition.
activity	<p>In PeopleSoft Enterprise Learning Management, an instance of a catalog item (sometimes called a class) that is available for enrollment. The activity defines such things as the costs that are associated with the offering, enrollment limits and deadlines, and waitlisting capacities.</p> <p>In PeopleSoft Enterprise Performance Management, the work of an organization and the aggregation of actions that are used for activity-based costing.</p> <p>In PeopleSoft Project Costing, the unit of work that provides a further breakdown of projects—usually into specific tasks.</p> <p>In PeopleSoft Workflow, a specific transaction that you might need to perform in a business process. Because it consists of the steps that are used to perform a transaction, it is also known as a step map.</p>
address usage	In PeopleSoft Enterprise Campus Solutions, a grouping of address types defining the order in which the address types are used. For example, you might define an address usage code to process addresses in the following order: billing address, dormitory address, home address, and then work address.
adjustment calendar	In PeopleSoft Enterprise Campus Solutions, the adjustment calendar controls how a particular charge is adjusted on a student's account when the student drops classes or withdraws from a term. The charge adjustment is based on how much time has elapsed from a predetermined date, and it is determined as a percentage of the original charge amount.
administrative function	In PeopleSoft Enterprise Campus Solutions, a particular functional area that processes checklists, communication, and comments. The administrative function identifies which variable data is added to a person's checklist or communication record when a specific checklist code, communication category, or comment is assigned to the student. This key data enables you to trace that checklist, communication, or comment back to a specific processing event in a functional area.
admit type	In PeopleSoft Enterprise Campus Solutions, a designation used to distinguish first-year applications from transfer applications.
agreement	In PeopleSoft eSettlements, provides a way to group and specify processing options, such as payment terms, pay from a bank, and notifications by a buyer and supplier location combination.
allocation rule	In PeopleSoft Enterprise Incentive Management, an expression within compensation plans that enables the system to assign transactions to nodes and participants. During transaction allocation, the allocation engine traverses the compensation structure from the current node to the root node, checking each node for plans that contain allocation rules.
alternate account	A feature in PeopleSoft General Ledger that enables you to create a statutory chart of accounts and enter statutory account transactions at the detail transaction level, as required for recording and reporting by some national governments.
analysis database	In PeopleSoft Enterprise Campus Solutions, database tables that store large amounts of student information that may not appear in standard report formats. The analysis database tables contain keys for all objects in a report that an application program can use to reference other student-record objects that are not contained in the printed report. For instance, the analysis database contains data on courses that are considered for satisfying a requirement but that are rejected. It also contains information on

	courses captured by global limits. An analysis database is used in PeopleSoft Enterprise Academic Advisement.
Application Messaging	PeopleSoft Application Messaging enables applications within the PeopleSoft Enterprise product family to communicate synchronously or asynchronously with other PeopleSoft and third-party applications. An application message defines the records and fields to be published or subscribed to.
AR specialist	Abbreviation for <i>receivables specialist</i> . In PeopleSoft Receivables, an individual in who tracks and resolves deductions and disputed items.
arbitration plan	In PeopleSoft Enterprise Pricer, defines how price rules are to be applied to the base price when the transaction is priced.
assessment rule	In PeopleSoft Receivables, a user-defined rule that the system uses to evaluate the condition of a customer's account or of individual items to determine whether to generate a follow-up action.
asset class	An asset group used for reporting purposes. It can be used in conjunction with the asset category to refine asset classification.
attribute/value pair	In PeopleSoft Directory Interface, relates the data that makes up an entry in the directory information tree.
audience	In PeopleSoft Enterprise Campus Solutions, a segment of the database that relates to an initiative, or a membership organization that is based on constituent attributes rather than a dues-paying structure. Examples of audiences include the Class of '65 and Undergraduate Arts & Sciences.
authentication server	A server that is set up to verify users of the system.
base time period	In PeopleSoft Business Planning, the lowest level time period in a calendar.
benchmark job	In PeopleSoft Workforce Analytics, a benchmark job is a job code for which there is corresponding salary survey data from published, third-party sources.
billing career	In PeopleSoft Enterprise Campus Solutions, the one career under which other careers are grouped for billing purposes if a student is active simultaneously in multiple careers.
bio bit or bio brief	In PeopleSoft Enterprise Campus Solutions, a report that summarizes information stored in the system about a particular constituent. You can generate standard or specialized reports.
book	In PeopleSoft Asset Management, used for storing financial and tax information, such as costs, depreciation attributes, and retirement information on assets.
branch	A tree node that rolls up to nodes above it in the hierarchy, as defined in PeopleSoft Tree Manager.
budgetary account only	An account used by the system only and not by users; this type of account does not accept transactions. You can only budget with this account. Formerly called "system-maintained account."
budget check	In commitment control, the processing of source transactions against control budget ledgers, to see if they pass, fail, or pass with a warning.
budget control	In commitment control, budget control ensures that commitments and expenditures don't exceed budgets. It enables you to track transactions against corresponding budgets and terminate a document's cycle if the defined budget conditions are not met. For example, you can prevent a purchase order from being dispatched to a vendor if there are insufficient funds in the related budget to support it.

budget period	The interval of time (such as 12 months or 4 quarters) into which a period is divided for budgetary and reporting purposes. The ChartField allows maximum flexibility to define operational accounting time periods without restriction to only one calendar.
business activity	The name of a subset of a detailed business process. This might be a specific transaction, task, or action that you perform in a business process.
business event	In PeopleSoft Receivables, defines the processing characteristics for the Receivable Update process for a draft activity. In PeopleSoft Sales Incentive Management, an original business transaction or activity that may justify the creation of a PeopleSoft Enterprise Incentive Management event (a sale, for example).
business process	A standard set of 17 business processes are defined and maintained by the PeopleSoft product families and are supported by Business Process Engineering group at PeopleSoft. An example of a business process is Order Fulfillment, which is a business process that manages sales orders and contracts, inventory, billing, and so forth. See also <i>detailed business process</i> .
business task	The name of the specific function depicted in one of the business processes.
business unit	A corporation or a subset of a corporation that is independent with regard to one or more operational or accounting functions.
buyer	In PeopleSoft eSettlements, an organization (or business unit, as opposed to an individual) that transacts with suppliers (vendors) within the system. A buyer creates payments for purchases that are made in the system.
campus	In PeopleSoft Enterprise Campus Solutions, an entity that is usually associated with a distinct physical administrative unit, that belongs to a single academic institution, that uses a unique course catalog, and that produces a common transcript for students within the same academic career.
catalog item	In PeopleSoft Enterprise Learning Management, a specific topic that a learner can study and have tracked. For example, "Introduction to Microsoft Word." A catalog item contains general information about the topic and includes a course code, description, categorization, keywords, and delivery methods. A catalog item can have one or more learning activities.
catalog map	In PeopleSoft Catalog Management, translates values from the catalog source data to the format of the company's catalog.
catalog partner	In PeopleSoft Catalog Management, shares responsibility with the enterprise catalog manager for maintaining catalog content.
categorization	Associates partner offerings with catalog offerings and groups them into enterprise catalog categories.
category	In PeopleSoft Enterprise Campus Solutions, a broad grouping to which specific comments or communications (contexts) are assigned. Category codes are also linked to 3C access groups so that you can assign data-entry or view-only privileges across functions.
channel	In PeopleSoft MultiChannel Framework, email, chat, voice (computer telephone integration [CTI]), or a generic event.
ChartField	A field that stores a chart of accounts, resources, and so on, depending on the PeopleSoft application. ChartField values represent individual account numbers, department codes, and so forth.
ChartField balancing	You can require specific ChartFields to match up (balance) on the debit and the credit side of a transaction.

ChartField combination edit	The process of editing journal lines for valid ChartField combinations based on user-defined rules.
ChartKey	One or more fields that uniquely identify each row in a table. Some tables contain only one field as the key, while others require a combination.
checkbook	In PeopleSoft Promotions Management, enables you to view financial data (such as planned, incurred, and actual amounts) that is related to funds and trade promotions.
checklist code	In PeopleSoft Enterprise Campus Solutions, a code that represents a list of planned or completed action items that can be assigned to a staff member, volunteer, or unit. Checklists enable you to view all action assignments on one page.
class	In PeopleSoft Enterprise Campus Solutions, a specific offering of a course component within an academic term. See also <i>course</i> .
Class ChartField	A ChartField value that identifies a unique appropriation budget key when you combine it with a fund, department ID, and program code, as well as a budget period. Formerly called <i>sub-classification</i> .
clearance	In PeopleSoft Enterprise Campus Solutions, the period of time during which a constituent in PeopleSoft Contributor Relations is approved for involvement in an initiative or an action. Clearances are used to prevent development officers from making multiple requests to a constituent during the same time period.
clone	In PeopleCode, to make a unique copy. In contrast, to <i>copy</i> may mean making a new reference to an object, so if the underlying object is changed, both the copy and the original change.
cohort	In PeopleSoft Enterprise Campus Solutions, the highest level of the three-level classification structure that you define for enrollment management. You can define a cohort level, link it to other levels, and set enrollment target numbers for it. See also <i>population</i> and <i>division</i> .
collection	To make a set of documents available for searching in Verity, you must first create at least one collection. A collection is set of directories and files that allow search application users to use the Verity search engine to quickly find and display source documents that match search criteria. A collection is a set of statistics and pointers to the source documents, stored in a proprietary format on a file server. Because a collection can only store information for a single location, PeopleSoft maintains a set of collections (one per language code) for each search index object.
collection rule	In PeopleSoft Receivables, a user-defined rule that defines actions to take for a customer based on both the amount and the number of days past due for outstanding balances.
comm key	See <i>communication key</i> .
communication key	In PeopleSoft Enterprise Campus Solutions, a single code for entering a combination of communication category, communication context, communication method, communication direction, and standard letter code. Communication keys (also called <i>comm keys</i> or <i>speed keys</i>) can be created for background processes as well as for specific users.
compensation object	In PeopleSoft Enterprise Incentive Management, a node within a compensation structure. Compensation objects are the building blocks that make up a compensation structure's hierarchical representation.

compensation structure	In PeopleSoft Enterprise Incentive Management, a hierarchical relationship of compensation objects that represents the compensation-related relationship between the objects.
component interface	A component interface is a set of application programming interfaces (APIs) that you can use to access and modify PeopleSoft database information using a program instead of the PeopleSoft client.
condition	In PeopleSoft Receivables, occurs when there is a change of status for a customer's account, such as reaching a credit limit or exceeding a user-defined balance due.
configuration parameter catalog	Used to configure an external system with PeopleSoft. For example, a configuration parameter catalog might set up configuration and communication parameters for an external server.
configuration plan	In PeopleSoft Enterprise Incentive Management, configuration plans hold allocation information for common variables (not incentive rules) and are attached to a node without a participant. Configuration plans are not processed by transactions.
constituents	In PeopleSoft Enterprise Campus Solutions, friends, alumni, organizations, foundations, or other entities affiliated with the institution, and about which the institution maintains information. The constituent types delivered with PeopleSoft Enterprise Contributor Relations Solutions are based on those defined by the Council for the Advancement and Support of Education (CASE).
content reference	Content references are pointers to content registered in the portal registry. These are typically either URLs or iScripts. Content references fall into three categories: target content, templates, and template pagelets.
context	<p>In PeopleCode, determines which buffer fields can be contextually referenced and which is the current row of data on each scroll level when a PeopleCode program is running.</p> <p>In PeopleSoft Enterprise Campus Solutions, a specific instance of a comment or communication. One or more contexts are assigned to a category, which you link to 3C access groups so that you can assign data-entry or view-only privileges across functions.</p> <p>In PeopleSoft Enterprise Incentive Management, a mechanism that is used to determine the scope of a processing run. PeopleSoft Enterprise Incentive Management uses three types of context: plan, period, and run-level.</p>
control table	Stores information that controls the processing of an application. This type of processing might be consistent throughout an organization, or it might be used only by portions of the organization for more limited sharing of data.
cost-plus contract line	A rate-based contract line associated with a fee component of Award, Fixed, Incentive, or Other. Rate-based contract lines associated with a fee type of None are not considered cost-plus contract lines.
cost profile	A combination of a receipt cost method, a cost flow, and a deplete cost method. A profile is associated with a cost book and determines how items in that book are valued, as well as how the material movement of the item is valued for the book.
cost row	A cost transaction and amount for a set of ChartFields.
course	<p>In PeopleSoft Enterprise Campus Solutions, a course that is offered by a school and that is typically described in a course catalog. A course has a standard syllabus and credit level; however, these may be modified at the class level. Courses can contain multiple components such as lecture, discussion, and lab.</p> <p>See also <i>class</i>.</p>

course share set	In PeopleSoft Enterprise Campus Solutions, a tag that defines a set of requirement groups that can share courses. Course share sets are used in PeopleSoft Enterprise Academic Advisement.
current learning	In PeopleSoft Enterprise Learning Management, a self-service repository for all of a learner's in-progress learning activities and programs.
data acquisition	In PeopleSoft Enterprise Incentive Management, the process during which raw business transactions are acquired from external source systems and fed into the operational data store (ODS).
data cube	In PeopleSoft Analytic Calculation Engine, a data cube is a container for one kind of data (such as Sales data) and works with in tandem with one or more dimensions. Dimensions and data cubes in PeopleSoft Analytic Calculation Engine are unrelated to dimensions and online analytical processing (OLAP) cubes in PeopleSoft Cube Manager.
data elements	Data elements, at their simplest level, define a subset of data and the rules by which to group them. For Workforce Analytics, data elements are rules that tell the system what measures to retrieve about your workforce groups.
dataset	A data grouping that enables role-based filtering and distribution of data. You can limit the range and quantity of data that is displayed for a user by associating dataset rules with user roles. The result of dataset rules is a set of data that is appropriate for the user's roles.
delivery method	In PeopleSoft Enterprise Learning Management, identifies the primary type of delivery method in which a particular learning activity is offered. Also provides default values for the learning activity, such as cost and language. This is primarily used to help learners search the catalog for the type of delivery from which they learn best. Because PeopleSoft Enterprise Learning Management is a blended learning system, it does not enforce the delivery method. In PeopleSoft Supply Chain Management, identifies the method by which goods are shipped to their destinations (such as truck, air, rail, and so on). The delivery method is specified when creating shipment schedules.
delivery method type	In PeopleSoft Enterprise Learning Management, identifies how learning activities can be delivered—for example, through online learning, classroom instruction, seminars, books, and so forth—in an organization. The type determines whether the delivery method includes scheduled components.
detailed business process	A subset of the business process. For example, the detailed business process named Determine Cash Position is a subset of the business process called Cash Management.
dimension	In PeopleSoft Analytic Calculation Engine, a dimension contains a list of one kind of data that can span various contexts, and it is a basic component of an analytic model. Within the analytic model, a dimension is attached to one or more data cubes. In PeopleSoft Cube Manager, a dimension is the most basic component of an OLAP cube and specifies the PeopleSoft metadata to be used to create the dimension's rollup structure. Dimensions and data cubes in PeopleSoft Analytic Calculation Engine are unrelated to dimensions and OLAP cubes in PeopleSoft Cube Manager.
directory information tree	In PeopleSoft Directory Interface, the representation of a directory's hierarchical structure.
division	In PeopleSoft Enterprise Campus Solutions, the lowest level of the three-level classification structure that you define in PeopleSoft Enterprise Recruiting and Admissions for enrollment management. You can define a division level, link it to other levels, and set enrollment target numbers for it.

See also *population* and *cohort*.

document sequencing	A flexible method that sequentially numbers the financial transactions (for example, bills, purchase orders, invoices, and payments) in the system for statutory reporting and for tracking commercial transaction activity.
dynamic detail tree	A tree that takes its detail values—dynamic details—directly from a table in the database, rather than from a range of values that are entered by the user.
edit table	A table in the database that has its own record definition, such as the Department table. As fields are entered into a PeopleSoft application, they can be validated against an edit table to ensure data integrity throughout the system.
effective date	A method of dating information in PeopleSoft applications. You can predate information to add historical data to your system, or postdate information in order to enter it before it actually goes into effect. By using effective dates, you don't delete values; you enter a new value with a current effective date.
EIM ledger	Abbreviation for <i>Enterprise Incentive Management ledger</i> . In PeopleSoft Enterprise Incentive Management, an object to handle incremental result gathering within the scope of a participant. The ledger captures a result set with all of the appropriate traces to the data origin and to the processing steps of which it is a result.
elimination set	In PeopleSoft General Ledger, a related group of intercompany accounts that is processed during consolidations.
entry event	In PeopleSoft General Ledger, Receivables, Payables, Purchasing, and Billing, a business process that generates multiple debits and credits resulting from single transactions to produce standard, supplemental accounting entries.
equitization	In PeopleSoft General Ledger, a business process that enables parent companies to calculate the net income of subsidiaries on a monthly basis and adjust that amount to increase the investment amount and equity income amount before performing consolidations.
equity item limit	In PeopleSoft Enterprise Campus Solutions, the amounts of funds set by the institution to be awarded with discretionary or gift funds. The limit could be reduced by amounts equal to such things as expected family contribution (EFC) or parent contribution. Students are packaged by Equity Item Type Groups and Related Equity Item Types. This limit can be used to assure that similar student populations are packaged equally.
event	A predefined point either in the Component Processor flow or in the program flow. As each point is encountered, the event activates each component, triggering any PeopleCode program that is associated with that component and that event. Examples of events are FieldChange, SavePreChange, and RowDelete. In PeopleSoft Human Resources, also refers to an incident that affects benefits eligibility.
event propagation process	In PeopleSoft Sales Incentive Management, a process that determines, through logic, the propagation of an original PeopleSoft Enterprise Incentive Management event and creates a derivative (duplicate) of the original event to be processed by other objects. Sales Incentive Management uses this mechanism to implement splits, roll-ups, and so on. Event propagation determines who receives the credit.
exception	In PeopleSoft Receivables, an item that either is a deduction or is in dispute.
exclusive pricing	In PeopleSoft Order Management, a type of arbitration plan that is associated with a price rule. Exclusive pricing is used to price sales order transactions.
fact	In PeopleSoft applications, facts are numeric data values from fields from a source database as well as an analytic application. A fact can be anything you want to measure

your business by, for example, revenue, actual, budget data, or sales numbers. A fact is stored on a fact table.

financial aid term	In PeopleSoft Enterprise Campus Solutions, a combination of a period of time that the school determines as an instructional accounting period and an academic career. It is created and defined during the setup process. Only terms eligible for financial aid are set up for each financial aid career.
forecast item	A logical entity with a unique set of descriptive demand and forecast data that is used as the basis to forecast demand. You create forecast items for a wide range of uses, but they ultimately represent things that you buy, sell, or use in your organization and for which you require a predictable usage.
fund	In PeopleSoft Promotions Management, a budget that can be used to fund promotional activity. There are four funding methods: top down, fixed accrual, rolling accrual, and zero-based accrual.
gap	In PeopleSoft Enterprise Campus Solutions, an artificial figure that sets aside an amount of unmet financial aid need that is not funded with Title IV funds. A gap can be used to prevent fully funding any student to conserve funds, or it can be used to preserve unmet financial aid need so that institutional funds can be awarded.
generic process type	In PeopleSoft Process Scheduler, process types are identified by a generic process type. For example, the generic process type SQR includes all SQR process types, such as SQR process and SQR report.
gift table	In PeopleSoft Enterprise Campus Solutions, a table or so-called <i>donor pyramid</i> describing the number and size of gifts that you expect will be needed to successfully complete the campaign in PeopleSoft Contributor Relations. The gift table enables you to estimate the number of donors and prospects that you need at each gift level to reach the campaign goal.
GL business unit	Abbreviation for <i>general ledger business unit</i> . A unit in an organization that is an independent entity for accounting purposes. It maintains its own set of accounting books. See also <i>business unit</i> .
GL entry template	Abbreviation for <i>general ledger entry template</i> . In PeopleSoft Enterprise Campus Solutions, a template that defines how a particular item is sent to the general ledger. An item-type maps to the general ledger, and the GL entry template can involve multiple general ledger accounts. The entry to the general ledger is further controlled by high-level flags that control the summarization and the type of accounting—that is, accrual or cash.
GL Interface process	Abbreviation for <i>General Ledger Interface process</i> . In PeopleSoft Enterprise Campus Solutions, a process that is used to send transactions from PeopleSoft Enterprise Student Financials to the general ledger. Item types are mapped to specific general ledger accounts, enabling transactions to move to the general ledger when the GL Interface process is run.
group	In PeopleSoft Billing and Receivables, a posting entity that comprises one or more transactions (items, deposits, payments, transfers, matches, or write-offs). In PeopleSoft Human Resources Management and Supply Chain Management, any set of records that are associated under a single name or variable to run calculations in PeopleSoft business processes. In PeopleSoft Time and Labor, for example, employees are placed in groups for time reporting purposes.
incentive object	In PeopleSoft Enterprise Incentive Management, the incentive-related objects that define and support the PeopleSoft Enterprise Incentive Management calculation

	process and results, such as plan templates, plans, results data, user interaction objects, and so on.
incentive rule	In PeopleSoft Sales Incentive Management, the commands that act on transactions and turn them into compensation. A rule is one part in the process of turning a transaction into compensation.
incur	In PeopleSoft Promotions Management, to become liable for a promotional payment. In other words, you owe that amount to a customer for promotional activities.
initiative	In PeopleSoft Enterprise Campus Solutions, the basis from which all advancement plans are executed. It is an organized effort targeting a specific constituency, and it can occur over a specified period of time with specific purposes and goals. An initiative can be a campaign, an event, an organized volunteer effort, a membership drive, or any other type of effort defined by the institution. Initiatives can be multipart, and they can be related to other initiatives. This enables you to track individual parts of an initiative, as well as entire initiatives.
inquiry access	In PeopleSoft Enterprise Campus Solutions, a type of security access that permits the user only to view data. See also <i>update access</i> .
institution	In PeopleSoft Enterprise Campus Solutions, an entity (such as a university or college) that is independent of other similar entities and that has its own set of rules and business processes.
integration	A relationship between two compatible integration points that enables communication to take place between systems. Integrations enable PeopleSoft applications to work seamlessly with other PeopleSoft applications or with third-party systems or software.
integration point	An interface that a system uses to communicate with another PeopleSoft application or an external application.
integration set	A logical grouping of integrations that applications use for the same business purpose. For example, the integration set <code>ADVANCED_SHIPPING_ORDER</code> contains all of the integrations that notify a customer that an order has shipped.
item	In PeopleSoft Inventory, a tangible commodity that is stored in a business unit (shipped from a warehouse). In PeopleSoft Demand Planning, Inventory Policy Planning, and Supply Planning, a noninventory item that is designated as being used for planning purposes only. It can represent a family or group of inventory items. It can have a planning bill of material (BOM) or planning routing, and it can exist as a component on a planning BOM. A planning item cannot be specified on a production or engineering BOM or routing, and it cannot be used as a component in a production. The quantity on hand will never be maintained. In PeopleSoft Receivables, an individual receivable. An item can be an invoice, a credit memo, a debit memo, a write-off, or an adjustment.
item shuffle	In PeopleSoft Enterprise Campus Solutions, a process that enables you to change a payment allocation without having to reverse the payment.
joint communication	In PeopleSoft Enterprise Campus Solutions, one letter that is addressed jointly to two people. For example, a letter might be addressed to both Mr. Sudhir Awat and Ms. Samantha Mortelli. A relationship must be established between the two individuals in the database, and at least one of the individuals must have an ID in the database.
keyword	In PeopleSoft Enterprise Campus Solutions, a term that you link to particular elements within PeopleSoft Student Financials, Financial Aid, and Contributor Relations.

You can use keywords as search criteria that enable you to locate specific records in a search dialog box.

KPI	An abbreviation for <i>key performance indicator</i> . A high-level measurement of how well an organization is doing in achieving critical success factors. This defines the data value or calculation upon which an assessment is determined.
LDIF file	Abbreviation for <i>Lightweight Directory Access Protocol (LDAP) Data Interchange Format file</i> . Contains discrepancies between PeopleSoft data and directory data.
learner group	In PeopleSoft Enterprise Learning Management, a group of learners who are linked to the same learning environment. Members of the learner group can share the same attributes, such as the same department or job code. Learner groups are used to control access to and enrollment in learning activities and programs. They are also used to perform group enrollments and mass enrollments in the back office.
learning components	In PeopleSoft Enterprise Learning Management, the foundational building blocks of learning activities. PeopleSoft Enterprise Learning Management supports six basic types of learning components: web-based, session, webcast, test, survey, and assignment. One or more of these learning component types compose a single learning activity.
learning environment	In PeopleSoft Enterprise Learning Management, identifies a set of categories and catalog items that can be made available to learner groups. Also defines the default values that are assigned to the learning activities and programs that are created within a particular learning environment. Learning environments provide a way to partition the catalog so that learners see only those items that are relevant to them.
learning history	In PeopleSoft Enterprise Learning Management, a self-service repository for all of a learner's completed learning activities and programs.
ledger mapping	You use ledger mapping to relate expense data from general ledger accounts to resource objects. Multiple ledger line items can be mapped to one or more resource IDs. You can also use ledger mapping to map dollar amounts (referred to as <i>rates</i>) to business units. You can map the amounts in two different ways: an actual amount that represents actual costs of the accounting period, or a budgeted amount that can be used to calculate the capacity rates as well as budgeted model results. In PeopleSoft Enterprise Warehouse, you can map general ledger accounts to the EW Ledger table.
library section	In PeopleSoft Enterprise Incentive Management, a section that is defined in a plan (or template) and that is available for other plans to share. Changes to a library section are reflected in all plans that use it.
linked section	In PeopleSoft Enterprise Incentive Management, a section that is defined in a plan template but appears in a plan. Changes to linked sections propagate to plans using that section.
linked variable	In PeopleSoft Enterprise Incentive Management, a variable that is defined and maintained in a plan template and that also appears in a plan. Changes to linked variables propagate to plans using that variable.
LMS	Abbreviation for <i>learning management system</i> . In PeopleSoft Enterprise Campus Solutions, LMS is a PeopleSoft Student Records feature that provides a common set of interoperability standards that enable the sharing of instructional content and data between learning and administrative environments.
load	In PeopleSoft Inventory, identifies a group of goods that are shipped together. Load management is a feature of PeopleSoft Inventory that is used to track the weight, the volume, and the destination of a shipment.

local functionality	In PeopleSoft HRMS, the set of information that is available for a specific country. You can access this information when you click the appropriate country flag in the global window, or when you access it by a local country menu.
location	Locations enable you to indicate the different types of addresses—for a company, for example, one address to receive bills, another for shipping, a third for postal deliveries, and a separate street address. Each address has a different location number. The primary location—indicated by a <i>1</i> —is the address you use most often and may be different from the main address.
logistical task	In PeopleSoft Services Procurement, an administrative task that is related to hiring a service provider. Logistical tasks are linked to the service type on the work order so that different types of services can have different logistical tasks. Logistical tasks include both preapproval tasks (such as assigning a new badge or ordering a new laptop) and postapproval tasks (such as scheduling orientation or setting up the service provider email). The logistical tasks can be mandatory or optional. Mandatory preapproval tasks must be completed before the work order is approved. Mandatory postapproval tasks, on the other hand, must be completed before a work order is released to a service provider.
market template	In PeopleSoft Enterprise Incentive Management, additional functionality that is specific to a given market or industry and is built on top of a product category.
mass change	In PeopleSoft Enterprise Campus Solutions, mass change is a SQL generator that can be used to create specialized functionality. Using mass change, you can set up a series of Insert, Update, or Delete SQL statements to perform business functions that are specific to the institution. See also <i>3C engine</i> .
match group	In PeopleSoft Receivables, a group of receivables items and matching offset items. The system creates match groups by using user-defined matching criteria for selected field values.
MCF server	Abbreviation for <i>PeopleSoft MultiChannel Framework server</i> . Comprises the universal queue server and the MCF log server. Both processes are started when <i>MCF Servers</i> is selected in an application server domain configuration.
merchandising activity	In PeopleSoft Promotions Management, a specific discount type that is associated with a trade promotion (such as off-invoice, billback or rebate, or lump-sum payment) that defines the performance that is required to receive the discount. In the industry, you may know this as an offer, a discount, a merchandising event, an event, or a tactic.
meta-SQL	Meta-SQL constructs expand into platform-specific Structured Query Language (SQL) substrings. They are used in functions that pass SQL strings, such as in SQL objects, the SQLExec function, and PeopleSoft Application Engine programs.
metastring	Metastrings are special expressions included in SQL string literals. The metastrings, prefixed with a percent (%) symbol, are included directly in the string literals. They expand at run time into an appropriate substring for the current database platform.
multibook	In PeopleSoft General Ledger, multiple ledgers having multiple-base currencies that are defined for a business unit, with the option to post a single transaction to all base currencies (all ledgers) or to only one of those base currencies (ledgers).
multicurrency	The ability to process transactions in a currency other than the business unit's base currency.
national allowance	In PeopleSoft Promotions Management, a promotion at the corporate level that is funded by nondiscretionary dollars. In the industry, you may know this as a national promotion, a corporate promotion, or a corporate discount.

need	In PeopleSoft Enterprise Campus Solutions, the difference between the cost of attendance (COA) and the expected family contribution (EFC). It is the gap between the cost of attending the school and the student's resources. The financial aid package is based on the amount of financial need. The process of determining a student's need is called <i>need analysis</i> .
node-oriented tree	A tree that is based on a detail structure, but the detail values are not used.
pagelet	Each block of content on the home page is called a pagelet. These pagelets display summary information within a small rectangular area on the page. The pagelet provide users with a snapshot of their most relevant PeopleSoft and non-PeopleSoft content.
participant	In PeopleSoft Enterprise Incentive Management, participants are recipients of the incentive compensation calculation process.
participant object	Each participant object may be related to one or more compensation objects. See also <i>compensation object</i> .
partner	A company that supplies products or services that are resold or purchased by the enterprise.
pay cycle	In PeopleSoft Payables, a set of rules that define the criteria by which it should select scheduled payments for payment creation.
payment shuffle	In PeopleSoft Enterprise Campus Solutions, a process allowing payments that have been previously posted to a student's account to be automatically reapplied when a higher priority payment is posted or the payment allocation definition is changed.
pending item	In PeopleSoft Receivables, an individual receivable (such as an invoice, a credit memo, or a write-off) that has been entered in or created by the system, but hasn't been posted.
PeopleCode	PeopleCode is a proprietary language, executed by the PeopleSoft component processor. PeopleCode generates results based on existing data or user actions. By using various tools provided with PeopleTools, external services are available to all PeopleSoft applications wherever PeopleCode can be executed.
PeopleCode event	See <i>event</i> .
PeopleSoft Pure Internet Architecture	The fundamental architecture on which PeopleSoft 8 applications are constructed, consisting of a relational database management system (RDBMS), an application server, a web server, and a browser.
performance measurement	In PeopleSoft Enterprise Incentive Management, a variable used to store data (similar to an aggregator, but without a predefined formula) within the scope of an incentive plan. Performance measures are associated with a plan calendar, territory, and participant. Performance measurements are used for quota calculation and reporting.
period context	In PeopleSoft Enterprise Incentive Management, because a participant typically uses the same compensation plan for multiple periods, the period context associates a plan context with a specific calendar period and fiscal year. The period context references the associated plan context, thus forming a chain. Each plan context has a corresponding set of period contexts.
person of interest	A person about whom the organization maintains information but who is not part of the workforce.
personal portfolio	In PeopleSoft Enterprise Campus Solutions, the user-accessible menu item that contains an individual's name, address, telephone number, and other personal information.

plan	In PeopleSoft Sales Incentive Management, a collection of allocation rules, variables, steps, sections, and incentive rules that instruct the PeopleSoft Enterprise Incentive Management engine in how to process transactions.
plan context	In PeopleSoft Enterprise Incentive Management, correlates a participant with the compensation plan and node to which the participant is assigned, enabling the PeopleSoft Enterprise Incentive Management system to find anything that is associated with the node and that is required to perform compensation processing. Each participant, node, and plan combination represents a unique plan context—if three participants are on a compensation structure, each has a different plan context. Configuration plans are identified by plan contexts and are associated with the participants that refer to them.
plan template	In PeopleSoft Enterprise Incentive Management, the base from which a plan is created. A plan template contains common sections and variables that are inherited by all plans that are created from the template. A template may contain steps and sections that are not visible in the plan definition.
planned learning	In PeopleSoft Enterprise Learning Management, a self-service repository for all of a learner's planned learning activities and programs.
planning instance	In PeopleSoft Supply Planning, a set of data (business units, items, supplies, and demands) constituting the inputs and outputs of a supply plan.
population	In PeopleSoft Enterprise Campus Solutions, the middle level of the three-level classification structure that you define in PeopleSoft Enterprise Recruiting and Admissions for enrollment management. You can define a population level, link it to other levels, and set enrollment target numbers for it. See also <i>division</i> and <i>cohort</i> .
portal registry	In PeopleSoft applications, the portal registry is a tree-like structure in which content references are organized, classified, and registered. It is a central repository that defines both the structure and content of a portal through a hierarchical, tree-like structure of folders useful for organizing and securing content references.
price list	In PeopleSoft Enterprise Pricer, enables you to select products and conditions for which the price list applies to a transaction. During a transaction, the system either determines the product price based on the predefined search hierarchy for the transaction or uses the product's lowest price on any associated, active price lists. This price is used as the basis for any further discounts and surcharges.
price rule	In PeopleSoft Enterprise Pricer, defines the conditions that must be met for adjustments to be applied to the base price. Multiple rules can apply when conditions of each rule are met.
price rule condition	In PeopleSoft Enterprise Pricer, selects the price-by fields, the values for the price-by fields, and the operator that determines how the price-by fields are related to the transaction.
price rule key	In PeopleSoft Enterprise Pricer, defines the fields that are available to define price rule conditions (which are used to match a transaction) on the price rule.
primacy number	In PeopleSoft Enterprise Campus Solutions, a number that the system uses to prioritize financial aid applications when students are enrolled in multiple academic careers and academic programs at the same time. The Consolidate Academic Statistics process uses the primacy number indicated for both the career and program at the institutional level to determine a student's primary career and program. The system also uses the number to determine the primary student attribute value that is used when you extract data to report on cohorts. The lowest number takes precedence.

primary name type	In PeopleSoft Enterprise Campus Solutions, the name type that is used to link the name stored at the highest level within the system to the lower-level set of names that an individual provides.
process category	In PeopleSoft Process Scheduler, processes that are grouped for server load balancing and prioritization.
process group	In PeopleSoft Financials, a group of application processes (performed in a defined order) that users can initiate in real time, directly from a transaction entry page.
process definition	Process definitions define each run request.
process instance	A unique number that identifies each process request. This value is automatically incremented and assigned to each requested process when the process is submitted to run.
process job	You can link process definitions into a job request and process each request serially or in parallel. You can also initiate subsequent processes based on the return code from each prior request.
process request	A single run request, such as a Structured Query Report (SQR), a COBOL or Application Engine program, or a Crystal report that you run through PeopleSoft Process Scheduler.
process run control	A PeopleTools variable used to retain PeopleSoft Process Scheduler values needed at runtime for all requests that reference a run control ID. Do not confuse these with application run controls, which may be defined with the same run control ID, but only contain information specific to a given application process request.
product	A PeopleSoft or third-party product. PeopleSoft organizes its software products into product families and product lines. Interactive Services Repository contains information about every release of every product that PeopleSoft sells, as well as products from certified third-party companies. These products are displayed with the product name and release number.
product category	In PeopleSoft Enterprise Incentive Management, indicates an application in the Enterprise Incentive Management suite of products. Each transaction in the PeopleSoft Enterprise Incentive Management system is associated with a product category.
product family	A group of products that are related by common functionality. The family names that can be searched using Interactive Service Repository are PeopleSoft Enterprise, PeopleSoft EnterpriseOne, PeopleSoft World, and third-party, certified PeopleSoft partners.
product line	The name of a PeopleSoft product line or the company name of a third-party certified partner. Integration Services Repository enables you to search for integration points by product line.
programs	In PeopleSoft Enterprise Learning Management, a high-level grouping that guides the learner along a specific learning path through sections of catalog items. PeopleSoft Enterprise Learning Systems provides two types of programs—curricula and certifications.
progress log	In PeopleSoft Services Procurement, tracks deliverable-based projects. This is similar to the time sheet in function and process. The service provider contact uses the progress log to record and submit progress on deliverables. The progress can be logged by the activity that is performed, by the percentage of work that is completed, or by the completion of milestone activities that are defined for the project.
project transaction	In PeopleSoft Project Costing, an individual transaction line that represents a cost, time, budget, or other transaction row.

promotion	In PeopleSoft Promotions Management, a trade promotion, which is typically funded from trade dollars and used by consumer products manufacturers to increase sales volume.
prospects	In PeopleSoft Enterprise Campus Solutions, students who are interested in applying to the institution. In PeopleSoft Enterprise Contributor Relations, individuals and organizations that are most likely to make substantial financial commitments or other types of commitments to the institution.
publishing	In PeopleSoft Enterprise Incentive Management, a stage in processing that makes incentive-related results available to participants.
rating components	In PeopleSoft Enterprise Campus Solutions, variables used with the Equation Editor to retrieve specified populations.
record group	A set of logically and functionally related control tables and views. Record groups help enable TableSet sharing, which eliminates redundant data entry. Record groups ensure that TableSet sharing is applied consistently across all related tables and views.
record input VAT flag	Abbreviation for <i>record input value-added tax flag</i> . Within PeopleSoft Purchasing, Payables, and General Ledger, this flag indicates that you are recording input VAT on the transaction. This flag, in conjunction with the record output VAT flag, is used to determine the accounting entries created for a transaction and to determine how a transaction is reported on the VAT return. For all cases within Purchasing and Payables where VAT information is tracked on a transaction, this flag is set to Yes. This flag is not used in PeopleSoft Order Management, Billing, or Receivables, where it is assumed that you are always recording only output VAT, or in PeopleSoft Expenses, where it is assumed that you are always recording only input VAT.
record output VAT flag	Abbreviation for <i>record output value-added tax flag</i> . See <i>record input VAT flag</i> .
rename	The name of a record that is used to determine the associated field to match a value or set of values.
recognition	In PeopleSoft Enterprise Campus Solutions, the recognition type indicates whether the PeopleSoft Enterprise Contributor Relations donor is the primary donor of a commitment or shares the credit for a donation. Primary donors receive hard credit that must total 100 percent. Donors that share the credit are given soft credit. Institutions can also define other share recognition-type values such as memo credit or vehicle credit.
reference data	In PeopleSoft Sales Incentive Management, system objects that represent the sales organization, such as territories, participants, products, customers, channels, and so on.
reference object	In PeopleSoft Enterprise Incentive Management, this dimension-type object further defines the business. Reference objects can have their own hierarchy (for example, product tree, customer tree, industry tree, and geography tree).
reference transaction	In commitment control, a reference transaction is a source transaction that is referenced by a higher-level (and usually later) source transaction, in order to automatically reverse all or part of the referenced transaction's budget-checked amount. This avoids duplicate postings during the sequential entry of the transaction at different commitment levels. For example, the amount of an encumbrance transaction (such as a purchase order) will, when checked and recorded against a budget, cause the system to concurrently reference and relieve all or part of the amount of a corresponding pre-encumbrance transaction, such as a purchase requisition.
regional sourcing	In PeopleSoft Purchasing, provides the infrastructure to maintain, display, and select an appropriate vendor and vendor pricing structure that is based on a regional sourcing

	model where the multiple ship to locations are grouped. Sourcing may occur at a level higher than the ship to location.
relationship object	In PeopleSoft Enterprise Incentive Management, these objects further define a compensation structure to resolve transactions by establishing associations between compensation objects and business objects.
remote data source data	Data that is extracted from a separate database and migrated into the local database.
REN server	Abbreviation for <i>real-time event notification server</i> in PeopleSoft MultiChannel Framework.
requester	In PeopleSoft eSettlements, an individual who requests goods or services and whose ID appears on the various procurement pages that reference purchase orders.
reversal indicator	In PeopleSoft Enterprise Campus Solutions, an indicator that denotes when a particular payment has been reversed, usually because of insufficient funds.
role	Describes how people fit into PeopleSoft Workflow. A role is a class of users who perform the same type of work, such as clerks or managers. Your business rules typically specify what user role needs to do an activity.
role user	A PeopleSoft Workflow user. A person's role user ID serves much the same purpose as a user ID does in other parts of the system. PeopleSoft Workflow uses role user IDs to determine how to route worklist items to users (through an email address, for example) and to track the roles that users play in the workflow. Role users do not need PeopleSoft user IDs.
roll up	In a tree, to roll up is to total sums based on the information hierarchy.
run control	A run control is a type of online page that is used to begin a process, such as the batch processing of a payroll run. Run control pages generally start a program that manipulates data.
run control ID	A unique ID to associate each user with his or her own run control table entries.
run-level context	In PeopleSoft Enterprise Incentive Management, associates a particular run (and batch ID) with a period context and plan context. Every plan context that participates in a run has a separate run-level context. Because a run cannot span periods, only one run-level context is associated with each plan context.
SCP SCBM XML message	Abbreviation for <i>Supply Chain Planning Supply Chain Business Modeler Extensible Markup Language message</i> . PeopleSoft EnterpriseOne Supply Chain Business Modeler uses XML as the format for all data that it imports and exports.
search query	You use this set of objects to pass a query string and operators to the search engine. The search index returns a set of matching results with keys to the source documents.
search/match	In PeopleSoft Enterprise Campus Solutions and PeopleSoft Enterprise Human Resources Management Solutions, a feature that enables you to search for and identify duplicate records in the database.
seasonal address	In PeopleSoft Enterprise Campus Solutions, an address that recurs for the same length of time at the same time of year each year until adjusted or deleted.
section	In PeopleSoft Enterprise Incentive Management, a collection of incentive rules that operate on transactions of a specific type. Sections enable plans to be segmented to process logical events in different sections.
security event	In commitment control, security events trigger security authorization checking, such as budget entries, transfers, and adjustments; exception overrides and notifications; and inquiries.

serial genealogy	In PeopleSoft Manufacturing, the ability to track the composition of a specific, serial-controlled item.
serial in production	In PeopleSoft Manufacturing, enables the tracing of serial information for manufactured items. This is maintained in the Item Master record.
service impact	In PeopleSoft Enterprise Campus Solutions, the resulting action triggered by a service indicator. For example, a service indicator that reflects nonpayment of account balances by a student might result in a service impact that prohibits registration for classes.
service indicator	In PeopleSoft Enterprise Campus Solutions, indicates services that may be either withheld or provided to an individual. Negative service indicators indicate holds that prevent the individual from receiving specified services, such as check-cashing privileges or registration for classes. Positive service indicators designate special services that are provided to the individual, such as front-of-line service or special services for disabled students.
session	<p>In PeopleSoft Enterprise Campus Solutions, time elements that subdivide a term into multiple time periods during which classes are offered. In PeopleSoft Contributor Relations, a session is the means of validating gift, pledge, membership, or adjustment data entry . It controls access to the data entered by a specific user ID. Sessions are balanced, queued, and then posted to the institution's financial system. Sessions must be posted to enter a matching gift or pledge payment, to make an adjustment, or to process giving clubs or acknowledgements.</p> <p>In PeopleSoft Enterprise Learning Management, a single meeting day of an activity (that is, the period of time between start and finish times within a day). The session stores the specific date, location, meeting time, and instructor. Sessions are used for scheduled training.</p>
session template	In PeopleSoft Enterprise Learning Management, enables you to set up common activity characteristics that may be reused while scheduling a PeopleSoft Enterprise Learning Management activity—characteristics such as days of the week, start and end times, facility and room assignments, instructors, and equipment. A session pattern template can be attached to an activity that is being scheduled. Attaching a template to an activity causes all of the default template information to populate the activity session pattern.
setup relationship	In PeopleSoft Enterprise Incentive Management, a relationship object type that associates a configuration plan with any structure node.
share driver expression	In PeopleSoft Business Planning, a named planning method similar to a driver expression, but which you can set up globally for shared use within a single planning application or to be shared between multiple planning applications through PeopleSoft Enterprise Warehouse.
single signon	With single signon, users can, after being authenticated by a PeopleSoft application server, access a second PeopleSoft application server without entering a user ID or password.
source key process	In PeopleSoft Enterprise Campus Solutions, a process that relates a particular transaction to the source of the charge or financial aid. On selected pages, you can drill down into particular charges.
source transaction	In commitment control, any transaction generated in a PeopleSoft or third-party application that is integrated with commitment control and which can be checked against commitment control budgets. For example, a pre-encumbrance, encumbrance, expenditure, recognized revenue, or collected revenue transaction.
speed key	See <i>communication key</i> .

SpeedChart	A user-defined shorthand key that designates several ChartKeys to be used for voucher entry. Percentages can optionally be related to each ChartKey in a SpeedChart definition.
SpeedType	A code representing a combination of ChartField values. SpeedTypes simplify the entry of ChartFields commonly used together.
staging	A method of consolidating selected partner offerings with the offerings from the enterprise's other partners.
standard letter code	In PeopleSoft Enterprise Campus Solutions, a standard letter code used to identify each letter template available for use in mail merge functions. Every letter generated in the system must have a standard letter code identification.
statutory account	Account required by a regulatory authority for recording and reporting financial results. In PeopleSoft, this is equivalent to the Alternate Account (ALTACCT) ChartField.
step	In PeopleSoft Sales Incentive Management, a collection of sections in a plan. Each step corresponds to a step in the job run.
storage level	In PeopleSoft Inventory, identifies the level of a material storage location. Material storage locations are made up of a business unit, a storage area, and a storage level. You can set up to four storage levels.
subcustomer qualifier	A value that groups customers into a division for which you can generate detailed history, aging, events, and profiles.
Summary ChartField	You use summary ChartFields to create summary ledgers that roll up detail amounts based on specific detail values or on selected tree nodes. When detail values are summarized using tree nodes, summary ChartFields must be used in the summary ledger data record to accommodate the maximum length of a node name (20 characters).
summary ledger	An accounting feature used primarily in allocations, inquiries, and PS/nVision reporting to store combined account balances from detail ledgers. Summary ledgers increase speed and efficiency of reporting by eliminating the need to summarize detail ledger balances each time a report is requested. Instead, detail balances are summarized in a background process according to user-specified criteria and stored on summary ledgers. The summary ledgers are then accessed directly for reporting.
summary time period	In PeopleSoft Business Planning, any time period (other than a base time period) that is an aggregate of other time periods, including other summary time periods and base time periods, such as quarter and year total.
summary tree	A tree used to roll up accounts for each type of report in summary ledgers. Summary trees enable you to define trees on trees. In a summary tree, the detail values are really nodes on a detail tree or another summary tree (known as the <i>basis</i> tree). A summary tree structure specifies the details on which the summary trees are to be built.
syndicate	To distribute a production version of the enterprise catalog to partners.
system function	In PeopleSoft Receivables, an activity that defines how the system generates accounting entries for the general ledger.
system source	The system source identifies the source of a transaction row in the database. For example, a transaction that originates in PeopleSoft Enterprise Expenses contains a system source code of BEX (Expenses Batch). When PeopleSoft Enterprise Project Costing prices the source transaction row for billing, the system creates a new row with a system source code of PRP (Project Costing pricing), which represents the system source of the new row. System source codes can identify sources that are internal or external to the PeopleSoft system.

For example, processes that import data from Microsoft Project into PeopleSoft applications create transaction rows with a source code of MSP (Microsoft Project).

TableSet	A means of sharing similar sets of values in control tables, where the actual data values are different but the structure of the tables is the same.
TableSet sharing	Shared data that is stored in many tables that are based on the same TableSets. Tables that use TableSet sharing contain the SETID field as an additional key or unique identifier.
target currency	The value of the entry currency or currencies converted to a single currency for budget viewing and inquiry purposes.
tax authority	In PeopleSoft Enterprise Campus Solutions, a user-defined element that combines a description and percentage of a tax with an account type, an item type, and a service impact.
template	A template is HTML code associated with a web page. It defines the layout of the page and also where to get HTML for each part of the page. In PeopleSoft, you use templates to build a page by combining HTML from a number of sources. For a PeopleSoft portal, all templates must be registered in the portal registry, and each content reference must be assigned a template.
territory	In PeopleSoft Sales Incentive Management, hierarchical relationships of business objects, including regions, products, customers, industries, and participants.
third party	A company or vendor that has extensive PeopleSoft product knowledge and whose products and integrations have been certified and are compatible with PeopleSoft applications.
3C engine	Abbreviation for <i>Communications, Checklists, and Comments engine</i> . In PeopleSoft Enterprise Campus Solutions, the 3C engine enables you to automate business processes that involve additions, deletions, and updates to communications, checklists, and comments. You define events and triggers to engage the engine, which runs the mass change and processes the 3C records (for individuals or organizations) immediately and automatically from within business processes.
3C group	Abbreviation for <i>Communications, Checklists, and Comments group</i> . In PeopleSoft Enterprise Campus Solutions, a method of assigning or restricting access privileges. A 3C group enables you to group specific communication categories, checklist codes, and comment categories. You can then assign the group inquiry-only access or update access, as appropriate.
TimeSpan	A relative period, such as year-to-date or current period, that can be used in various PeopleSoft General Ledger functions and reports when a rolling time frame, rather than a specific date, is required. TimeSpans can also be used with flexible formulas in PeopleSoft Projects.
trace usage	In PeopleSoft Manufacturing, enables the control of which components will be traced during the manufacturing process. Serial- and lot-controlled components can be traced. This is maintained in the Item Master record.
transaction allocation	In PeopleSoft Enterprise Incentive Management, the process of identifying the owner of a transaction. When a raw transaction from a batch is allocated to a plan context, the transaction is duplicated in the PeopleSoft Enterprise Incentive Management transaction tables.
transaction state	In PeopleSoft Enterprise Incentive Management, a value assigned by an incentive rule to a transaction. Transaction states enable sections to process only transactions that are at a specific stage in system processing. After being successfully processed, transactions may be promoted to the next transaction state and “picked up” by a different section for further processing.

Translate table	A system edit table that stores codes and translate values for the miscellaneous fields in the database that do not warrant individual edit tables of their own.
tree	The graphical hierarchy in PeopleSoft systems that displays the relationship between all accounting units (for example, corporate divisions, projects, reporting groups, account numbers) and determines roll-up hierarchies.
tuition lock	In PeopleSoft Enterprise Campus Solutions, a feature in the Tuition Calculation process that enables you to specify a point in a term after which students are charged a minimum (or <i>locked</i>) fee amount. Students are charged the locked fee amount even if they later drop classes and take less than the normal load level for that tuition charge.
unclaimed transaction	In PeopleSoft Enterprise Incentive Management, a transaction that is not claimed by a node or participant after the allocation process has completed, usually due to missing or incomplete data. Unclaimed transactions may be manually assigned to the appropriate node or participant by a compensation administrator.
universal navigation header	Every PeopleSoft portal includes the universal navigation header, intended to appear at the top of every page as long as the user is signed on to the portal. In addition to providing access to the standard navigation buttons (like Home, Favorites, and signoff) the universal navigation header can also display a welcome message for each user.
update access	In PeopleSoft Enterprise Campus Solutions, a type of security access that permits the user to edit and update data. See also <i>inquiry access</i> .
user interaction object	In PeopleSoft Sales Incentive Management, used to define the reporting components and reports that a participant can access in his or her context. All Sales Incentive Management user interface objects and reports are registered as user interaction objects. User interaction objects can be linked to a compensation structure node through a compensation relationship object (individually or as groups).
variable	In PeopleSoft Sales Incentive Management, the intermediate results of calculations. Variables hold the calculation results and are then inputs to other calculations. Variables can be plan variables that persist beyond the run of an engine or local variables that exist only during the processing of a section.
VAT exception	Abbreviation for <i>value-added tax exception</i> . A temporary or permanent exemption from paying VAT that is granted to an organization. This terms refers to both VAT exoneration and VAT suspension.
VAT exempt	Abbreviation for <i>value-added tax exempt</i> . Describes goods and services that are not subject to VAT. Organizations that supply exempt goods or services are unable to recover the related input VAT. This is also referred to as exempt without recovery.
VAT exoneration	Abbreviation for <i>value-added tax exoneration</i> . An organization that has been granted a permanent exemption from paying VAT due to the nature of that organization.
VAT suspension	Abbreviation for <i>value-added tax suspension</i> . An organization that has been granted a temporary exemption from paying VAT.
warehouse	A PeopleSoft data warehouse that consists of predefined ETL maps, data warehouse tools, and DataMart definitions.
work order	In PeopleSoft Services Procurement, enables an enterprise to create resource-based and deliverable-based transactions that specify the basic terms and conditions for hiring a specific service provider. When a service provider is hired, the service provider logs time or progress against the work order.
worker	A person who is part of the workforce; an employee or a contingent worker.

workset	A group of people and organizations that are linked together as a set. You can use worksets to simultaneously retrieve the data for a group of people and organizations and work with the information on a single page.
worksheet	A way of presenting data through a PeopleSoft Business Analysis Modeler interface that enables users to do in-depth analysis using pivoting tables, charts, notes, and history information.
worklist	The automated to-do list that PeopleSoft Workflow creates. From the worklist, you can directly access the pages you need to perform the next action, and then return to the worklist for another item.
XML link	The XML Linking language enables you to insert elements into XML documents to create a links between resources.
XML schema	An XML definition that standardizes the representation of application messages, component interfaces, or business interlinks.
XPI	Abbreviation for <i>eXtended Process Integrator</i> . PeopleSoft XPI is the integration infrastructure that enables both real-time and batch communication with EnterpriseOne applications.
yield by operation	In PeopleSoft Manufacturing, the ability to plan the loss of a manufactured item on an operation-by-operation basis.
zero-rated VAT	Abbreviation for <i>zero-rated value-added tax</i> . A VAT transaction with a VAT code that has a tax percent of zero. Used to track taxable VAT activity where no actual VAT amount is charged. Organizations that supply zero-rated goods and services can still recover the related input VAT. This is also referred to as exempt with recovery.

Index

A

- Accumulators page 132
- additional documentation xvi
- AP_PSTVCHR process 141
- AP_VCHRBLD process 140
- applicants 69
- Application Engine processes
 - AP to Projects (PC_AP_TO_PC) 141
 - Billing Interface (BIIF0001) 144
 - Billing to Projects (PC_BI_TO_PC) 145
 - Billing to Projects/Contracts Interface (BIPCC000) 145
 - Contracts/Billing Interface (CA_BI_INTFC) 144
 - Extract Time and Labor Costs (PY_PULL_COST) 127
 - Finalization (BIIVC000) 145
 - Front Office to AP (FO_TO_AP) 140
 - Load Time and Labor to Payroll 106, 119, 124, 126
 - Pricing (PC_PRICING) 144
 - Publish Actual Payable Time (TL_PY_PUB_TM) 144
 - Publish Estimated Payable Time 106, 119, 124, 126, 129, 131
 - Time and Labor to Projects (PC_TL_TO_PC) 144
 - Voucher Build (AP_VCHRBLD) 140
 - Voucher Posting (AP_PSTVCHR) 141
- application fundamentals xv
- application messaging and HRMS databases 18
- Approve Time for Time Reporters page 118, 119
- Assignment page 80
- assignments 75, 79
 - adding 79
 - See Also* Staffing Front Office PeopleBook
 - bill rate 79
 - career 76
 - career order 79
 - creating 79
 - definition xxiv

- detail 79
- editing 78
- employee record 71
- linking to purchase orders 86
- markup 79
- pay rate 79
- processing 75
- purchase order tracking 79
- temporary 77, 79
- understanding 75
- viewing 81
- attaching files to contact records 68

B

- Batch Programs page 134
- Batch Publish page 134, 135
- batch publish process 135
- Batch Publish process 133
- batch publish rules 134
- Batch Publish Rules page 134
- BI_SUMMARY_INQ page 149
- BI_SUMMARY2_INQ page 149, 150
- BIIF0001 Application Engine 144
- BIIVC000 Application Engine 145
- bill rates
 - assignments 79
 - temporary orders 79
 - viewing orders 84
- bill summaries 149
- billable indicator 105, 113
- billing
 - customers 15
 - override rates 113
 - temporary orders 79
- Billing 31
 - integration 10, 143
 - streamlined 145
 - understanding 143
- Billing Adjustments to Projects Application Engine 149
- Billing Calculation page 59, 155
- Billing Interface Application Engine 144, 148
- Billing Interface page 146, 148

Billing to Projects Application
 Engine 145
 Billing to Projects/Contracts Application
 Engine 145, 148
 Bills Summary Info 2 page 149, 150
 Bills Summary Info page 149
 BIPCC000 Application Engine 145
 branches
 mapping 40
 setting up 40
 understanding xxv
 BUS_UNIT_TBL_FO page 156
 business
 component interface 25
 processes 1
 structure 29
 unit xxv

C

CA_ACCTPLAN_CI component
 interface 25
 CA_AMEND_PRICE_CI component
 interface 25
 CA_BI_INTFC Application Engine 144
 CA_BILLPLAN_CI component
 interface 25
 CA_CHG_HDR_CI component
 interface 25
 CA_DETAIL_PROJ_CI component
 interface 25
 CA_HDR_CI component interface 25
 CA_PRICING_CI component
 interface 25
 CA_RATE_CI component interface 26
 Calculate Absence and Payroll page 130
 Calendar Results page 132
 career assignments 14, 76
 career orders
 assignments 79
 editing 78
 job records 71
 payroll defaults 79
 caution margin 60, 155
 CI_COMPETENCIES component
 interface 26
 CI_JOB_DATA_CONCUR component
 interface 26
 CI_JOB_DATA_CWR component
 interface 26
 CI_JOB_DATA_EMP component
 interface 26
 CI_PERSONAL_DATA component
 interface 26
 comments, submitting xx
 commissions 79
 common elements xxi
 company state modifier 63
 component interfaces 17
 CA_ACCTPLAN_CI 25
 CA_AMEND_PRICE_CI 25
 CA_BILLPLAN_CI 25
 CA_CHG_HDR_CI 25
 CA_DETAIL_PROJ_CI 25
 CA_HDR_CI 25
 CA_PRICING_CI 25
 CA_RATE_CI 26
 CI_COMPETENCIES 26
 CI_JOB_DATA_CONCUR 26
 CI_JOB_DATA_CWR 26
 CI_JOB_DATA_EMP 26
 CI_PERSONAL_DATA 26
 FO_AGENDA_CI 26
 FO_BI_ENTRY 26
 FO_ORDERS_CI 26
 FO_PSA_DEFN 26
 FO_RATE_CI 26
 HHR_EDUCATION_SRV 27
 HHR_HONORS_AWARDS_SRV 27
 HHR_LANGUAGES_SRV 27
 HHR_LICENSES_CERTIFS_SRV 27
 HHR_MEMBERSHIPS_SRV 27
 HHR_TEST_RESULTS_SRV 27
 PGM_RESOURCE 27
 PROJ_TEAM 27
 PROJECT_ACTIVITY 27
 PROJECT_GENERAL 27
 PROJECT_STATUS1 27
 reviewing 25
 TL_EMPL_DATA1 27
 contact information xx
 contacts
 adding 68
 See Also PeopleSoft Enterprise Order
 to Cash Common Information 8.9
 PeopleBook
 associating with customers 68
 attaching files to records 68
 creating records 67
 defining relationships 68

- general information 68
 - record creation 67
 - understanding 67
 - viewing 68
- Contract Lines page 92, 96
- Contract Profile page 41
- contract profiles
 - billing defaults 40
 - billing overrides 40
 - contract defaults 43
 - setting up 40, 41
 - understanding 40
 - user order type 42
- contractor records
 - creating and maintaining 72
 - See Also Staffing Front Office*
 - PeopleBook
 - editing 72
 - job information 72
 - payroll 72
 - personal data 72
- contractors
 - adding 69
 - addresses 72
 - assigning 14
 - billing customers 15
 - creating records 72
 - definition 70
 - paying 15
 - payment calculations 109
 - record creation 72
 - staffing vendors 137
 - time processing 103, 107
 - understanding 69
- contracts
 - business unit xxv
 - defaults 43
 - type xxv
- Contracts 31
 - integration 10
 - mapping 40
 - setting up 40
- Contracts/Billing Interface Application
 - Engine 144, 148
- Create Voucher for Contractor page 140
- credits 78
- critical margin 60, 156
- cross-references xix
- currency code for purchase orders 92
- Customer Connection website xvi

- customer field definitions 57, 59
- Customer Fields Definition page 57
- customers 67
 - adding 68
 - additional information 68
 - creating records 67
 - record creation 67, 68
 - service agreements 96

D

- databases
 - Financials 36
 - FSCM 7
 - HCM 8
 - HRMS 38
 - integration 7, 15
 - setting up 38
- deferred processing xxiv
- department overrides 48
- department security 65
- Details page - Rate Element 50, 52
- documentation
 - printed xvi
 - related xvi
 - updates xvi

E

- Earnings and Deductions page 132
- earnings code rate 62
- effective date xxv
- EIP WSDL web library 163
- elapsed time reporting 105, 112
- EmplID (employee identification) xxv
- employee records
 - creating and maintaining 72
 - See Also Staffing Front Office*
 - PeopleBook
 - editing 72
 - empl_rcd 0 71
 - job information 72
 - payroll 72
 - personal data 72
- employees
 - adding 69
 - addresses 72
 - assigning 14
 - billing customers 15
 - creating records 72
 - definition 70

- hiring 14
- paying 15
- payment calculation 108, 109
- processing 71
- record creation 72
- time processing 103, 105
- understanding 69
- encumbrance percentage 45, 89
- enterprise integration points 17
- EO_BATCHPUB page 134
- EO_MSGBATPGM page 134
- EO_MSGPUBATCH page 134
- exception hourly employees 151
- Extract Time and Labor Costs Application Engine 127
- Extract Time and Labor Costs page 127

F

- Fall Off page 64
- fall offs 64, 78
- FALL_OFF_TBL page 64
- Finalization Application Engine 145, 148
- Finalize and Print page 147, 148
- Financials database setup 36
- fixed cost margin markup 154
- FLSA category 51
- FO_ACTV_RATE_LST page 84
- FO_AGENDA_CI component interface 26
- FO_AVE_VNDR_SETUP page 138
- FO_BI_ENTRY component interface 26
- FO_CA_PROFILE page 41
- FO_CSF_DEFN page 57
- FO_CSF_FLD_DTL page 57, 59
- FO_EMPL_XREF page 80
- FO_JOB_BILLING page 59, 155
- FO_JOBCODE_PRD page 61, 62
- FO_ORDERS_CI component interface 26
- FO_PO_DATE_INQ page 92
- FO_PO_EXTENSION page 92, 94
- FO_PO_HDR page 92, 93
- FO_PO_HDR_ADD page 92
- FO_PO_INQ page 97
- FO_PO_INQ_DTL page 97, 100
- FO_PO_INQ_EXT page 97, 99
- FO_PO_LINK page 92, 96
- FO_PO_SAR page 92, 96
- FO_PROJ_EXPRESSG page 82
- FO_PROJ_PROFILE page 46

- FO_PSA_DEFN component interface 26
- FO_RATE_CI component interface 26
- FO_RATE_ELEM_LN page 50
- FO_RATE_ELEMENT page 50
- FO_RATE_PRFL_DTL page 52
- FO_RATE_PROFILE page 50, 54
- FO_TL_MASS_WHO page 114
- FO_TL_PREPOP page 114
- FO_TL_RAPID_SESSN page 111
 - elapsed time 112
 - punch card time 111
- FO_TO_AP process 140
- FO_VCHR_PROFILE page 55
- FO_WC_CO_MOD page 61, 62
- FO_WC_CO_STATE page 61, 63
- FO_WC_STATE page 61, 62
- FOFC001 - Forecasting report 165
- FOGM001 - Gross Margin report 165
- FOPC002 - Check Summary report 165
- FORA003 - Revenue Analysis by Branch report 165
- FORA004 - Revenue Analysis by Agreement report 165
- FORA005.RPT - Revenue Analysis by Customer report 165
- FOTS001 - Timesheets Due Summary report 165
- Front Office to AP Application Engine process 140
- functions
 - web libraries 163

G

- GL unit xxv
- Global Payroll 32, 121
 - employee types 157
 - hourly employees 158
 - integration 11
 - paychecks 131, 132
 - processing 121, 128, 157
 - salary employees 158
 - Time and Labor 122
- glossary 167
- GP_MESSAGE_LOG page 130
- GP_RSLT_CAL_ACUM page 132
- GP_RSLT_CAL_ED page 132
- GP_RSLT_CAL_PIN page 132
- GP_RSLT_CAL_SEG page 132
- GP_RUNCTL page 130
- GP_TL_PREPARE page 130

H

- HHR_EDUCATION_SRV component interface 27
- HHR_HONORS_AWARDS_SRV component interface 27
- HHR_LANGUAGES_SRV component interface 27
- HHR_LICENSES_CERTIFS_SRV component interface 27
- HHR_MEMBERSHIPS_SRV component interface 27
- HHR_TEST_RESULTS_SRV component interface 27
- hiring employees 14
- History page 92, 94
- homepages
 - web library 164
- HRMS
 - databases and application messaging 18
 - project profile defaults 48
- Human Resources
 - database 38
 - job records 71

I

- Identify Eligible Vendors page 138
- installation
 - HCM database 65
 - options 32, 65
- installation options 32
- INSTALLATION_FO page 32
- INSTALLATION_PB page 65
- integration
 - application 8
 - application and database 15
 - Billing 10, 143
 - component interface 17
 - Contracts 10
 - database 7
 - enterprise integration points 17
 - general 2
 - Global Payroll 11
 - integration broker 17
 - Pay/Bill Management 159
 - Payables 11
 - Payroll for North America 11
 - Project Costing 9
 - Staffing Front Office 9

- template 47

- Time and Labor 9

- integration broker
 - full synchronization messages 21
 - incremental synchronization messages 18
 - message configuration in FSCM databases 18
 - messages 18
 - publishing rules 24
 - understanding 17
- Integration Broker
 - web library 163
- integration points, *See* enterprise integration points
- invoices 138

J

- Job Code Definition page 155
- Job Code Margin Indicators page 59
- job records
 - career orders 71
 - human resources 71
 - tracking 71

L

- linking
 - purchase orders to assignments 86
 - purchase orders to contract lines 96
 - terminology 87
- Load Time and Labor page 118, 119, 125, 126
- Load Time and Labor to Payroll Application Engine 119, 124, 126

M

- Manage Exceptions page 118, 119
- mapping
 - branches 40
 - Contracts 40
 - time reporting codes 56
- margin rate calculation 79, 154
- margins
 - calculating 154
 - configuring 156
 - definition 153
 - fixed costs 154
 - indicator setup 155
 - statuses 153

- understanding 153
- workers' compensation rate 154
- markups 154
 - agreement item 79
 - cost calculation 154
 - fixed cost 154
 - understanding 153
 - workers' compensation rate 154
- MMA Partners xvi
- monopolistic state 63

N

- navigation
 - web library 164
- non-employees 70
- notes xix

O

- orders
 - definition xxiv
 - editing 78
 - processing 75
 - rates 79
 - target bill rates 79
 - types 66
 - understanding 75
- overrides
 - defaults 44
 - fall off defaults 45
 - rates 113

P

- Pay Calculation page 125, 127
- Pay Calculation process 124, 127
- Pay Confirmation page 126, 127
- Pay Confirmation process 124, 127
- pay group overrides 48
- pay rates
 - assignments 79
 - temporary orders 79
 - viewing orders 84
- Pay/Bill Management
 - business processes 1
 - configuration 35
 - implementation 3
 - integration 2, 8, 159
 - navigation 5
 - process flow 12
 - reports 165

- structure 35
- understanding 7
- web library 163
- PAY_SHEET_ADD_S page 128
- Payables 11, 31
- Payables page 140, 141
- payee messages 129
- Payee Messages page 130, 131
- paying
 - contractors 15
 - employees 15, 151
- payment calculations 108
 - contractors 109
 - hourly employees 109
 - non-employees 109
 - salaried employees 108
- Payment Details page 138, 139
- payroll 121
 - See Also* Global Payroll
 - career orders 79
 - defaults 79
 - Payroll for North America 121
- Payroll for North America 31, 121
 - employees 151, 152
 - exception hourly employees 152
 - integration 11
 - paychecks 127
 - processing 121, 123, 151
 - salary employees 151
 - Time and Labor 121
- Payroll/Absence Run Control page 131
- Paysheet page 128
- PC business unit xxv
- PC_AP_TO_PC page 140, 141
- PC_AP_TO_PC process 141
- PC_BI_TO_PC Application Engine 145
- PC_BI_TO_PC page 147
- PC_PRICING Application Engine 144
- PC_TL_TO_PC Application Engine 144
- PC_TL_TO_PC page 146, 148
- PeopleBooks
 - ordering xvi
- PeopleCode, typographical
 - conventions xviii
- PeopleSoft application fundamentals xv
- PGM_RESOURCE component
 - interface 27
- PO Applied Transactions page 97, 100
- PO Details Inquiry page 97, 99
- posting vouchers 141

- preface xxiii
 - preferences
 - job data 66
 - setting up 33
 - staffing general 66
 - Prepopulate Rapid Time page 114
 - prepopulating time 113
 - prerequisites xv
 - Pricing Application Engine 144
 - printed documentation xvi
 - Process As Incurred Billing page
 - Contracts/Billing Interface process 146
 - Process Billing As Incurred page
 - Contracts/Billing Interface process 148
 - Process List page xxv
 - process monitor xxv
 - Process Time Admin page
 - Global Payroll 130
 - Payroll for North America 126
 - Process Time Administration page
 - Global Payroll 130
 - Payroll for North America 124
 - time reporters 118
 - processing
 - contractor time 107
 - employee time 105
 - time 105
 - profiles
 - rate 48, 54
 - setting up 40, 45
 - voucher 55
 - PROJ_TEAM component interface 27
 - Project Costing 30
 - integration 9
 - setting up project profiles 45
 - project defaults 47
 - project ID xxv
 - Project Profile page 46
 - project profiles
 - HRMS defaults 48
 - overriding defaults 48
 - project defaults 47
 - setting up 45, 46
 - time enrollment 48
 - understanding 46
 - user order type 47
 - PROJECT_ACTIVITY component
 - interface 27
 - PROJECT_GENERAL component
 - interface 27
 - PROJECT_STATUS1 component
 - interface 27
 - PSPCNFRM 124, 127
 - PSPPYRUN 124, 127
 - PST_VCHR_RQST page 140, 141
 - Publish Actual Payable Time Application Engine 144
 - Publish Actual Payable Time page 118, 120, 146, 147
 - Publish Actual Payable Time Process 120
 - Publish Estimated Payable Time Application Engine
 - Global Payroll 129, 131
 - Payroll for North America 124, 126
 - processing employee time 106, 119
 - Publish Estimated Payable Time page
 - Global Payroll 130, 131
 - Payroll for North America 126
 - processing employee time 118, 119
 - Time and Labor 125
 - punch time reporting 105, 111
 - Purchase Order Inquiry page 97
 - Purchase Order page
 - add mode 92
 - Add mode 92
 - update mode 92
 - Update mode 93
 - purchase orders 45, 85
 - applied transactions 100
 - currency codes 92
 - details 99
 - encumbrances 89
 - extensions 87, 94
 - inquiries 88
 - linking 86, 87, 96
 - processing 89
 - service agreements 96
 - status 86
 - tolerances 88
 - tracking 79, 85, 86, 91, 92, 93, 97
 - unlinking 87
 - PY_LDTL_RC page 118, 125
 - Payroll for North America 126
 - processing employee time 119
 - PY_PULL_COST Application Engine 127
 - PY_TL_XTRACT_COST page 126
- Q**
- Quick Invoice page 138

R

rapid templates 103
 rapid time entry
 elapsed time 112
 processing 104, 109, 117
 punch card time 111
 task exceptions 113
 Rate Element page 50
 rate elements 48, 74
 Rate Profile page 50, 54
 rate profiles 44, 74
 rate types 51
 setting up 48, 54
 time reporting codes 53
 understanding 48
 record creation 67, 68, 72
 related documentation xvii
 report ID xxv
 report manager xxv
 Report Rapid Time page
 elapsed time 111, 112
 punch card time 111
 reporting
 web library 164
 reports
 FOFC001 - Forecasting 165
 FOGM001 - Gross Margin 165
 FOPC002 - Check Summary 165
 FORA003 - Revenue Analysis by
 Branch 165
 FORA004 - Revenue Analysis by
 Agreement 165
 FORA005.RPT - Revenue Analysis by
 Customer 165
 FOTS001 - Timesheets Due
 Summary 165
 Pay/Bill Management 165
 request ID xxv
 Request Time Administration page
 time reporters 118
 Update Override Amount process 118
 Retrieve Billing Items page 147, 149
 RS_CM_JOBCODE_TBL page 155
 rules templates 103
 Run BI PC/CA Intrfc. page 147, 148
 run control ID xxv
 RUN_BI_INTFC page 146
 RUN_BI_PCCA page 147
 RUN_BI_PRNTIVC page 147

RUN_CA_BI page 146
 RUN_FO_TO_AP page 140
 RUNCTL_FOWC0004 page 134, 135
 RUNCTL_FOWC0009 page 134, 135
 RUNCTL_PAY_CALC page 125, 127
 RUNCTL_PAY_CONF page 126, 127
 RUNCTL_PAYINIT2 page 127

S

salary employee payments 151
 security 33
 Send Costs to Time and Labor page 130
 Service Agreements page 92, 96
 setID xxv
 setting up
 branches 40
 contract profiles 40
 customer field definitions 57
 fall off terms 64
 Financials database 36
 Human Resources (HRMS)
 database 38
 installation options 32
 job code margin indicators 59
 other PeopleSoft applications 29
 preferences 33
 profiles 40
 project profiles 45, 46
 rate elements 48
 rate profiles 48, 54
 security 33
 user preferences 33
 voucher profiles 55
 workers' compensation 60, 62, 63
 split commissions 79
 staffing 137, 138
 eligibility 137
 Financials database 65
 identifying 137
 installation options 65
 invoices 138
 preferences 66
 vendors 137
 Staffing Branch page 156
 Staffing Front Office 9, 71
 Staffing Installation page 65
 staffing orders 73
 career 74
 creating 79
 defined 75

- profiles 74
- temporary 74
- types 74
- understanding 73
- Staffing page 32
- state codes 63
- status
 - purchase orders 86
 - time reporting 111
- streamlined billing 145
- suggestions, submitting xx
- Supporting Elements page 132

T

- table setup 29
- task templates 104, 113
- taskgroups 104
- templates
 - integrating 47
 - rapid 103
 - rules 103
 - task 104
 - tasks 113
 - time reporting 104
- temporary 79
 - assignments 14, 77
 - orders 78
- terms 167
- time
 - entry 103
 - processes 105
- Time Administration process
 - Global Payroll 130
 - Payroll for North America 126
- Time and Labor 30, 121
 - Global Payroll 122
 - integration 9
 - Payroll for North America 121
 - template rules 103
 - time reporting codes 53, 56, 105
- Time and Labor Cost Extract page 126
- Time and Labor page 146, 148
- Time and Labor Run Control page 131
- Time and Labor to Projects Application
 - Engine 144, 148
- time cards 104
 - See Also* time reporting
- time enrollment 48
 - See Also* taskgroups
 - overriding defaults 48

- time reporting
 - elapsed time 105
 - prepopulating time 114
 - processing 117
 - punch time 105, 111, 112
 - rapid time entry 104, 109
 - status 111
 - task exceptions 113
- time reporting codes (TRC)
 - elapsed time 105
 - punch time 105
 - rate profile 53
 - voucher profiles 56
- TL_EMPL_DATA1 component
 - interface 27
- TL_MNG_APRV_SRCH page 118
- TL_MNG_EXCEPT_PNL1 page 118
- TL_PY_PUB_TM Application
 - Engine 144
- TL_RUN_PUB_ACTUALS page 118, 146
- TL_RUN_PUB_TIME page 118, 125, 130
- TL_TA_RUNCTL page 118, 124, 130
- tracking numbers 86, 93
- TRC 105
 - See Also* time reporting code
- typographical conventions xviii

U

- user defined order types 66
- user ID xxv
- user order types
 - contract profiles 42
 - project profiles 47
- user preferences 33

V

- Valid Values page 57, 59
- VCHR_BATCH_RQST page 140
- VCHR_HEADER_QV page 138
- VCHR_HEADER_QV2 page 138
- VCHR_PYMNT_QV_SEC page 138, 139
- vendors, *See* staffing vendors
- View Assignment Rates page 84
- View Assignment Transactions page 82
- View Date History page 92
- visual cues xix

- Voucher Build Application Engine 140
- Voucher Build page 140
- Voucher Posting Application Engine 141
- Voucher Posting Request page 140, 141
- Voucher Profile page 55
- voucher profiles
 - setting up 55
 - time reporting codes 56
- vouchers
 - build process 140
 - posting 141
 - processing 139

X

- xmllinks, web library 164

W

- warning indicators
 - caution margin 60, 155
 - critical margin 60, 156
 - job code margins 59
- warnings xix
- Web Services Description Language (WSDL) web library 163
- Workers Comp Accounting page 134, 135
- Workers Comp Premium page 134, 135
- Workers Compensation Premium Calculation process 133, 135
- Workers Compensation to GL Interface process 133, 135
- Workers' Comp by Job Code page 61, 62
- Workers' Comp Company Setup page 61, 62
- Workers' Comp Rates page 61
- Workers' Comp State Codes page 61, 62
- Workers' Comp State Rates page 63
- workers' compensation
 - base rate setup 64
 - codes 62
 - company modifier 62
 - company setup 62
 - job code association 62
 - processing 132
 - rate setup 63
 - rates 154
 - setup 60
 - state association 62
- workgroups 104
- WSDL web library 163