



PeopleSoft 8.00.01 Human Resources PeopleBook

Forecasting Salaries for France

PeopleSoft 8.00.01 Human Resources PeopleBook: Forecasting Salaries for France

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FORECASTING SALARIES FOR FRANCE

This book, *Forecasting Salaries for France*, discusses the two ways to use the Salary Forecasting module: either to compare two past periods of time or to forecast compensation. The module is consistent with La Masse Salariale method of analysis. You can order the online version by requesting SKU HRB8SP1R0, or the hardcopy version by requesting SKU MAHRCr8SP1B 1200.

Overview of Salary Forecasting offers an introduction to the module and illustrates how to use it. It also defines the terms used throughout the module.

Setting Up for Salary Forecasting provides instructions on how to prepare the module for the calculation process.

Salary Forecasting Calculation Processes discusses how to run the calculation.

Technical Details defines and explains the various effects and categories concerning La Masse Salariale.

Running Salary Forecasting Reports provides instructions on how to use the module's reports and inquiries.

CHAPTER 1

Overview of Salary Forecasting

Salary Forecasting, a French-specific module, can be used as an analysis tool or as a forecasting tool. You can either analyze the changes in compensation for a group of employees in past periods or simulate how hypothetical events occurring in the future will affect compensation. Because you can see how various events affect your compensation package, this module is useful for human resources managers or executives wanting to build compensation budgets.

The Salary Forecasting module is compliant with the rules of the French Analysis Method for compensation variations called La Masse Salariale. The analysis method that the module employs allows you to calculate independently the impacts of any compensation decisions for a group of employees for a future time period. The reports provided are also in accordance with La Masse Salariale. Very often, the user compares the results of the execution of the same scenario at different points in time.

The module uses groups. Groups are defined using the Group Build module. Each person defined in a group used in the Salary forecasting module must have in his/her compensation package, rate codes attached to a rate code class. Use the Rate Codes w/o Rate code class report to verify.



For more information on groups, see Working With Groups.

Three Step Process

Using the Salary Forecasting module is basically a three step process. You must set up your data, then the system runs the calculations, and then you run and view the reports.

Setting Up the Data

You'll have to define the periods of time that you are going to compare. These time periods can be past, current or future periods of time. Usually, you'll compare two equivalent periods of time, referred to as the Reference and the Analysis period.

You'll also define the various events you want to apply to the employee groups whose compensation you want to analyze and forecast. The events can be of various types, described in the next section. You also may want need to define additional setup data such as pro-ration rules or specific hours rate.

When you've defined all the Salary Forecasting module components, you'll group together events into a scenario. At the scenario level, you define a set of events that you apply to groups of employees for a given period of time.

Periods of Comparison

You can use Salary Forecasting in two different ways. One way is to analyze two past periods. The other way is to forecast a future period, using the current period as a base. There are four period types:

- Month
- Quarter
- Semester (six months)
- Year

There are a few rules for the two periods you're going to analyze. The two periods must be continuous: 1994 and 1995, this year and next year, this month and next month. No time periods can overlap.

When using the Salary Forecasting module to analyze the future, you must use the present as the reference period. So if you're analyzing years, you must use this year as the reference period and next year as the analysis period. This is true for all periods: analyze this month against next month, this semester against next semester.

Elementary Periods

Within the period type you select to analyze, you'll have to determine an elementary period type. This elementary period type represents how often the module processes its calculations. Elementary period types are either monthly or semi-monthly, coinciding with your possible payroll dates. Semi-monthly is more accurate but also takes more processing time.

Suppose, for example, you've selected Year as the Period Type, and semi-monthly as the elementary period type. The module makes 24 calculations. If you'd selected Monthly as the elementary period type, the module would make 12 calculations.

The current elementary period is defined as being the elementary period that contains the current date (date of processing). A future elementary period is defined as having its start date greater than the current date.

The process manages the current elementary period exactly the same way it manages any past elementary period. The process handles future elementary periods by copying along the data calculated for the current elementary period.

Running Salary Forecasting Calculation Process

After you've set up the data and defined the scenarios, you'll run a calculation process. What this process does is calculates the base and variable compensation for all the employees in the group

IDs in the scenario. It calculates the compensation for both the reference and the analysis periods, taking into account the compensation events. This process models the compensation for a group of employees in the future and can be used for budgeting purposes.

Comparing Scenarios

You can compare two scenarios. The scenarios must have the same currency, elementary period type, group ID, period start date, and period type.

Running Salary Forecasting Reports

Once you’ve run the scenario calculation, you can run various reports. The following table lists the reports and gives a description of each one.

<i>Report Name</i>	<i>Report Number</i>	<i>Description</i>
Forecasted Compensation	LMS001, LMS002	View the forecasted figures for the scenario you defined. Note. These reports are compliant with “La Masse Salariale” method of analysis.
Scenario Comparison	LMS003	View the comparison of two scenarios.
Rate Codes Without Class	LMS004	Identifies any rate codes that don’t have a rate code class attached.

To use the Salary Forecasting feature:

1. Define, one at a time, two like periods of time. Use the Periods Setup page. For analyzing the past, you’ll have to define a period A and a period B. For forecasting, you’ll define a reference period and an analysis period. These are referred to as Working Periods.
2. Associate the periods for comparison or forecasting. Use the Working Periods Setup page.
3. Define groups, if not already created. Use the Group Build module.
4. Define any events for the forecasted period. Use the Headcount Increases, Incentives, Compensation Increases, Headcount Decreases, Promotions, Seniority and Working Schedules Setup pages. Ensure all events for one Scenario have the same elementary period.
5. Define your proration rules. Use the Proration Rules Setup page. This step is optional.

6. Define your rates for hours worked. Use the Hours Rates Setup page. This step is optional.
7. Define Scenarios. Use the Scenarios Setup page.
8. Process the Scenarios. Use the Forecast Compensation Process page.
9. Run and view the reports.

CHAPTER 2

Setting Up for Salary Forecasting

This chapter discusses how to set up the various parameters for the Salary Forecasting module.

If you're using the module for forecasting purposes, you will set up events that will be used for modeling the future compensation.

If you're using the module for comparison of two past periods, you won't set up any events. Note that the calculation process will ignore any events defined on past periods of time

Period Definition Setup Page

Usage	Use the Period Definition setup page to define each time period for which you want to compare and analyze compensation. Each period of time is called a Time Period ID.
Object Name	LMS_PERIOD_DEFN
Navigation	Compensate Employees, Forecast Compensation (FRA), Setup, Periods, Period Definition
Prerequisites	None.
Access Requirements	Enter a Time Period ID.

Period Definition

Time Period ID: KF2000

Description:

Short Description:

***Period Type:**

***Start Date:**

***End Date:**

Period Definition setup page

Working Periods ID	The Working Period ID you entered displays.
Description	Enter a Description .
Short Description	Enter a Short Description .
Reference Period	Select the Reference Period . For forecasting, it is likely to be the current period (the current <i>Month</i> , <i>Quarter</i> , <i>Semester</i> or <i>Year</i> , depending on what you selected as Period Type on the Periods Set-up Page). For comparing past periods, select any past period.
Analysis Period	Select the Analysis Period . For forecasting, this must be a future period contiguous with the Reference Period , of the proper length for the Period Type. For comparing past periods, select any past period contiguous with the Reference Period . The system ensures that the Reference and Analysis Periods don't overlap, that they are contiguous, and that they are of the same type.

Events Pages

There are several Events you can define for forecasting purposes, and each has a page devoted to its setup. The events are listed in the following section.

Event Types

An event is an action (or a set of actions) applied to a group of employees. They are the building blocks of your scenarios. You can define and reuse events in many scenarios as long as the scenarios apply to the same sets of time periods. The possible event types are:

- **Salary Increase.** A salary increase event allows you to increase any employee's compensation component and then calculate its impacts. This is useful for planning and administering salaries. For example, you could create several different scenarios with increases (different amounts or percentages at various points in time), study their respective impacts, and come up with a budget proposal for the next period.
- **Headcount Increase.** A headcount increase event allows you to add employees into any group (by job code or position) to simulate hiring or to study the effects of proposed organizational changes. You can then analyze the impacts of headcount increases: for example, you can analyze compensation data (attached to job codes) or base pay based on an average amount.
- **Headcount Decrease.** A headcount decrease event allows you to subtract employees from any group (by job code or position). You can use this event to simulate the effect of retirements, for example.
- **Promotion.** A promotion event simulates employees being promoted or demoted (moving from one job code to another).

- **Incentive.** An incentive event allows you to see the effect of awarding a lump sum amount to an existing group of employees at a specific point in time. The incentive event is rather simplistic here because the Variable Compensation module offers a more complex simulation. The Variable Compensation module allows you to perform different scenarios to determine the maximum, target, and minimum awards for a group of employees based on a given plan of specific business rules.



For more information about the Variable Compensation simulation, see Calculating Allocations and Awards.

- **Seniority.** A seniority event allows you to simulate the impacts of seniority increases. This event should prove very helpful in organizations that implement Seniority Pay.
- **Working Schedules.** A working schedules event allows you to determine the impact of changing the working schedule for a group of employees.

Standard Field Definitions for the Event Pages

All the Events share many fields on their setup pages. These shared fields are listed in the following table.

Working Periods ID	Select the Working Periods ID . This value must be the same for all Events in a Scenario.
Event ID	Enter a unique Event ID for each Event you define.
Event Type	Select the Event Type . Choices are <i>Headcount Increase</i> , <i>Headcount Decrease</i> , <i>Compensation Increase</i> , <i>Promotion</i> , <i>Seniority Increase</i> , <i>Incentives</i> , and <i>Working Schedule</i> .
Reference Period	Select the Reference Period . For forecasting, this period is likely to contain the current date. For comparing past periods, use any period.
Analysis Period	Select the Analysis Period . For forecasting, this is a future period contiguous with the Reference Period . For comparing past periods, this period must be contiguous with the Reference Period .
Type of Elementary Period	Select either <i>Monthly</i> or <i>Semi-Monthly</i> . You must select the same type of Elementary Period for each Event in a Scenario. This is how often the module processes its calculations. Semi-monthly is more accurate. You should select the period that most accurately reflects your payroll frequency.
Triggering Period	Enter the date the Event is to occur (or trigger) within the Analysis Period .

Description

Enter a **Description** of the Event.

Click the **Information** button to enter a Long Description.

Headcount Increases Setup Page

Usage	Use the Headcount Increases setup page to define a Headcount Increase event.
Object Name	LMS_ENTRIES
Navigation	Compensate Employees, Forecast Compensation (FRA), Setup, Headcount Increases, Headcount Increases
Prerequisites	You must have defined a Working Periods ID and a Group ID.
Access Requirements	Enter a Working Periods ID and an Event ID.


Headcount Increases

Working Periods Id: 2000-2001 **Event Id:** KFHDINC01 **Event Type:** Headcount Increases

Reference Period: KF2000 01/01/2000 / 12/31/2000

Analysis Period: KF2001 01/01/2001 / 12/31/2001

Type of Elementary Period: Monthly **Triggering Period:**

Description: 

Headcount Increase Type

Avg. Amnt. JobCode Position

Structure Effect

Group ID:

Number of People: [Simulation Parameters](#)

Average Amount: **Currency:** **Frequency:** Monthly

Headcount Increases setup page

The following fields are common to multiple pages in this component and are defined at the front of this section in Standard Field Definitions for the Event Pages. **Working Periods ID, Event ID, Event Type, Reference Period, Analysis Period, Type of Elementary Period, Triggering Period, Description, Information button.**

Number of People

Enter the number of people to add.

Headcount Increase Type	This section contains the choices for the type of headcount increase. Make a selection to indicate how you want the calculations to consider the increase:
	<p><i>Avg. Amount</i> (average amount): When you select <i>Avg. Amount</i>, these fields display: Average Amount, Currency, Frequency. You can enter a free compensation amount, which is multiplied by the number of people selected. Use this type of Headcount Increase when you want to perform an estimated simulation.</p>
	<p><i>JobCode</i>: When you select <i>JobCode</i>, these fields display: SetID, Forecasted Job. Use this type of Headcount Increase when you want to add many people with the same jobcode. The calculation uses the compensation package defined for the specified job code position and multiplies it by the number of people selected for the simulation.</p>
	<p><i>Position</i>: When you select <i>Position</i>, the Forecasted Positions field displays. The calculation uses the compensation package defined for the position specified and multiplies it by the number of people selected for the simulation.</p>
Structure Effect/Group ID	Refer to Technical Details for the definition of the Structure Effect. If you plan to measure the structure effect, assign your headcount increase to a group.
Number of People	Enter the Number of People that represents the Headcount Increase .
Simulation Parameters	Click this link to enter additional simulation parameters that the calculation process uses.
Average Amount	When Headcount Increase Type is <i>Avg. Amount</i> , specify the average amount of the salaries for all people added, based on the Frequency specified. For example, five new people get 5000.00 USD (1000.00 USD each) every other week (Frequency is Bi-weekly). You would enter 1000\$ in the Average Amount field.
Currency	When Headcount Increase Type is <i>Avg. Amount</i> , select the Currency that the calculation process uses.

- Frequency** When **Headcount Increase Type** is *Avg. Amount*, specify how often the new people are to be paid. During the calculation process, the Frequency is converted to match the Elementary Period Type. For example, say the Elementary period Type is monthly, and you enter five new people who get 1000.00 USD weekly. The system calculates 5000.00 USD weekly, then converts it to a monthly frequency using the frequency annualization factor. The monthly figure is 20000.00 USD. The calculation process adds 20000.00 USD every month, starting with the triggering period defined for this event.
- The values come from the Frequency table.
- SetID** When **Headcount Increase Type** is *JobCode*, specify the **SetID** for the Job Code for the new hires. Values are from the SetID table.
- Forecasted Job** When **Headcount Increase Type** is *JobCode*, specify a Forecasted Job for the new hires. Each jobcode must have its own event. Values are from the Job Code table.
- Forecasted Positions** When **Headcount Increase Type** is *Position*, specify a **Forecasted Position** for the new hires.

Simulation Parameters Page

Usage	Use the Simulation Parameters page to define additional parameters if the jobcode or position you've selected has compensation packages containing components of pay expressed either in points or in a weekly frequency. This page allows you to define the standard hours per standard work period, or the points value and currency required by the calculation process for handling the conversion of those components of pay correctly.
Object Name	LMS_ENTRIES_SEC
Navigation	Go, Compensate Employees, Forecast Compensation, Setup, Headcount Increases
Prerequisites	This page displays: Standard Hours and Standard Work Period: If a selected job code has a compensation package containing a component of pay expressed in a weekly frequency. If a selected position is tied to a job code that has a compensation package containing a component of pay expressed in a weekly frequency.

	<p>Points Value and Currency:</p> <p>If a selected job code has a compensation package containing a component of pay expressed in points.</p> <p>If a selected position is tied to a job code that has a compensation package containing a component of pay expressed in points.</p>
Access Requirements	None

If the compensation amount for the headcount increase is expressed in an hourly frequency, please enter the standard hours and frequency that will be used during the simulation.

Standard Hours:

Standard Work Period: Weekly

Simulation Parameters page

- Standard Hours** The system displays the **Standard Hours** associated with the selected job code or position.
- Standard Work Period** The system displays the **Standard Work Period** associated with the selected job code or position.
- Points Value** The system displays the **Points Value** associated with the selected job code or position.
- Currency Code** The system displays the **Currency Code** associated with the selected job code or position.

Incentives Setup Page

Usage	Use this page to set up an award for a group, to be given in a future time period.
Object Name	LMS_INCENTIVES
Navigation	Compensate Employees, Forecast Compensation (FRA), Setup, Incentives, Incentives
Prerequisites	You must have defined a Working Periods ID.

Access Requirements	Enter a Working Periods ID and an Event ID.
---------------------	---

Incentives

Working Periods ID: 2000-2001 **Event Id:** KFINCENT01 **Event Type:** Incentives

Reference Period: KF2000 01/01/2000 / 12/31/2000

Analysis Period: KF2001 01/01/2001 / 12/31/2001

Type of Elementary Period: Monthly **Triggering Period:**

Description: ⓘ

Number of People:

Average Amount: **Currency:**

Structure Effect

Group ID:

Incentives setup page

The following fields are common to multiple pages in this component and are defined at the front of this section in Standard Field Definitions for the Event Pages: **Working Periods ID, Event ID, Event Type, Reference Period, Analysis Period, Type of Elementary Period, Triggering Period, Description, Information button.**

- Number of People** Enter the number of people who are to receive a lump sum incentive award.

- Average Amount** Enter the **Average Amount** each person is to receive. For example, if you selected 5 for the **Number of People** and \$500 for the **Average Amount**, the calculation adds 5 times 500.00 USD, or 2500.00 USD to the triggering period.

- Currency** Enter the currency of the incentive of the lump sum award.

- Structure Effect** If you want the plan to calculate the structure effect, enter the **Group ID** to receive this award. Refer to Technical Details for information on the **Structure Effect**.

Compensation Increases Setup Page

Usage	Use this page to define a Compensation Increase event.
-------	--

Object Name	LMS_INCREASE
Navigation	Compensate Employees, Forecast Compensation (FRA), Setup, Compensation Increases, Compensation Increase
Prerequisites	You must have defined a Working Periods ID.
Access Requirements	Enter a Working Periods ID and an Event ID.

Compensation Increase

Working Periods ID: 2000-2001 **Event Id:** KFCMPINC01 **Event Type:** Increase of component of pay

Reference Period: KF2000 01/01/2000 / 12/31/2000

Analysis Period: KF2001 01/01/2001 / 12/31/2001

Type of Elementary Period: Monthly **Triggering Period:**

Description: ⓘ

Individual Measure

Compensation Increase Rate Codes								View All	First	1 of 2	Last
SeqNum	Rate Code	Percent Amount	Change Amount	Change Percent	Change Points	Percent of Points	Currency	Rate Code Class			
1	<input type="text" value="KF0005"/>	<input type="text" value="3.00"/>					FRF	<input type="text" value="BASSAL"/>	+	-	

Compensation Increase page

The following fields are common to multiple pages in this component and are defined at the front of this section in Standard Field Definitions for the Event Pages: **Working Periods ID, Event ID, Event Type, Reference Period, Analysis Period, Type of Elementary Period, Triggering Period, Description, Information button.**

Individual Measure

Select this check box if the increase is an **Individual Measure**. This is related to La Masse Salariale method of analysis. It classifies Compensation Increases into three different categories: general increases (applies to the overall simulated population); increases by category (a category being a sub-set of the overall simulated population); and individual measure (when the compensation Increase is an increase for an individual).

Typically if you want to simulate individual merit increases, you'll turn the Individual measure check box on. If you want to simulate general increases, you'll leave it turned off.

Refer to Technical Details for definitions of the various types of Compensation Increases.

Compensation Increase Rate Codes

This area allows you to change an individual’s compensation, given the rate code stays the same. Select one way to change the rate: *Percent, Change, Change Percent, Change Points, Percent of Points, Currency,* and *Rate Code Class*.

You ‘ll define the Rate Codes that are going to be increased. Basically, all the people in the group who have, in their compensation package, the compensation rate codes specified will get the increase specified on this page, as of the triggering period of this event.

You can specify any components of pay and any increases. Depending on the component type, fill in the fields as follows. Fields not related to certain component types are unavailable for selection.

If the component type is Flat Amount or Hourly, enter either the Percent Amount or the Change amount fields.

If the component type is Percentage, enter only the Change Percent field.

If the component type is Points, enter either the Percent of Points or Change Points fields.

Enter a currency.

The Rate Code Class is displayed.

Headcount Decreases Setup Page

Usage	Use the Headcount Decreases setup page to define a Headcount Decrease event.
Object Name	LMS_LEAVEES
Navigation	Compensate Employees, Forecast Compensation (FRA), Setup, Headcount Decreases, Headcount Decrease
Prerequisites	You must have defined a Working Periods ID.
Access Requirements	Enter a Working Periods ID and an Event ID.


Headcount Decrease

Working Periods Id: 2000-2001 **Event Id:** KFHDDEC **Event Type:** Headcount Decreases

Reference Period: KF2000 01/01/2000 / 12/31/2000

Analysis Period: KF2001 01/01/2001 / 12/31/2001

Type of Elementary Period: Monthly **Triggering Period:**

Description: 

Headcount Decrease setup page

The following fields are common to multiple pages in this component and are defined at the front of this section in Standard Field Definitions for the Event Pages: **Working Periods ID, Event ID, Event Type, Reference Period, Analysis Period, Type of Elementary Period, Triggering Period, Description, Information button.**

Description

Enter a **Description** of the Headcount Decrease Event.

You'll specify the group this event applies to on the Scenario Definition page.

For example, if five employees will retire as of the date specified by the triggering period, you would create a Group including those five employees. At the scenario level, you would attach this group to the Headcount Decrease event.

Promotions Setup Page

Usage	Use the Promotions setup page to simulate promotions for all people in a group.
Object Name	LMS_PROMOTION
Navigation	Compensate Employees, Forecast Compensation (FRA), Setup, Promotions, Promotions
Prerequisites	You must have defined a Working Periods ID.
Access Requirements	Enter a Working Periods ID and an Event ID.

Promotions

Working Periods Id: 2000-2001 **Event Id:** KFPPROM01 **Event Type:** Promotion

Reference Period: KF2000 01/01/2000 / 12/31/2000

Analysis Period: KF2001 01/01/2001 / 12/31/2001

Type of Elementary Period: Monthly **Triggering Period:**

Description: ⓘ

From

SetID: **Job Code:** Assistant

To

SetID: **Job Code:** Senior assistant

Promotions setup page

The following fields are common to multiple pages in this component and are defined at the front of this section in Standard Field Definitions for the Event Pages: **Working Periods ID, Event ID, Event Type, Reference Period, Analysis Period, Type of Elementary Period, Triggering Period, Description, Information button.**

From Enter the **SetID** and **Job Code** of a group’s current position.

To Enter the **SetID** and **Job Code** of a group’s promoted position.

Seniority Setup Page


Usage	Use this page to define a Seniority event.
Object Name	LMS_SENIORITY
Navigation	Compensate Employees, Forecast Compensation (FRA), Setup, Seniority, Seniority
Prerequisites	You must have defined a Working Periods ID.
Access Requirements	Enter a Working Periods ID and an Event ID.


Seniority

Working Periods Id: 2000-2001 **Event Id:** KFSENO1 **Event Type:** Seniority

Reference Period: KF2000 01/01/2000 / 12/31/2000

Analysis Period: KF2001 01/01/2001 / 12/31/2001

Description: 

Seniority Calculation Freq.: 

Seniority setup page

The following fields are common to multiple pages in this component and are defined at the front of this section in Standard Field Definitions for the Event Pages: **Working Periods ID, Event ID, Event Type, Reference Period, Analysis Period, Type of Elementary Period, Triggering Period, Description, Information button.**

Seniority Calculation Freq (seniority calculation frequency) Enter the calculation frequency for seniority pay. Options are *Monthly* and *Semi-monthly*.
 At the event level, you would just define the frequency of seniority calculation (how often seniority is evaluated).

Working Schedules Setup Page

Usage	Use this page to define work weeks for the calculations.
Object Name	LMS_WRK_SCHEDULE
Navigation	Compensate Employees, Forecast Compensation (FRA), Setup, Working Schedules, Working Schedule
Prerequisites	You must have defined a Working Periods ID.
Access Requirements	Enter a Working Periods ID and an Event ID.

Working Schedule

Working Periods Id: 2000-2001 **Event Id:** KFWRK01 **Event Type:** Working Schedule

Reference Period: KF2000 01/01/2000 / 12/31/2000

Analysis Period: KF2001 01/01/2001 / 12/31/2001

Type of Elementary Period: Monthly **Triggering Period:**

Description: ⓘ

Standard Hours:

Frequency: Weekly

Working Schedule setup page

The following fields are common to multiple pages in this component and are defined at the front of this section in Standard Field Definitions for the Event Pages: **Working Periods ID, Event ID, Event Type, Reference Period, Analysis Period, Type of Elementary Period, Triggering Period, Description, Information button.**

Standard Hours

Enter the number of **Standard Hours** per **Frequency** period you select. For example, 35 hours is Standard Hours for a weekly Frequency.

If you want to simulate the impact of a group of people moving from 39 to 35 hours, you would enter here the target frequency (35 hours a week). The group of people who will change their working schedule is defined at the scenario level.

Frequency

Enter the **Frequency** of the **Standard Hours** you select.

Proration Rules Setup Page

Usage	Use this page to define the proration schemes.
Object Name	LMS_PRORATION
Navigation	Compensate Employees, Forecast Compensation (FRA), Setup, Proration Rules, Proration Rules
Prerequisites	You must have created Period IDs.
Access Requirements	Enter a Time Period ID, Period Type, and Type of Elementary Period.

Proration Rules		
Time Period ID: KF2001	Period Type: Year	Type of Elementary Period: Monthly
<input type="radio"/> 12 Months <input checked="" type="radio"/> 13 Months <input type="radio"/> 14 Months <input type="radio"/> 15 Months		
1st Month: <input type="text" value="13"/> / 13	7th Month: <input type="text" value="7"/> / 13	
2nd Month: <input type="text" value="12"/> / 13	8th Month: <input type="text" value="6"/> / 13	
3rd Month: <input type="text" value="11"/> / 13	9th Month: <input type="text" value="5"/> / 13	
4th Month: <input type="text" value="10"/> / 13	10th Month: <input type="text" value="4"/> / 13	
5th Month: <input type="text" value="9"/> / 13	11th Month: <input type="text" value="3"/> / 13	
6th Month: <input type="text" value="8"/> / 13	12th Month: <input type="text" value="2"/> / 13	

Proration Rules setup page

- Time Period ID** The **Time Period ID** you entered displays.
 - Period Type** The **Period Type** you entered displays. Choices are *Monthly* or *Semi-Monthly*.
 - Type of Elementary Period** The **Type of Elementary Period** you entered displays. Depending on the combination of **Period Type** and **Type of Elementary Period** you selected, fields appear so that you can rate how to pay per **Elementary Period**.
 - 12 Months** Select **12 Months** to weigh each month equally.
 - 13 Months** Select **13 Months** to weigh one month out of a year twice.
 - 14 Months** Select **14 Months** to weigh one month out of a year three times.
 - 15 Months** Select **14 Months** to weigh one month out of a year four times.
- Note that the system calculates all the ratios but you can modify them.
- For instance if you select **13 Month**, you could decide to weight December twice (default calculation) or half-weight June and December. In this case, you would have to overwrite the defaulted ratios.

Hours Rate Setup Page

Usage	Use this page to define the overtime rates used for simulating the working schedules event. Use this page only for the Salary Forecasting calculation process.
-------	--

Object Name	LMS_HOURS_RATE
Navigation	Compensate Employees, Forecast Compensation (FRA), Setup, Hours Rates, Hours Rate

Hours Rate

Hours Rate Effective Date: 01/01/2000

Hours Rates						View All	First	1-3 of 3	Last
*Sequence	From	To	*Frequency	*Rate (%)					
1	0.00	35.00	W	100.00					
2	35.00	43.00	W	125.00					
3	43.00	168.00	W	150.00					

Hours Rate setup page

- Hours Rate Effective Date** Enter the date these rates are effective.

- Sequence** These numbers represent the sequence of counting hours. They are automatically generated.

- From** Enter the first number in a range of hours. The first sequence must begin with *0*.

- To** Enter the last number in the range of hours.

- Frequency** Enter the valid **Frequency** for this range of hours.

- Rate** Enter the **Rate** in percent for each sequence.

Scenario Definition Setup Page

Usage	Use this page to define Scenarios. You'll associate a Working Periods ID with a group and a set of events.
Object Name	LMS_SCENARIO
Navigation	Compensate Employees, Forecast Compensation (FRA), Setup, Scenarios, Scenario Definition
Prerequisites	You must have defined a Working Period, Group ID, and Events.
Access Requirements	Enter a Scenario ID.

Scenario Definition
Structure Effect

Scenario Id: KFSCEN01

***Group ID:** All employees in Company KF1

***Working Periods Id:** Year 2000 and Year 2001

Description:

Scenario Events
View All First 1-5 of 8 Last

Select	Event Id	Detail	Triggering Period	Group ID	Def.	Description			
<input checked="" type="checkbox"/>	KFSEN01	Seniority	Detail	<input type="text" value="KF0006"/> <input type="button" value="Q"/>	Def.	Seniority Calculation	<input type="button" value="+"/>	<input type="button" value="-"/>	
<input checked="" type="checkbox"/>	KFWRK01	Schedule	Detail	01/01/2001	<input type="text" value="KF0006"/> <input type="button" value="Q"/>	Def.	From 39 hours to 35 hours	<input type="button" value="+"/>	<input type="button" value="-"/>
<input checked="" type="checkbox"/>	KFHDINC01	H Increase	Detail	04/01/2001		Def.	Hire of 10 technicians	<input type="button" value="+"/>	<input type="button" value="-"/>
<input checked="" type="checkbox"/>	KFPROM01	Promotion	Detail	06/01/2001	<input type="text" value="KF0006"/> <input type="button" value="Q"/>	Def.	Promotion from Assistant to Senior Assistant	<input type="button" value="+"/>	<input type="button" value="-"/>
<input checked="" type="checkbox"/>	KFCMPINC01	S Increase	Detail	06/01/2001	<input type="text" value="KF0006"/> <input type="button" value="Q"/>	Def.	June General Increase	<input type="button" value="+"/>	<input type="button" value="-"/>

Scenario Definition setup page

Scenario ID The **Scenario ID** you entered displays.

Group ID Enter the **Group ID** for this Scenario. The group could be your whole organization. For calculation performance reasons, you may want to create a smaller group that represents your organization in compensation terms, or create a group from a certain department.

Working Periods ID Select a **Working Periods ID**. When you select a Working Periods ID and TAB out of the field, the system displays all events applicable for that Working Periods ID.

Note. For certain events, you can limit the population for the event by selecting a Group ID.

In the page shot above, you will notice that Scenario KFSCEN01 applies to all the employees in Group KF0006 (all the employees in Company KF1).

Description Enter a **Description** of this Scenario.

Scenario Events

All the Events you've defined for this Working Period ID appear. Each event is listed by **Event ID**, **Triggering Period**, and **Description**. Indicate the Events you want included in the calculations by selecting the **Select** check box next to each.

Click the **Detail** link to go to the Event Definition page, where you can make any adjustments to an Event. Click the **Def** link to go to the Group Definition page, where you can modify a group.

Use the **Group ID** listing if you want to restrict an Event to a subset of the Group defined above in the Group ID field. You can restrict the population for the following types of Events: Headcount Decrease, Promotion, Seniority, Working Schedule. The Headcount Increase and Incentives Events don't need a subgroup.

For a Compensation Increase event, the population to consider is all the employees from the main group (the one defined in the Group ID field at the scenario level) who have, in their compensation package, the compensation rate codes defined in the event.

Structure Effect Page

Usage	Use this page to define the groups used to assess the Structure Effect.
Object Name	LMS_SCENAR_CTG
Navigation	Compensate Employees, Forecast Compensation (FRA), Setup, Scenarios, Structure Effect

Scenario Definition
Structure Effect

Scenario Id: KFSCEEN01

Scenario Structure Effect Groups
View All First 1-6 of 6 Last

*Group ID	Description	+	-
KF0006	All employees in Company KF1	+	-
KF001	Executives in Company KF1	+	-
KF002	Managers in Company KF1	+	-
KF003	Technicians in Company KF1	+	-
KF004	Qualified Wkrs in Company KF1	+	-
KF005	Non Qual Wkrs in Company KF1	+	-

Structure Effect page



For more information about Effects see Technical Details

Scenario ID

The **Scenario ID** you entered displays.

Scenario Structure Effect Groups

This area allows you to define a subgroup of your overall population (defined in the first Group ID field on the Scenario Definition setup page).

Enter groups forming a subset of your overall population. You must ensure that the groups don't overlap and that the sum of their populations equals exactly the overall population.

For example, in organization ABC, you have several categories of employees: executives, managers, and workers. You want to study how the compensation is changing due to the impact of people moving from one category to another.

The Salary Forecasting module calculates it automatically. You would define your overall organization as being all employees in ABC. You would then define three groups that you would enter in the Scenario Structure Effect page: Group 1 would be all executives from ABC, Group 2 would be all managers from ABC, Group 3 would be all workers from ABC. Groups 1, 2, 3 do not overlap, and their sum equals the overall population of ABC.

CHAPTER 3

Salary Forecasting Calculation Processes

Once you have defined your scenarios, you are ready to run the calculation process. The calculation process divides both the reference period and the analysis period into slices, considering the elementary period type. So, for each elementary period, the process extracts from the Human Resources database the Base compensation (from the PS_COMPENSATION table) and the Variable Compensation (from PS_VC_AWARDS) for all the employees in the group specified at the scenario level. In addition, it calculates the average headcount and FTEs for each elementary period in order to be able to come up with average compensation amounts.

This calculation process considers all the events that have been defined for future elementary periods (future elementary periods compared to the running date of the process) and calculates forecasted compensation.

Note that any event defined on past or current elementary periods is not taken into account, because real data exists for those periods of time in the Human Resources database.

The forecasted compensation amounts are stored in Salary Forecasting tables, so that you can compare the results of several scenarios. But it's important to remember that the Salary Forecasting process does not update core Human Resources transaction tables.

Purge Scenario History – only the calculation results are purged, not the scenario definition.

To use the Salary Forecasting feature:

1. Define, one at a time, two like periods of time. Use the Periods Setup page. For analyzing the past, you'll have to define a period A and a period B. For forecasting, you'll define a reference period and an analysis period. These are referred to as Working Periods.
2. Associate the periods for comparison or forecasting. Use the Working Periods Setup page.
3. Define groups, if not already created. Use the Group Build module.
4. Define any events for the forecasted period. Use the Headcount Increases, Incentives, Compensation Increases, Headcount Decreases, Promotions, Seniority, and Working Schedules setup pages. Ensure all events for one Scenario have the same elementary period.
5. Define your proration rules. Use the Proration Rules setup page.
6. Define your rates for hours worked. Use the Hours Rate setup page.
7. Define Scenarios. Use the Scenarios setup page.

Fixed Exchange Rate

You have the option of choosing a floating or fixed exchange rate. To use a fixed exchange rate, select the check box for a **Fixed Exchange Rate**. When you select this box, the **As Of Date** becomes available for data entry and represents the effective date for the exchange rate. If you don't select this box, the calculation uses the exchange rate valid at the beginning of each elementary period (floating exchange rate).

As Of Date

Use this field when you've selected the **Fixed Exchange Rate** check box. Enter the date you want the calculation process to use for the exchange rate. You aren't allowed to enter an As Of Date greater than the start date of the reference period.

Rate Type

Select the **Rate Type**.

Re-Extraction

Select this check box if you want the process to retrieve the data again when re-running the process. If you don't select this box, the process uses the data from past elementary periods extracted during the last run of the process for this scenario. Assuming of course, that none of the run control parameters have changed.

Note. The system implements all those controls automatically and re-extracts the data even if the Re-extraction check box is not selected in case some run control parameters changed from the last execution of the scenario.

Structure Effect

Select if you want the process to calculate the structure effect.

Carry-Over Factor

Expresses the impact on the analysis period of measures taken during the reference period. For example, to compare compensation for year N with compensation for year N + 1. The process calculates the carry-over effect for measures taken during year N + 1 over year N + 2. You assess and enter the carry-over factor of the compensation measures taken during year N, if any.

Type of Elementary Period

Select an elementary period type. If you've defined Events for this scenario, the **Type** defaults to what you've defined for the Events and is unavailable.

If you haven't selected an event, enter an elementary period type.



For more information about Effects and Factors see Technical Details



For more information about Process Scheduler, see Process Scheduler.

Purge Scenario History Process Page

Usage	Use the Purge Scenario History process page to run the Application Engine process HR_LMSPURGE. It deletes the results of all the selected scenario calculation runs.
Object Name	RUNCTL_LMS_PURGE
Navigation	Compensate Employees, Forecast Compensation (FRA), Process, Purge Scenario History, Purge Scenario History
Prerequisites	None
Access Requirements	Enter a Run Control ID.

Purge Scenario History process page

All the results from of the calculation of any scenario are stored in the database. Budgeting and forecasting is an iterative process by essence, meaning that you define several scenarios with different sets of events, run the calculation for all scenarios and compare the results. Then, you would select the best scenario (the one that best mirrors your compensation policy). At this point, you may want to purge from the database the results of some scenario calculations you aren't going to use.

User ID Your **User ID** displays.

Run Control ID The **Run Control ID** you entered displays.

Scenario Filter

Use this area to identify the **User ID** and **Run Control IDs** to search on. To search for all histories, click the lightning button.

Scenario History Purge

Once scenarios have been retrieved, you can select the one to purge. Select the processes results to purge with the **Purge** check box. Note that only the results of the scenario calculation are purged. The scenario definition is not deleted from the database. Information displayed includes **Scenario ID, Scenario Run Date/Time, User ID, Run Control ID, and Description.**

Click **Run** to run this request. Process Scheduler runs the Purge Scenario History process at user-defined intervals.



For more information about Process Scheduler, see Process Scheduler.

Scenario History Inquiry Page

Usage	Use this page to inquire about the process history of scenarios.
Object Name	LMS_SCENAR_HISTORY
Navigation	Compensate Employees, Forecast Compensation, Inquire, Scenario History
Prerequisites	You must have processed a scenario.
Access Requirements	Enter a Scenario ID.

Scenario History

Scenario Id: LMS1 TEST

Scenario Filter

User ID:

Scenario History View All First 1 of 1 Last

Run DateTime: Run Status:

User ID:

Scenario Event History View All First 1 of 1 Last

Event Id	

Scenario History inquiry page

Forecasting activities can be iterative. After a while, you may have been running the calculation process several times. You could perform forecasting activities in two ways:

Define different scenario IDs, attach a different set of events to them and run the calculation process for each scenario ID.

Or, you could define only one scenario ID and change the events associated with this scenario ID each time you process a new calculation.

If you do it the second way, you may find this page useful. It allows you to find which events were used for any scenario calculation. You could modify/calculate a scenario over and over without having to remember what events were used in each calculation.

Scenario ID The **Scenario ID** you entered displays.

User ID The **Scenario Filter** area allows you to narrow the view of Scenario Histories by searching by **User ID**. If you don't specify a **User ID**, all calculations display.



Click to display a list of Events defined by the **Scenario Filter**.

Run Date Time The Date and Time of the calculation run display.

Run Status The **Run Status** of the calculation displays.



Click to display a the run control parameters used for the given scenario calculation and basic attributes of the scenario, including **Working Periods ID, Group ID, Rate Type, Exchange Rate As of Date, Report Factor, Currency Code, Fixed Exchange Rate, and Structure Effect**.

User ID The **User ID** you selected in the Filter displays.

Event ID All the Events and their descriptions you've defined for this Scenario are listed by **Event ID**.

Scenario History Details Page

Usage	Use Scenario History Details page to view the run control parameters and events for any calculation.
Object Name	LMS_SCENARHIST_SEC
Navigation	Compensate Employees, Forecast Compensation, Inquire, Scenario History
Prerequisites	You must have used the Scenario History inquiry page.

Access Requirements	Click the Information button on the Scenario History inquiry page.
---------------------	--

Scenario History Details

Scenario Id: LMS1

Working Periods Id:
Group ID:

Rate Type: Fixed Exchange Rate
 Structure Effect

Exchange Rate As of Date:

Carry-Over Factor: 0.00 Currency Code:

Scenario History Details page

- Scenario ID** The **Scenario ID** you entered displays.

- Working Periods ID** The **Working Periods ID** of the Scenario you selected displays.

- Group ID** The **Group ID** of the Scenario you selected displays.

- Rate Type** The **Rate Type** of the Scenario you selected displays.

- Exchange Rate As of Date** The **Exchange Rate As Of Date** of the Scenario you selected displays.

- Report Factor** The **Report Factor** of the Scenario you selected displays.

- Currency Code** The **Currency Code** of the Scenario you selected displays.

CHAPTER 4

Technical Details

This chapter defines the concepts found in the method of analysis known in France as La Masse Salariale. The material presented in this chapter should clarify the Salary Forecasting Reports results. It also gives more detailed information on the calculation process.

La Masse Salariale method of analysis is fairly complex. This chapter is not intended as a substitute for the documentation.



For more information about the calculation of the various effects, see Forecasting Salaries for France.

Compensation Effects

There are several effects in La Masse Salariale method of analysis.

Level Effect

Any compensation measure that increases the level of compensation as of a certain date has a level effect. Any compensation increases of the elements of Base Pay has a level effect. For example, any increase of any component of pay in an employee's compensation package has a level effect. An award, or any kind of Variable Compensation, does not have any level effect.

Mass Effect

Any compensation increase, either an increase in Base Compensation or any type of Variable Compensation, has a mass effect. It impacts the average compensation for the period and population being considered.

Considering any given period of time and any compensation measure that has a level effect, the sooner in the period the measure is applied, the greater the mass effect for that measure is.

Carry Over Effect

The carry over effect represents the impacts on a given period of all the measures taken during the previous period. For any compensation measure that has a level effect, the later this measure is applied in a given time period, the bigger the carry over effect is on the next time period.

Average Compensation for Employees in Place (ACEP)

The overall compensation for an organization could change between two consecutive periods for several reasons:

- Any compensation increases given to a sub-group or to the entire organization.
- Any seniority changes due to the overall aging of the population.
- Any hires and departures within the organization.
- Any moves within the organization that trigger changes in compensation (for example, promotions).

ACEP is the average compensation for the subset of people within the organization during two consecutive time periods.

Headcount Effect

The headcount effect is the variance of the headcount multiplied by the variance of the average compensation.

Structure Effect

The structure effect is the variance in the overall compensation due to internal moves within the organization.

Noria Effect

The Noria effect is defined as the impact of changes in compensation due to hiring and departures. Very often the salaries of the newly hired are below those of workers who have been at the same job longer. The Noria effect tracks the differences.

Overall Variance of Compensation Between Two Time Periods

The calculation is displayed as follows:

ACEP variance + Headcount effect + Structure Effect + Noria Effect

All variances and effects are expressed in percentages (refer to Report LMS001).

Categorization of Events

All events are classified in predefined categories by the Forecast Compensation module calculation process. Those categories are the ones commonly used for La Masse Salariale analysis. The Category codes and descriptions are delivered as system data.

The table hereafter displays La Masse Salariale categorization and the corresponding category codes that are used by the calculation process to map the events defined at the scenario level with the categories.

Category	Category Code
General Increases	C20
General Increases given as a percentage	C21
General Increases given as a Amount or Points changes	C22
Measures by Category	C30
Bonus	C40
Regular Bonus	C41
Exceptional Bonus	C42
Individual Measures	C50
Seniority	C51
Shift-Technicality	C52
Activity	C53

The following matrix displays which events have an impact on which categories.

Event	Category/ Rate Code Class	C20	C21	C22	C30	C40	C41	C42	C50	C5 1	C5 2	C5 3
Leave		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Promotion	Base Pay								*		*	
	Reg Bonus					*	*					
	Seniority Bonus								*	*		
Salary Increase	Base Pay	*	*	*	*				*		*	
	Reg Bonus					*	*					
	Seniority Bonus								*	*		
Seniority	Seniority Bonus								*	*		
Working Schedule	Base Pay								*			*
	Reg Bonus					*	*					

Event	Category/ Rate Code Class	C20	C21	C22	C30	C40	C41	C42	C50	C5 1	C5 2	C5 3
	Seniority Bonus								*	*		
Entry		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/ A	N/ A	N/ A
Incentive	N/A					*		*				

* Impact on the given category

CHAPTER 5

Running Salary Forecasting Reports

This chapter describes how to run the three Salary Forecasting reports. The three reports are:

- Forecasted Compensation report. This menu item allows you to launch two Crystal Reports:
 - Analysis of the Compensation
 - Variations
- Scenario Comparison report
- Rate Codes Without Class report
- The first two of these reports use a common run control page.

Report Name	Report ID	Location	Global or Local
Forecasted Compensation Report Details	LMS001 and LMS002	Compensate Employees, Forecast Compensation (FRA), Report, Forecasted Compensation	FRA
Rate Codes Without Class Report Details	LMS004	Compensate Employees, Forecast Compensation (FRA), Report, Rate Codes without Class	FRA
Scenario Comparison Report Details	LMS003	Compensate Employees, Forecast Compensation (FRA), Report, Scenario Comparison	FRA

Common Run Control Page for Salary Forecasting Reports

Several of the reports in the Salary Forecasting module share a run control page. Both the Forecasted Compensation report page and Scenario Comparison report page use the same run control page. The object page name (RUNCTL_LMS_REPORT) is the same for both, but the pages produce different reports.

Common Run Control Page

Usage	Use this page to run either the Forecasted Compensation report or the Scenario Comparison report.
Object Name	RUNCTL_LMS_REPORT
Navigation	<ul style="list-style-type: none"> • Compensate Employees, Forecast Compensation (FRA), Report, Scenario Comparison, Scenario Comparison • Compensate Employees, Forecast Compensation (FRA), Report, Forecasted Compensation, Report Forecasted Compensation
Prerequisites	Define a scenario.
Access Requirements	Enter a run control ID.

RUNCTL_LMS_REPORT page

Standard Field Definitions for the Report pages

The fields listed in the following table appear in both the Forecasted Compensation report and the Scenario Comparison report.

User ID	Your User ID displays.
Run Control ID	The Run Control ID you entered displays.
Language	Select your Language .
Scenario Filter	<p>This area allows you to narrow the choice of Scenarios to report by User ID and Run Control ID.</p> <p>Click this button to display all Scenarios that meet the Scenario Filter requirements.</p>

Scenario History Report

This area displays all Scenarios that meet the **Scenario Filter** requirements. Scenarios are listed by **Scenario ID, Scenario Run Date/Time, User ID, Run Control ID, and Description**.

Select the Scenarios to run by selecting the **Select** check box. Run one scenario at a time.

Running the Forecasted Compensation Report

Run the Forecasted Compensation report when you want to analyze a future period against the current period.

Both reports delivered, Analysis of the Compensation and Variations, are compliant in content and format with the French Method of analysis, La Masse Salariale.

Forecasted Compensation Report Page

This page shares a run control page with another page in this module. For a definition of this page, see Common Run Control Page. That section also defines all fields on this page: **User ID, Run Control ID, Language, Scenario Filter, and Scenario History Report**.

Click **Run** to run the report using Process Scheduler.



For more information about Process Scheduler, see Process Scheduler.

Forecasted Compensation Report Details

Description	Use the Forecasted Compensation report to see the analysis of the impact on the forecasted period of the events defined in the scenario and the variations of the compensation and headcount over the two periods (LMS002: Variations).
Report ID	LMS001 and LMS002
Type of Report	Crystal
Parameters	User ID, Run Control ID, Language
Source Records	PS_LMS_SC_RESULT and PS_LMS_EFF_RES

Forecasted Compensation Report Output

Report ID: LMS001 PeopleSoft Page No. 1
Run Date 04/08/2000
Run Time 3:55:19PM

Analysis of the compensation

between Year 2000
and Year 2001

Scenario : Simulation of compensation for Year 2001

Measure	Triggering Date	Level Effect (%)	Mass Effect (%)	Carry-Over (%)
Carry-over from the reference period	-	-	-	0.00
Regular Bonus				
June General Increase	01/06/2001	0.05	0.03	0.02
Seniority				
June General Increase	01/06/2001	0.06	0.03	0.02
Regular Bonus				
Promotion from Assistant to Senior Assistant	01/06/2001	-0.24	-0.15	-0.07
Shift-Technicality				
Promotion from Assistant to Senior Assistant	01/06/2001	-6.37	-3.92	-1.93
Average Compensation for the Employees in Place	-	-3.42	-2.11	-1.04
Headcount effect	-	-	37.47	-
Structure effect	-	-	0.00	-
Noria effect	-	-	-8.63	-
Total Compensation variation	-	-	26.73	-

Analysis of Compensation

Report ID: LMS002		PeopleSoft		Page No.	1
				Run Date	04/08/2000
				Run Time	3:55:19PM
Compensation Analysis					
between		Year 2000			
and		Year 2001			
Scenario :		Simulation of compensation for Year 2001			
		Variation of Headcount			
<i>Group</i>	<i>Reference</i>	<i>Analysis</i>	<i>Variation</i>	<i>Variation</i>	
	<i>Period</i>	<i>Period</i>	<i>(Δ)</i>	<i>(%)</i>	
All employees in Company KF1	21.19	30.08	8.89	41.98	
Variation of Total Compensation					
<i>Group</i>	<i>Reference</i>	<i>Analysis</i>	<i>Variation</i>	<i>Variation</i>	
	<i>Period</i>	<i>Period</i>	<i>(Δ)</i>	<i>(%)</i>	
All employees in Company KF1	4,678,022.92	5,928,478.70	1,250,455.78	26.73	
Variation of Average Compensation					
<i>Group</i>	<i>Reference</i>	<i>Analysis</i>	<i>Variation</i>	<i>Variation</i>	
	<i>Period</i>	<i>Period</i>	<i>(Δ)</i>	<i>(%)</i>	
All employees in Company KF1	220,800.32	197,090.38	-23,709.94	-10.74	
Variation of Median Compensation					
<i>Group</i>	<i>Reference</i>	<i>Analysis</i>	<i>Variation</i>	<i>Variation</i>	
	<i>Period</i>	<i>Period</i>	<i>(Δ)</i>	<i>(%)</i>	
All employees in Company KF1	317,730.00	382,908.20	65,178.20	20.51	

Variations

Running the Scenario Comparison Report

Use this report to compare two scenarios. For example, you're budgeting for the next period and you'd like to compare the effect of a 5% and a 6% increase. You'd run the calculation for those two different scenarios, then run this Scenario Comparison Report so that you can analyze the different results.

You can compare just two scenarios at a time.

Scenario Comparison Report Page

This page shares a run control page with another page in this module. For a definition of this page, see Common Run Control Page. That section also defines all fields on this page: **User ID**, **Run Control ID**, **Language**, **Scenario Filter**, and **Scenario History Report**. The system checks that when you use the Scenario Comparison Report menu item, you select two scenarios. If you do not, an error occurs when saving the run control parameters.

Click **Run** to run the report using Process Scheduler.



For more information about Process Scheduler, see Process Scheduler.

Scenario Comparison Report Details

Description	Use this report to compare two scenarios.
Report ID	LMS003
Type of Report	Crystal
Parameters	User ID, Run Control ID, Language.
Source Records	PS_LMS_SC_RESULT and PS_LMS_EFF_RES

Scenario Comparison Report Output

PeopleSoft

Report ID: LMS003

Scenarios Comparison
between Simulation of compensation for Year 2001 8/3/00 3:05:14PM (Scenario 1)
and Simulation of compensation for Year 2001 8/3/00 3:40:22PM (Scenario 2)
Group of Employees: All employees in Company KFI

Page No.
Run Date
Run Time

Elementary Period Date From Thu	Compensation				Headcount				Average Compensation		
	Scenario 1	Scenario 2	Variation (d)	Variation (%)	Scenario 1	Scenario 2	Variation (d)	Variation (%)	Scenario 1	Scenario 2	Variation (d)
01/01/2001 31/01/2001	397,561.15	0.00	-397,561.15	-100.00	24.00	0.00	-24.00	-100.00	17,606.78	0.00	-17,606.78
01/02/2001 28/02/2001	397,561.15	0.00	-397,561.15	-100.00	24.00	0.00	-24.00	-100.00	17,606.78	0.00	-17,606.78
01/03/2001 31/03/2001	397,561.15	0.00	-397,561.15	-100.00	24.00	0.00	-24.00	-100.00	17,606.78	0.00	-17,606.78
01/04/2001 30/04/2001	487,561.15	90,000.00	-397,561.15	-81.54	34.00	10.00	-24.00	-70.59	14,965.04	9,000.00	-5,965.04
01/05/2001 31/05/2001	487,561.15	90,000.00	-397,561.15	-81.54	34.00	10.00	-24.00	-70.59	14,965.04	9,000.00	-5,965.04
01/06/2001 30/06/2001	470,084.12	90,000.00	-380,084.12	-80.85	34.00	10.00	-24.00	-70.59	14,428.61	9,000.00	-5,428.61
01/07/2001 31/07/2001	470,084.12	90,000.00	-380,084.12	-80.85	34.00	11.00	-23.00	-67.65	14,428.61	8,181.82	-6,246.79
01/08/2001 31/08/2001	470,084.12	90,000.00	-380,084.12	-80.85	34.00	11.00	-23.00	-67.65	14,428.61	8,181.82	-6,246.79
01/09/2001 30/09/2001	470,084.12	90,000.00	-380,084.12	-80.85	34.00	11.00	-23.00	-67.65	14,428.61	8,181.82	-6,246.79
01/10/2001 31/10/2001	470,084.12	90,000.00	-380,084.12	-80.85	34.00	11.00	-23.00	-67.65	14,428.61	8,181.82	-6,246.79
01/11/2001 30/11/2001	470,084.12	90,000.00	-380,084.12	-80.85	34.00	11.00	-23.00	-67.65	14,428.61	8,181.82	-6,246.79
01/12/2001 31/12/2001	940,168.24	180,000.00	-760,168.24	-80.85	34.00	11.00	-23.00	-67.65	28,857.22	16,363.64	-12,493.58

Running the Rate Codes Without Class Report

The Salary Forecasting calculation functions properly only when the rate codes you've assigned to individuals have an associated class. You should check that all components of pay included in the compensation package of any employee you're dealing with has an associated rate code class. Run this report before you run the calculation process.

Rate Codes Without Class Report Page

Usage	Use this page to run the Rate Codes without Class Report.
Object Name	RUNCTL_L MS_RATE_CL

Navigation	Compensate Employees, Forecast Compensation, Report, Rate Codes without Class
Prerequisites	None.
Access Requirements	Enter a run control ID.

Rate Code without class

Run Control ID: 12 [Report Manager](#) [Process Monitor](#)

Language:

Rate Code without class report page

- User ID** Your **User ID** displays.
- Run Control ID** Enter a **Run Control ID**.
- Language** Select a **Language** for the report.

Click **Run** to run the report using Process Scheduler.



For more information about Process Scheduler, see Process Scheduler.

Rate Codes Without Class Report Details

Description	Use this report to identify any Rate Codes that don't have a Rate Code Class attached.
Report ID	LMS004
Type of Report	Crystal
Parameters	User ID, Run Control ID
Source Records	PS_COMP_RATECD_TBL % PS_RATECD_CLS_TBL
Sorted By	Rate Code / Effective Date

Rate Codes Without Class Report Output

Report ID: LMS004		PeopleSoft		Page No.	1
				Run Date	04/08/2000
				Run Time	4:06:21PM
Rate Codes without rate code class					
Rate Code	Effective Date			Rate Type	
KOGRCH	1/1/80	Global Base RC Hourly		HR	Hourly Rate
KOGRCM	1/1/80	Global Base RC Flat Amount		FA	Flat Amount
KOGRCN	1/1/80	Global Base RC Percent		PC	Percent
KOGRCP	1/1/80	Global Base RC Points		PT	Points
KBML01	1/1/80	Belgium Meal Allowance		FA	Flat Amount
KBTV01	1/1/80	Belgium Travel Allowance		FA	Flat Amount
KCERTF	5/15/00	Certificate Base Pay		FA	Flat Amount
KE0003	1/1/80	Quarterly Bonus		PC	Percent
KE0004	1/1/80	Meal Allowance		FA	Flat Amount
KGCC001	1/1/80	Sales Commission UK		PC	Percent
KHAZRD	1/1/80	Hazardous Pay		FA	Flat Amount
KLEAD	1/1/80	Lead Pay		FA	Flat Amount
KPROJ	1/1/80	Special Project		FA	Flat Amount
NAANNL	1/1/00	Default NA Annual		FA	Flat Amount
NAHRLY	1/1/00	Default NA Hourly		HR	Hourly Rate

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