

# Salary Rule Computation Tab's

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# Salary Rule Computation

The image displays two screenshots of a software interface for 'Salary Rule Computation'. Both screenshots show a form with the following fields:

- Client: XYZ Foundation
- Organization: \*
- Rule Type: Basic
- Description: (empty)
- Type: Employee Earnings (dropdown)
- Connect HR Variable Pay: Not Applicable (dropdown)
- Category: (dropdown menu open)
- Charge: Expense (dropdown)
- Payslip: (checkbox)

In the top screenshot, the 'Category' dropdown menu is open, showing options: Bonus, Contribution, Deductions, Employee Earnings (highlighted), Gratuity, Income Tax, Loans and Advances, and Other Charges.

In the bottom screenshot, the 'Category' dropdown menu is open, showing options: Fixed Amount, Formula, Range, Range Variable, and Variable (highlighted).

## **CRITICAL FIELDS :**

**1) Rule Type:** We can name the pay head( Pay Component) what we are creating Eg : Basic/HRA/DA/PF.

**2) Type:** We can select whether this pay head is Earning/Deduction/Contribution/Overtime/Loans and Advance/Bonus/Income Tax/Gratuity.

a) Bonus - Used to maintain the Salary Rule Type Based On Bonus Eg : Special Bonus

b) contribution - Used to maintain the Salary Rule Type Based Contributions Eg: PF , ESI

c) Deductions - Used to maintain the Salary Rule Type Based On Deductions Eg : PF , ESI

d) Employee Earnings - Used to maintain the Salary Rule Type Based On Earnings Eg : Basic, DA,

## HRA

- e) Gratuity - Used to maintain the Salary Rule Type Based On Gratuity
  - f) Income Tax - Used to maintain the Salary Rule Type Based On Tax Deduction, It is applicable for Ta paying employees
  - g) Loans And Advances - Used to maintain the Salary Rule Type Based On Loans and Advances
  - h) Other Charges - Used to maintain the Salary Rule Type Based On Other Heads
  - i) Over Time - Used to maintain the Salary Rule Type Based On Over Time . Eg : OT
  - j) Reimbursements - Used to maintain the Salary Rule Type Based On Reimbursements
- 3) Category:** We can Select whether the pay head is Variable or it is fixed, It is Calculated by formula or it is calculated by Range.
- a) Fixed Amount - Used to maintain the Fixed Rate.
  - b) Formula - Used to maintain the Rule Type Based on Formula Calculation
  - c) Range - Used to maintain the Salary Rule Type Based Range Eg : PF
  - d) Variable - By using this field we can change the Amount in Salary Structure For Individual Employees.

## **NON-CRITICAL FIELDS:**

- 1) Client:** Displays the name of the client
- 2) Organization:** Displays the name of the Organization within the client
- 3) Description:** Can be used to maintain the description
- 4) Konnect HR Variable Pay:** It can be maintained as Not applicable but can be used if Operator Production or Piece Rate Calculation or Shift Based Allowance.
  - a) Activity Rates : Used to maintain the Activity Based rule type and calculations
  - b) Attendance Bonus : Used to Create the Attendance based Rule type creation
  - c) Not Applicable : Not Used
  - d) Operator Production : Used to create the Production based Rule type
  - e) Piece Rate Calculation : Used to create piece rate based rule types
  - f) Shift Based Allowance : Used to create the Shift Based Allowance Rule Types
- 5) Charge:** Can be maintained for charge like salary Expense



# Range and Formula

Salary Rule 26/50

Client: XYZ Foundation Organization: \*

Rule Type: PF Deduction New

Description:

Type: Deductions

Category: Range Charge: Expense

Related Contribution: PF Contribution New

Non Standard Deduction

Payslip

Range Type Component

1 Records

Organization	Description	Rule Type	Valid from	Valid to	Type	Salary From	S:
*		PF Deduction New	12.0	30/12/1990	30/10/2030	Percentage	

Salary Rule 2/50

Data requiered

Client: XYZ Foundation Organization: \*

Rule Type: HRA

Description:

Type: Employee Earnings Connect HR Variable Pay: Not Applicable

Category: Formula Charge: Expense

Payslip

Formula

1 Records

Organization	Description	Rule Type	Valid from	Valid to	Rule	SequenceNumber
*		HRA	30/12/1990	30/12/2020	Basic	10

## Description :

1) While choosing a category as Range, It will populate two Sub tabs (Range and Component) In the component subtab, we can choose multiple rule types in which we want to calculate. Eg (Pf is calculated from Basic)

In Range, We can Maintain the salary from and salary to the range. In which we can calculate the percentage. Eg. (If earnings are between 0 to 15000 need to calculate 12% for PF).

2) While choosing a Formula, It will Populate Formula Subtab where we can choose the rule type in

which we are calculating the formula for this pay head. Eg.(HRA will be calculated from Basic)

**RANGE CRITICAL FIELDS:**

- 1) Salary From and Salary To Where we can set the salary from and Salary to
- 2) Type: In which we can choose the percentage or Amount to be calculated for the range mentioned
- 3) Valid From and Valid To Date: Where we can Set the period in which this range is valid.

**FORMULA CRITICAL FIELDS:**

- 1) Rule Type: In which we can choose the Primary rule type, from that we are using the formula to calculate
- 2) Valid From and Valid To Date: Where we can Set the period in which this range is valid.

**COMPONENT CRITICAL FIELDS:**

- 1) Component: In which we can choose the Primary rule type, from that we are calculating.

# Activity Rate

Salary Rule > Activity Rates

Client: Sandbox

Organization: \*

RuleType: Piece Rate

Description:

Business Partner:

Activity: Activity Rates-Testing purpose

Continuous Target

Deduct Min Qty

Rate: 10.0

Minimum Quantity: 1

DayCount:

## Critical Fields :

1. Business Partner : It used to mention the Employee Name
2. Activity : Here We can mention The Activities like process or Piece rate Operations.(It is an separate Master)
3. Rate : It is used to mention the rate For That Particular activity
4. Minimum Quantity : Used to set the minimum activity completion
5. Deduct Min Qty : Used to given the Minimum Quantity Deduction
6. Continuous Target : If the Activity wants to set the Continuous Target , Enable This Check Box.
7. Day Count : Used to maintain the Days Count For Continuous Target.

If(daycount == 0), there is no target or incentive check the qty against the min qty and proceed.

If(daycount = -1), target need to be achieved for all days

If(daycount > 0), target needs to be achieved for said days, Continuous or otherwise depends on the following

If(iscontinuous) -> Target needs to be achieved Continuously according to day count.

If(!iscontinuous) -> Target need not be achieved continuously but has to be achieved according to day count.