

# Salary Rule Computation

Here we can define the Salary pay heads for the Employee

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# Introduction

Salary Pay heads (Pay components) can be created in this Master Salary rule Computation

# Introduction

## **Over View :**

1. The Salary Rule computation window is used describe the Rule type for Pay heads.
2. In this master window we can Create Rule types for Employee Earnings , Contributions and Deductions.

## **Business case :**

1. In the Organization we can maintain multiple Rule types for Employee Salary. It may be a Contribution , Deduction and Earnings.
2. We can Create all the Rule types in the same window and we can mention the rule type category like variable, Range, Formula and Fixed Amount.

# Salary Rule Computation Tab's

# 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, Type (Employee Earnings), Connect HR Variable Pay (Not Applicable), Category, Charge (Expense), and Payslip. The top screenshot shows the 'Type' dropdown menu open, listing options: Bonus, Contribution, Deductions, Employee Earnings (highlighted), Gratuity, Income Tax, Loans and Advances, and Other Charges. The bottom screenshot shows the 'Category' dropdown menu open, listing 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

ClientXYZ FoundationOrganization\*

Rule TypePF Deduction New

Description

TypeDeductions

CategoryRange

ChargeExpense

Related ContributionPF Contribution New

☐ Non Standard Deduction

☒ Payslip

Range TypeComponent

1 Records

Organization	Description	RuleType	Valid from	Valid to	Type	SalaryFrom	SalaryTo
*		PF Deduction New	12.0	30/12/1990	30/10/2030	Percentage	

Salary Rule

2/50

ClientXYZ FoundationOrganization\*

Rule TypeHRA

Description

TypeEmployee Earnings

Connect HR Variable PayNot Applicable

CategoryFormula

ChargeExpense

☒ Payslip

Formula

1 Records

Organization	Description	RuleType	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.

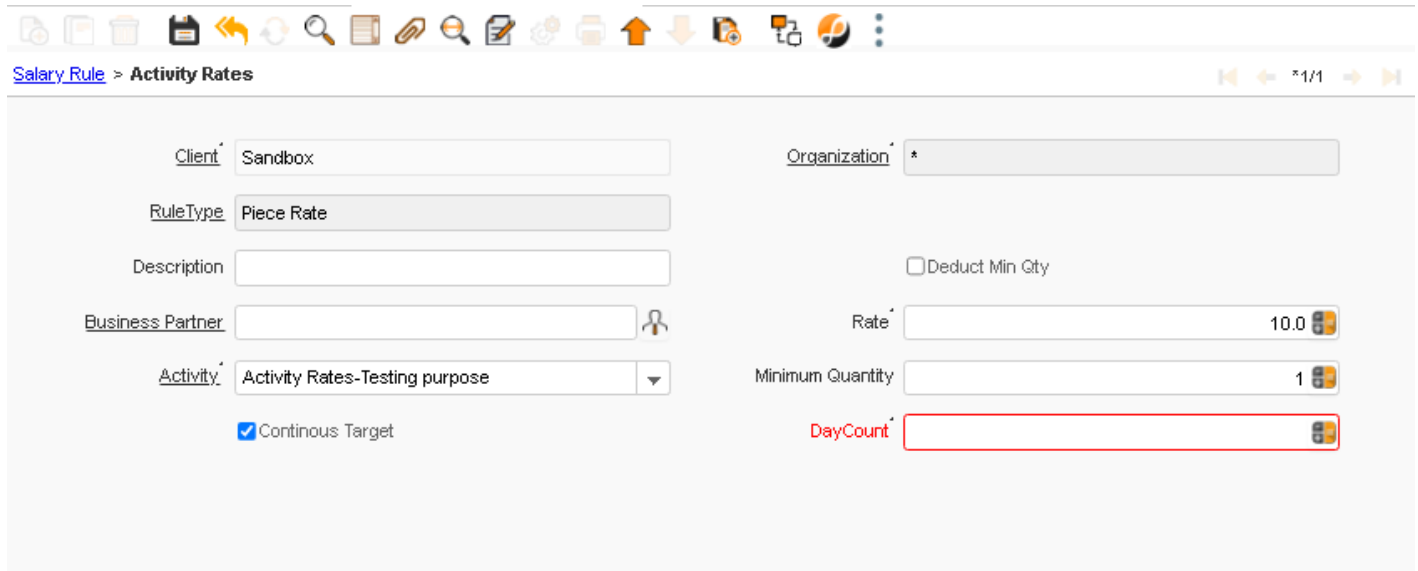
#### **FORMULA CRITICAL FIELDS:**

- 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



The screenshot shows a software interface for configuring 'Activity Rates'. At the top, there is a toolbar with various icons for file operations and editing. Below the toolbar, the breadcrumb 'Salary Rule > Activity Rates' is visible. The main form area contains several fields and controls:

- Client:** A text field with the value 'Sandbox'.
- Organization:** A text field with an asterisk (\*) as a placeholder.
- RuleType:** A dropdown menu with 'Piece Rate' selected.
- Description:** An empty text field.
- Business Partner:** A text field with a user icon to its right.
- Activity:** A dropdown menu with 'Activity Rates-Testing purpose' selected.
- Deduct Min Qty:** An unchecked checkbox.
- Rate:** A text field with the value '10.0' and a currency icon.
- Minimum Quantity:** A text field with the value '1' and a currency icon.
- Continuous Target:** A checked checkbox.
- DayCount:** A text field with a red border and a currency icon.

## 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.

# Attendance Bonus

# Salary Rule

Home (162621)

Salary Rule Computation ✕

Salary Rule

Client \* XYZ Foundation

Organization \*

Rule Type \* Attendance Bonus

Description

Type \* Employee Earnings

Konnect HR Variable Pay Attendance Bonus

Category \* Variable

Charge \* Expense

Customized Days \* -1

☒ Payslip

Attendance Bonus Range

1 Records

	RuleType	Sequence	Percentage_From	Percentage_To	Amount	Active	Total Bonus Amount
<input checked="" type="checkbox"/>	Attendance Bonus	10	93	100	50.00	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

## CRITICAL FIELDS:

Rule Type: It is to create the rule type name eg. Attendance Bonus

Type: For Attendance Bonus it should be Employee Earnings

Category: Attendance Bonus will calculate automatically so the category maintained as a Variable

Konnect HR Variable Pay: Need to maintain Attendance Bonus here

Customized Days: If Attendance Bonus needs to calculate based on calendar days that need to maintain customized days as -1 so it will automatically consider calendar days instead of customized days

## NON-CRITICAL FIELDS:

Description: It is to maintain the reference if any

# Attendance Bonus Range

The screenshot shows a web-based configuration interface for 'Attendance Bonus Range'. The interface includes a top navigation bar with 'Home (162621)' and 'Salary Rule Computation'. Below the navigation bar is a toolbar with various icons. The main form area contains several input fields: 'Client' (XYZ Foundation), 'RuleType' (Attendance Bonus), 'Sequence' (10), 'Percentage\_From' (93), 'Percentage\_To' (100), and 'Amount' (50.00). There are also checkboxes for 'Total Bonus Amount' (checked) and 'Active' (checked). The 'Organization' field is empty and marked with an asterisk.

## CRITICAL FIELDS:

Percentage From: Need Maintain minimum percentage of working days to calculate bonus

Percentage To: Need Maintain Maximum percentage of working days to calculate bonus

Amount: If the attendance of employee meets with the above mentioned range need to mention the bonus amount to be paid here

Total Bonus Amount: This check box needs to maintain to pay the bonus totally for month if it is unchecked the same amount paid per day.

Variable : This check box is used to maintain variable amount in Salary structure based on individual employee.

Attendance Count : We can use this check box for giving attendance based allowances like bus fare, meals allowance.

this is used to maintain half day calculation also. (if they present half day also get bus fare.)

## NON-CRITICAL FIELDS:

Sequence: It is to maintain sequence of document

# Video