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Structure

The screenshot displays the 'Salary Structure' form in the KONECT ANALYTICS application. The form is divided into two main sections. The left section contains fields for 'Client' (Kconnect Demo), 'Employee' (Gayathri), 'Department' (Delivery), 'Attendance Type' (Attendance), 'Gross Salary' (76,250.00), 'Net Salary' (76,250.00), 'Valid from' (01/08/2019), and an 'Active' checkbox. The right section contains fields for 'Organization' (Manufacturing Discrete), 'Position' (Asst Manager), 'Contract', 'Pay Type' (Monthly), 'Shift', and 'Valid to' (30/12/2020). The interface includes a top navigation bar with the KONECT ANALYTICS logo, a search bar, and user information. A left sidebar shows 'Favourites' and 'Recent Items' sections. The main content area has a toolbar with various icons and a 'Structure' tab selected.

Critical Fields

1. Attendance Type : It is used to select the attendance type.(Refer Attendance Type Master)
2. Valid From : The Valid From date indicates the first day of a date range
3. Valid To : The Valid To date indicates the last day of a date range
4. Shift : Used to select the shift from the list.
5. Pay Type : Used to select the pay type from the list.(Daily,Monthly,Hourly,Weekly)
6. Contract : It is used to mention the contact name.(Refer Contract Master)

Critical & onetime setup fields

1. Organization Field : This Field is used to select the organization which you are going to process the document.
2. Employee : Used to mention the Employee name.A Business Partner is anyone with whom you transact. This can include Vendor, Customer, Employee or Salesperson
3. Department : Used to mention the department of this Employee.(Refer Department Master)
4. Position : Used to mention the Position of this Employee.(Refer Position Master)

Non-Critical Fields

Zoom condition's

Customization

Pay Heads

The screenshot shows the 'Salary Structure' configuration page in the Konnect Analytics application. The interface includes a top navigation bar with the user's name 'Prasanth P@Konnect Demo' and a 'Log Out' button. A sidebar on the left contains 'Favourites' and 'Recent Items' sections. The main content area is titled 'Structure > Pay Heads' and contains the following fields:

| | | | |
|--|--------------|--------------|----------------|
| Client | Konnect Demo | | |
| Sequence | 50 | Organization | Human Resource |
| RuleType | HRA-T | | |
| Calculation | Basic-T | | |
| Percentage | 40.0 | Amount | 4,000.00 |
| <input checked="" type="checkbox"/> Active | | | |

Critical Fields

1. Amount : It is used to mention the Rule type Amount.
2. Percentage : It used to mention the percentage of Amount from the basic pay amount.(This is only present when the calculation is available)

Critical & onetime setup fields

1. Rule Type : It is used to select the rule type.(Refer Rule Type Master)

Non-Critical Fields

1. Sequence : The Sequence indicates the order of records

Zoom condition's

Validation

Additional Working

Top Section: Overtime Pay Setup

| | | | |
|--------------------|--------------|---------------|----------------|
| Client | Konnect Demo | Organization | Human Resource |
| Employee | Ravi | Type | Overtime Pay |
| Sequence | 10 | Rule Type | Over Time |
| OT Pay Calculation | | Rule Type | |
| Grace Time | | OT Percentage | 0.0 |
| OT Limit | 0.0 | OT Type | Hours |
| OT Rate | 0.0 | OT Unit | Hour |
| Valid from | 01/01/2019 | Valid to | 30/12/2020 |

Bottom Section: Compensatory off Setup

| | | | |
|------------------|-------------------------------------|--------------|------------------|
| Client | XYZ Foundation | Organization | MainHQ |
| Salary Structure | Vivian Andrew_19/01/2022_18/01/2023 | Type | Compensatory off |
| Employee | Vivian Andrew | Limit | Days |
| Leave Type | Compensatory Leave | GT Unit | Minute |
| Eligibility | Monthly | | |
| OT Limit | 0.0 | | |

Critical Fields

1. Type : It is used to select the additional work type from the list.(Ex : Compensatory off,Overtime Pay)
2. Leave Type : This is used to mention the compensatory leave type.(Refer Leave Type Master) This is present only when compensatory is selected

Critical & onetime setup fields

1. OT Pay Calculation : It is used to select the pay calculation type.

2. OT Percentage : Used to mention the OT percentage.

Non-Critical Fields

1. Eligibility : It is used to mention the Eligibility type from the list.(Ex : Monthly,Weekly,Yearly). This is present only when compensatory is selected
2. Limit : Used to mention the limit from list.(Ex : Days,Hours,Months)
3. OT Limit : This is used to mention the limit value.
4. Sequence : The Sequence indicates the order of records
5. Rule Type : Used to mention the rule types from the list.
6. Grace Time : Used to mention the grace time.
7. OT Rate : Used to mention the OT rate.
8. OT Unit : Used to mention the OT unit.

OT and Comp Off Concept:

1) OT can be calculated based on additional working hours from working hours

2) Comp Off can be calculated based on the hour if the additional working hours meet 4 hours it will automatically raise comp off for half a day it can be viewed in the Leave status window as comp off 0.5 days.

If the below-mentioned config is activated if there is any LOP it will automatically replace with comp off and we can see the reference in the Comp off Leave status window description.

Note: We can maintain OT or Comp off we cant maintain both simultaneously.

System Configuration from Konnect

KA_OTREQUEST - Check OT request for Employee if it is yes then it will consider OT

KA_COMPOFF_FIRST_PRIORITY - CompOff is given high priority (LOP will be replaced with Compoff) for employee.

Leave

The screenshot shows the 'Salary Structure' configuration page for 'Leave' in the KONECT ANALYTICS system. The page is divided into two main sections: 'Client' and 'Organization'. The 'Client' section includes fields for 'Employee' (Ravi), 'Eligibility' (Yearly), 'Leave Limit' (12.00), 'Valid from' (01/01/2019), and a checked 'Active' checkbox. The 'Organization' section includes fields for 'Organization' (Human Resource), 'LeaveType' (Casual), 'LeaveDuration' (Days), 'Carry Forward Leaves' (0.0), and 'Valid to' (30/12/2020). The page also features a top navigation bar with 'Home (7)', 'Summary', and 'Salary Structure' tabs, and a left sidebar with 'Favourites' and 'Recent Items' sections.

Critical Fields

1. Eligibility : This is used to mention the eligibility of the leave.(Yearly,Monthly,Weekly)
2. Leave Duration : Used to mention the leave duration.(Hours,Days,Months)

Critical & onetime setup fields

1. Leave Type : Used to mention the Leave type from the leave type master.

Non-Critical Fields

1. Leave Limit : Used to mention the leave limit according to the eligibility.
2. Carry Forward Leaves : Used to mention the carry forward leaves.this leaves will move to the next calendar year.

Zoom condition's

Validation

Permission/ On-Duty

Home (52) Summary **Salary Structure** Leave Type: Casual Leave

Structure > Permission/On-Duty

Data requested

Client: Konnect Demo Organization: Food Industry

Salary Structure: Charlie-T_01/06/2023_30/06/2023

Business Partner: Charlie-T

Permission Type: Permission

Leave Limit: 12.00

Eligibility: Yearly

Unit: Hours

Valid from: 01/06/2023 Valid to: 30/06/2023

Critical Fields

1. Permission Type : This field is used to mention the Type of the Permission like Permission or On-Duty.
2. Leave Limit : It is used to mention the leave limit data , it is an integer data.
3. Eligibility : It is used to mention the Leave limit type it can be Yearly , Monthly, Weekly.

Critical & onetime setup fields

1. Organization Field : This Field is used to select the organization which you are going to process the document.
2. Unit : Unit field is used to Mention Unit of the duration , It can be Hours or Minutes.

Non-Critical Fields

Zoom condition's