

Salary Structure

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Introduction

Introduction

Overview

1. Salary Structure is used to mention the pay heads and the salary details for the employee.

Business Case

1. In a company salary structure is used for mention the employee salary details which is used by the HR persons.

Tab

Tab

Structure

The screenshot shows the 'Salary Structure' form in the KONECT ANALYTICS application. The form is divided into two columns. The left column 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 column contains fields for Organization (Manufacturing Discrete), Position (Asst. Manager), Contract, Pay Type (Monthly), Shift, and Valid to (30/12/2020). The application interface includes a top navigation bar with the KONECT ANALYTICS logo, a search bar, and user information (Prasanth P@Kconnect Demo). A sidebar on the left shows 'Favourites' and 'Recent Items' sections.

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

Tab

Pay Heads

The screenshot displays the 'Salary Structure' configuration interface. The top navigation bar includes the KONECT ANALYTICS logo, a search bar with 'salary str', and user options like 'Feedback', 'Profile', 'Preference', 'Change Role', and 'Log Out'. The main content area is titled 'Pay Heads' and contains the following fields:

Client	Kconnect Demo		Organization	Human Resource	
Sequence	50				
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

Tab

Additional Working

Client: Konect Demo

Employee: Ravi

Sequence: 10

OT Pay Calculation:

Grace Time:

OT Limit: 0.0

OT Rate: 0.0

Valid from: 01/01/2019

Organization: Human Resource

Type: Overtime Pay

Rule Type: Over Time

RuleType:

OT Percentage: 0.0

OT Type: Hours

OT Unit: Hour

Valid to: 30/12/2020

Record saved

Client: XYZ Foundation

Organization: MainHQ

Salary Structure: Vivian Andrew_19/01/2022_18/01/2023

Employee: Vivian Andrew

LeaveType: Compensatory Leave

Eligibility: Monthly

OT Limit: 0.0

Type: Compensatory off

Limit: Days

GT Unit: Minute

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.

Tab

Leave

The screenshot shows the 'Leave' configuration page in the KONECT ANALYTICS system. The form is divided into two columns. The left column contains: Client (Konnekt Demo), Employee (Ravi), Eligibility (Yearly), Leave Limit (12.00), Valid from (01/01/2019), and an Active checkbox. The right column contains: Organization (Human Resource), Leave Type (Casual), Leave Duration (Days), Carry Forward Leaves (0.00), and Valid to (30/12/2020). The top navigation bar includes 'Home (7)', 'Summary', and 'Salary Structure x'. The user is logged in as 'Prasanth P@Konnekt Demo*/Konnekt Demo Admin'.

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

Tab

Permission/ On-Duty

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

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

Eligibility: Yearly

Leave Limit: 12.00

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

Document Actions

Validations

Save :

1. It is used to save the records after the mandatory fields are filled.

Delete :

1. It is used to delete the records before the transactions are done.

Video

Forms and Process

Verify salary structure Process

The screenshot shows a web application interface with a breadcrumb trail: Home (60) > Summary > Verify Salary Structure. The main content area contains a confirmation message: "Do you want to start the Process? Verify all Salary Structures that are un-verified". Below this message is a checkbox labeled "Run as Job". At the bottom right of the dialog, there are two buttons: "OK" with a green checkmark icon and "Cancel" with a red X icon.

Process Use :

Verify salary structure process is used to verify the all salary structure master data at the one time process.