

Additional Working

The screenshot displays the KONECT ANALYTICS interface for the 'Salary Structure' module. The top navigation bar includes the logo, a search bar with 'salary str', and user information: 'Prasanth P@Kconnect Demo.*Kconnect Demo Admin' with links for Feedback, Profile, Preference, Change Role, and Log Out. The left sidebar shows 'Favourites' and 'Recent Items' sections. The main content area is divided into two tabs: 'Additional Working' and 'Compensatory Leave'.

Additional Working Tab:

- Client:** Kconnect Demo
- Employee:** Ravi
- Sequence:** 10
- OT Pay Calculation:** (empty field)
- Grace Time:** (empty field)
- OT Limit:** 0.0
- OT Rate:** 0.0
- Valid from:** 01/01/2019
- Organization:** Human Resource
- Type:** Overtime Pay
- Rule Type:** Over Time
- RuleType:** (empty field)
- OT Percentage:** 0.0
- OT Type:** Hours
- OT Unit:** Hour
- Valid to:** 30/12/2020

Compensatory Leave Tab:

- 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

A 'Record saved' message is visible at the top of the second tab.

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.

Revision #4

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