

HR System - Full System Workflow Guide

Complete Subsystem Integration & Dependencies

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Table of Contents

1. [System Architecture Overview](#)
2. [Module 1: Employee Profile](#)
3. [Module 2: Organization Structure](#)
4. [Module 3: Recruitment](#)
5. [Module 4: Onboarding](#)
6. [Module 5: Offboarding](#)
7. [Module 6: Leaves Management](#)
8. [Module 7: Time Management](#)
9. [Module 8: Performance Management](#)
10. [Module 9: Payroll Configuration](#)
11. [Module 10: Payroll Execution](#)
12. [Module 11: Payroll Tracking](#)
13. [Data Flow Diagrams](#)
14. [Complete API Reference](#)

1. System Architecture Overview

1.1 Module Dependency Matrix

		PROVIDES DATA TO →										
		EP	OS	RC	ON	OF	LV	TM	PF	PC	PE	PT
RO M	EP (Employee)	-	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
	OS (Org Str)	✓	-	✓	✓		✓	✓	✓		✓	
	RC (Recruit)	✓		-	✓							
	ON (Onboard)	✓			-		✓	✓			✓	
	OF (Offboard)	✓				-	✓	✓			✓	
	LV (Leaves)						-	✓		✓	✓	✓
	TM (Time Mgt)						✓	-		✓	✓	
	PF (Perform)							-				
	PC (Pay Conf)								-	✓		
	PE (Pay Exec)									-	✓	
	PT (Pay Trk)									✓	-	

1.2 Module Legend

Code	Module	Primary Responsibility
EP	Employee Profile	Employee master data, authentication
OS	Organization Structure	Departments, positions, hierarchy
RC	Recruitment	Hiring pipeline, candidates, offers
ON	Onboarding	New hire setup, contracts
OF	Offboarding	Termination, clearance
LV	Leaves	Leave types, requests, balances
TM	Time Management	Attendance, shifts, overtime
PF	Performance	Appraisals, reviews
PC	Payroll Configuration	Tax, insurance, allowances setup
PE	Payroll Execution	Payroll runs, payslips
PT	Payroll Tracking	Disputes, claims, history

2. Module 1: Employee Profile

2.1 Collections Owned

Collection	Purpose
<code>employee_profiles</code>	Master employee data
<code>employee_system_roles</code>	Authentication & roles
<code>employee_qualifications</code>	Education, certifications
<code>employeedocuments</code>	Personal documents
<code>employee_profile_change_requests</code>	Profile update requests

2.2 Data RECEIVED From Other Modules

From Module	Data/Event	Purpose
Recruitment	Hired candidate info	Create new employee profile
Onboarding	Contract details	Update employment info
Organization	Position assignment	Update position/department
Performance	Review scores	Store in profile history

2.3 Data SENT To Other Modules

To Module	Data Provided	API Endpoint
ALL MODULES	Employee basic info	<code>GET /employee-profile/:id</code>
Organization	Employee for assignment	<code>GET /employee-profile/admin/employees</code>
Recruitment	Employee as referrer	<code>GET /employee-profile/:id</code>
Leaves	Employee for leave request	<code>GET /employee-profile/:id</code>
Time Management	Employee for attendance	<code>GET /employee-profile/admin/employees</code>
Performance	Employee for appraisal	<code>GET /employee-profile/:id</code>
Payroll Execution	Employee for payroll	<code>GET /employee-profile/admin/employees?departmentId=xxx&status=active</code>
Payroll Tracking	Employee for history	<code>GET /employee-profile/:id</code>

2.4 UI Components Required

Admin Dashboard:

Component	Fields	Actions
Employee List	firstName, lastName, employeeNumber, department, status	View, Edit, Deactivate
Employee Form	All profile fields	Create, Update
Role Assignment	roles[], isActive	Assign roles
Change Requests	requestType, status, changes	Approve, Reject

Employee Self-Service:

Component	Fields	Actions
My Profile	Personal info, contact	View, Request change
My Documents	documentType, uploadDate	Upload, Download

3. Module 2: Organization Structure

3.1 Collections Owned

Collection	Purpose
departments	Company departments
positions	Job positions
position_assignments	Employee-position links
structure_change_requests	Org change requests
structure_change_logs	Audit trail
structure_approvals	Approval workflow

3.2 Data RECEIVED From Other Modules

From Module	Data/Event	Purpose
Employee Profile	Employee info	For position assignment
Recruitment	New position needs	Create position

3.3 Data SENT To Other Modules

To Module	Data Provided	API Endpoint
Employee Profile	Departments, Positions	GET /organization-structure/departments
Recruitment	Available positions	GET /organization-structure/positions
Leaves	Department hierarchy	GET /organization-structure/departments/:id
Time Management	Department shifts	GET /organization-structure/departments
Performance	Department for appraisal	GET /organization-structure/departments
Payroll Execution	Departments for runs	GET /organization-structure/departments?isActive=true

3.4 UI Components Required

HR Admin Dashboard:

Component	Fields	Actions
Department Tree	name, parentId, headId, employeeCount	View hierarchy
Department Form	name, description, parentDepartment, head	Create, Edit
Position List	title, department, payGrade, reportingTo	Create, Edit
Position Assignment	employee, position, startDate	Assign, End
Org Chart	Visual hierarchy	Interactive navigation

4. Module 3: Recruitment

4.1 Collections Owned

Collection	Purpose
jobtemplates	Reusable job descriptions
jobrequisitions	Open positions
candidates	Applicant profiles
applications	Job applications
applicationstatushistories	Status tracking
interviews	Interview schedules
referrals	Employee referrals
offers	Job offers

4.2 Data RECEIVED From Other Modules

From Module	Data/Event	Purpose
Employee Profile	Employees as referrers	Link referrals
Organization	Positions, departments	Create requisitions
Payroll Config	Pay grades	Salary in offers

4.3 Data SENT To Other Modules

To Module	Data Provided	API Endpoint
Employee Profile	Hired candidate	POST creates employee
Onboarding	Accepted offer	POST /recruitment/applications/:id/trigger-preboarding

4.4 UI Components Required

HR Recruiter Dashboard:

Component	Fields	Actions
Requisition List	title, department, status, applicantCount	Create, Edit, Close
Requisition Form	title, description, requirements, salaryRange	Create, Edit
Application Pipeline	candidate, stage, rating	Move stages, Reject
Candidate Profile	name, email, resume, experience	View, Rate
Interview Scheduler	date, time, panelists, type	Schedule, Reschedule
Offer Letter	salary, startDate, benefits	Generate, Send

Hiring Manager Dashboard:

Component	Fields	Actions
My Requisitions	Requisitions I created	View status
Interview Queue	Pending interviews	Complete, Feedback

5. Module 4: Onboarding

5.1 Collections Owned

Collection	Purpose
onboardings	Onboarding process tracking
contracts	Employment contracts
documents	Onboarding documents

5.2 Data RECEIVED From Other Modules

From Module	Data/Event	Purpose
Recruitment	Accepted offer	Trigger onboarding
Employee Profile	New employee ID	Link onboarding
Payroll Config	Signing bonus config	Process bonus

5.3 Data SENT To Other Modules

To Module	Data Provided	API Endpoint
Employee Profile	Employment start	Updates employee record
Leaves	Initial entitlements	<code>POST /onboarding/trigger-payroll-initiation</code>
Time Management	Shift assignment	Triggers assignment
Payroll Execution	Signing bonus	<code>POST /onboarding/contracts/:id/process-signing-bonus</code>

5.4 UI Components Required

HR Admin Dashboard:

Component	Fields	Actions
Onboarding List	employee, status, progress, startDate	View, Manage
Task Checklist	taskName, status, dueDate, assignee	Complete, Assign
Contract Upload	contractType, startDate, endDate, salary	Upload, Send for signing
Document Collection	documentType, status	Request, Verify
Equipment Reservation	equipmentType, status	Reserve, Track

New Hire Portal:

Component	Fields	Actions
My Tasks	Pending tasks	Complete
My Documents	Required documents	Upload
My Contract	Contract details	View, Sign

6. Module 5: Offboarding

6.1 Collections Owned

Collection	Purpose
terminationrequests	Termination/resignation requests
clearancechecklists	Exit clearance tracking

6.2 Data RECEIVED From Other Modules

From Module	Data/Event	Purpose
Employee Profile	Employee info	Process termination
Leaves	Leave balance	Calculate encashment

6.3 Data SENT To Other Modules

To Module	Data Provided	API Endpoint
Employee Profile	Termination date	Updates employee status
Leaves	Final balance settlement	Encashment calculation
Time Management	Access revocation	POST /offboarding/revoke-access
Payroll Execution	Termination benefits	POST /offboarding/trigger-final-settlement

6.4 UI Components Required

HR Admin Dashboard:

Component	Fields	Actions
Termination Requests	employee, type, requestDate, status	Approve, Reject
Resignation Form	employee, lastWorkingDay, reason	Submit, Process
Clearance Checklist	department, items[], status	Track, Complete
Equipment Return	equipment, returnStatus	Mark returned
Final Settlement	unpaidSalary, leaveEncashment, benefits	Calculate, Process

Employee Self-Service:

Component	Fields	Actions
Resignation Form	lastWorkingDay, reason	Submit
My Clearance	departments, status	Track

7. Module 6: Leaves Management

7.1 Collections Owned

Collection	Purpose
leavetypes	Leave type definitions
leavecategories	Category groupings
leavepolicies	Leave rules
leaverequests	Employee requests
leavebalances	Current balances
leaveentitlements	Allocated days
leaveadjustments	Manual adjustments
leave_deductions	Deductions for payroll
attachments	Medical certificates
calendars	Holiday calendars

7.2 Data RECEIVED From Other Modules

From Module	Data/Event	Purpose
Employee Profile	Employee info	Create leave request
Onboarding	New hire	Initialize entitlements
Offboarding	Termination	Calculate encashment
Time Management	Attendance gaps	Auto-apply leave

7.3 Data SENT To Other Modules

To Module	Data Provided	API Endpoint
Time Management	Approved leaves	GET /leaves/requests?status=approved
Payroll Execution	Unpaid leave deduction	POST /leaves/payroll/calculate-unpaid-deduction
Payroll Execution	Leave encashment	POST /leaves/payroll/calculate-encashment
Payroll Tracking	Leave balance history	GET /leaves/employees/:id/history

7.4 UI Components Required

HR Admin Dashboard:

Component	Fields	Actions
Leave Types	name, code, paidType, maxDays	Create, Edit
Leave Policies	leaveType, eligibility, carryover	Configure
All Requests	employee, type, dates, status	Approve, Reject
Balance Adjustments	employee, type, adjustment, reason	Adjust
Holiday Calendar	date, name, type	Add, Edit

Manager Dashboard:

Component	Fields	Actions
Team Leave Requests	employee, type, dates	Approve, Reject
Team Calendar	Team leave schedule	View
Team Balances	employee, leaveType, balance	View

Employee Self-Service:

Component	Fields	Actions
My Balances	leaveType, entitled, used, remaining	View
Leave Request Form	type, startDate, endDate, reason	Submit
My Requests	type, dates, status	View, Cancel
Team Calendar	Team availability	View

8. Module 7: Time Management

8.1 Collections Owned

Collection	Purpose
attendancerecords	Daily punch in/out
shifts	Shift definitions
shifttypes	Shift type configs
shiftassignments	Employee schedules
schedulerules	Scheduling rules
overtimerules	OT calculations
latenessrules	Late penalties
timeexceptions	Exceptions
attendancecorrectionrequests	Corrections
holidays	Company holidays

8.2 Data RECEIVED From Other Modules

From Module	Data/Event	Purpose
Employee Profile	Employee info	Track attendance
Organization	Department	Group by department
Onboarding	New hire	Assign shift
Offboarding	Termination	End attendance
Leaves	Approved leave	Mark as leave day

8.3 Data SENT To Other Modules

To Module	Data Provided	API Endpoint
Leaves	Attendance gaps	Auto-suggest leave
Payroll Execution	Work hours summary	<code>GET /attendance/payroll? employeeId=xxx&startDate=xxx&endDate=xxx</code>
Payroll Tracking	Attendance history	<code>GET /attendance/month/:employeeId</code>

8.4 UI Components Required

HR Admin Dashboard:

Component	Fields	Actions
Shift Types	name, startTime, endTime, breakMinutes	Create, Edit
Shift Assignments	employee, shift, effectiveDate	Assign
Overtime Rules	type, multiplier, conditions	Configure
Lateness Rules	threshold, deductionRate	Configure
Holiday List	date, name, type	Add, Edit
Attendance Report	employee, date, punchIn, punchOut, hours	Export

Manager Dashboard:

Component	Fields	Actions
Team Attendance	Today's team status	View
Correction Requests	employee, date, correction	Approve, Reject
Overtime Approvals	employee, hours, reason	Approve

Employee Self-Service:

Component	Fields	Actions
Punch In/Out	Current status, time	Punch
My Attendance	date, punchIn, punchOut, hours	View
Correction Request	date, actualTime, reason	Submit
My Schedule	Assigned shifts	View



9. Module 8: Performance Management

9.1 Collections Owned

Collection	Purpose
appraisal_templates	Review form templates
appraisal_cycles	Review periods
appraisal_assignments	Employee-reviewer mapping
appraisal_records	Completed reviews
appraisal_disputes	Appeal records
assessmentresults	Assessment scores

9.2 Data RECEIVED From Other Modules

From Module	Data/Event	Purpose
Employee Profile	Employee info	Assign appraisal
Organization	Department, Position	Group appraisals

9.3 Data SENT To Other Modules

To Module	Data Provided	API Endpoint
Employee Profile	Performance scores	Stored in profile

9.4 UI Components Required

HR Admin Dashboard:

Component	Fields	Actions
Appraisal Templates	name, sections, questions, rating	Create, Edit
Appraisal Cycles	name, startDate, endDate, status	Create, Activate
Bulk Assignments	cycle, employees, reviewers	Assign
Cycle Dashboard	completion stats	View

Manager Dashboard:

Component	Fields	Actions
My Appraisals	employee, cycle, status	Complete review
Appraisal Form	criteria, ratings, comments	Submit
Team Performance	Team scores	View

Employee Self-Service:

Component	Fields	Actions
My Reviews	cycle, reviewer, status	View
Self Assessment	criteria, selfRating	Submit
Performance History	Past reviews	View
Dispute Form	reason, evidence	Submit dispute

10. Module 9: Payroll Configuration

10.1 Collections Owned

Collection	Purpose
taxrules	Tax calculation rules
taxbrackets	Tax rate brackets
insurancebrackets	Insurance rates
allowancetypes	Allowance definitions
allowances	Configured allowances
paytypes	Payment types
paygrades	Salary bands
deductiontypes	Deduction categories
benefittypes	Benefit definitions
payrollpolicies	General rules
payrollconfigs	System configs
bonusconfigs	Bonus configs
signingbonus	Signing bonus configs
signingbonuses	Signing bonus policies
terminationandresignationbenefits	Termination configs
companywidettings	Global settings

10.2 Data RECEIVED From Other Modules

From Module	Data/Event	Purpose
Organization	Positions	Link pay grades

10.3 Data SENT To Other Modules

To Module	Data Provided	API Endpoint
Recruitment	Pay grades for offers	GET /payroll-configuration-requirements/pay-grades
Onboarding	Signing bonus config	GET /payroll-configuration-requirements/signing-bonuses/all
Payroll Execution	Tax rules	GET /payroll-configuration-requirements/tax-rules? status=approved
Payroll Execution	Insurance brackets	GET /payroll-configuration-requirements/insurance-brackets? status=approved
Payroll Execution	Allowances	GET /payroll-configuration-requirements/allowances/all
Payroll Execution	Pay grades	GET /payroll-configuration-requirements/pay-grades

10.4 UI Components Required

Payroll Manager Dashboard:

Component	Fields	Actions
Tax Rules	name, bracket, rate, status	Create, Edit, Approve
Insurance Brackets	name, minSalary, maxSalary, employeeRate, employerRate	Create, Edit
Pay Grades	code, name, minSalary, maxSalary, baseSalary	Create, Edit
Allowance Types	name, amount, type, taxable	Create, Edit
Signing Bonus Config	eligibility, amount, conditions	Configure
Termination Benefits	yearsOfService, multiplier	Configure
Company Settings	payrollDate, currency, fiscalYear	Configure

11. Module 10: Payroll Execution

11.1 Collections Owned

Collection	Purpose
<code>payrollruns</code>	Monthly payroll cycles
<code>employeepayrolldetails</code>	Individual calculations
<code>payslips</code>	Generated payslips
<code>employeesigningbonus</code>	Employee signing bonuses
<code>employeeterminationresignations</code>	Termination benefits
<code>employeeallowances</code>	Employee allowances
<code>employeebenefits</code>	Employee benefits

11.2 Data RECEIVED From Other Modules

From Module	Data/Event	API Used
Employee Profile	Active employees	<code>GET /employee-profile/admin/employees</code>
Organization	Departments	<code>GET /organization-structure/departments</code>
Onboarding	Signing bonus trigger	Contract signing event
Offboarding	Termination benefits	Termination event
Leaves	Unpaid leave days	<code>POST /leaves/payroll/calculate-unpaid-deduction</code>
Time Management	Work hours	<code>GET /attendance/payroll</code>
Payroll Config	Tax, Insurance, Allowances	Multiple endpoints
Payroll Tracking	Refunds, Penalties	<code>GET /payroll/tracking/refunds/pending</code>

11.3 Data SENT To Other Modules

To Module	Data Provided	API Endpoint
Payroll Tracking	Payroll runs	<code>GET /payroll-execution/runs</code>
Payroll Tracking	Payslips	<code>GET /payroll-execution/:id/payslips</code>
Employee (self-service)	My payslips	<code>GET /payroll-execution/payslips/:id</code>

11.4 UI Components Required

Payroll Specialist Dashboard:

Component	Fields	Actions
Create Initiation	department, period	Create
Payroll Runs List	runId, department, period, status, netPay	View, Manage
Run Details	employees, grossPay, deductions, netPay	View breakdown
Signing Bonuses Tab	employee, amount, status	Edit, Approve, Reject
Termination Benefits Tab	employee, type, amount, status	Edit, Approve, Reject
Irregularities	flagged issues	Review

Payroll Manager Dashboard:

Component	Fields	Actions
Pending Approval	Runs awaiting approval	Approve, Reject
Run Details	Full financial breakdown	Review
Freeze/Unfreeze	Lock status	Freeze, Unfreeze

Finance Staff Dashboard:

Component	Fields	Actions
Finance Approval	Runs pending finance	Approve
Financial Breakdown	Taxes, Insurance, Net Pay	Review
Generate Payslips		Generate button
Payslips List	Employee payslips	View, Download



12. Module 11: Payroll Tracking

12.1 Collections Owned

Collection	Purpose
disputes	Payroll disputes
claims	Employee claims
refunds	Approved refunds
employeepenalties	Misconduct penalties
notificationlogs	System notifications

12.2 Data RECEIVED From Other Modules

From Module	Data/Event	API Used
Employee Profile	Employee info	For dispute filing
Payroll Execution	Payslips	GET /payroll-execution/:id/payslips
Payroll Execution	Payroll runs	GET /payroll-execution/runs

12.3 Data SENT To Other Modules

To Module	Data Provided	API Endpoint
Payroll Execution	Pending refunds	GET /payroll/tracking/refunds/pending
Payroll Execution	Penalties	GET /payroll/tracking/employee/:id/misconduct-deductions

12.4 UI Components Required

Employee Self-Service:

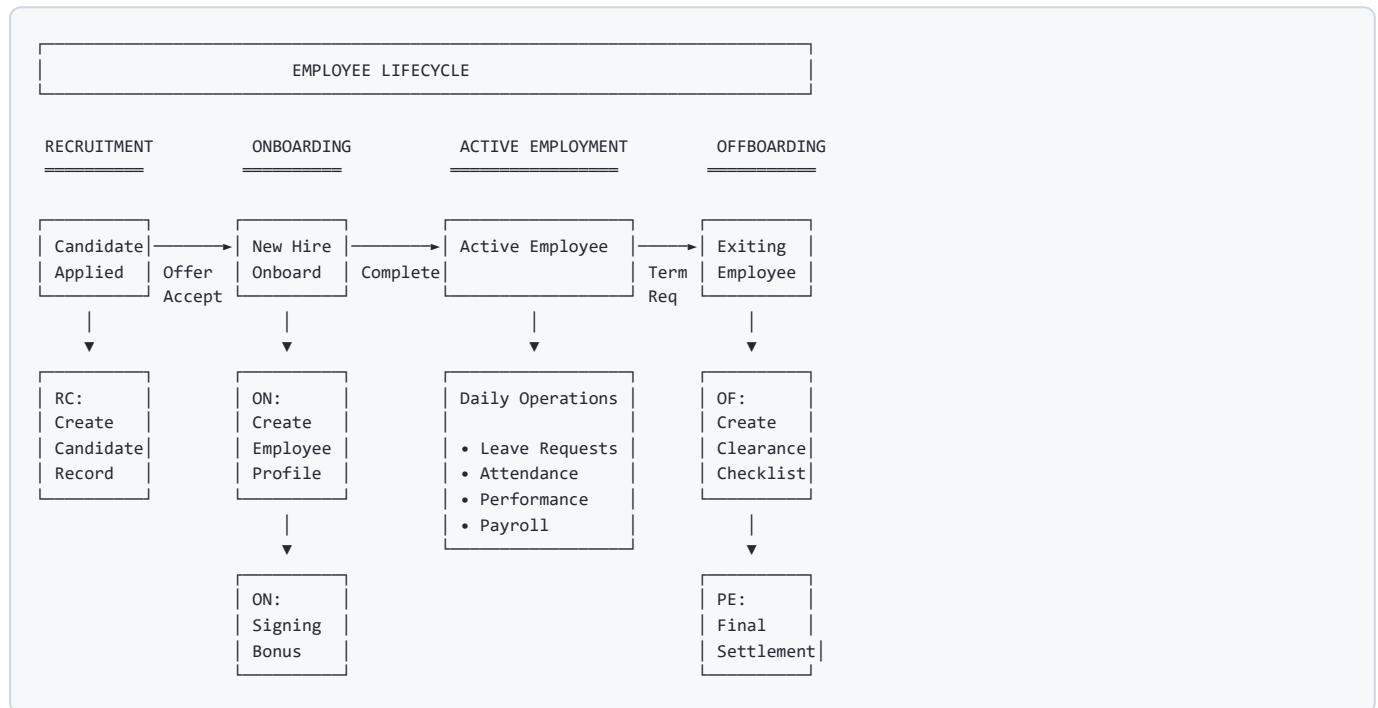
Component	Fields	Actions
My Payslips	period, grossPay, deductions, netPay	View, Download PDF
Payslip Detail	Earnings breakdown, Deductions breakdown	View
File Dispute	payslip, issue, description	Submit
My Disputes	date, status, resolution	Track
File Claim	type, amount, description	Submit
My Claims	type, amount, status	Track

Payroll Specialist Dashboard:

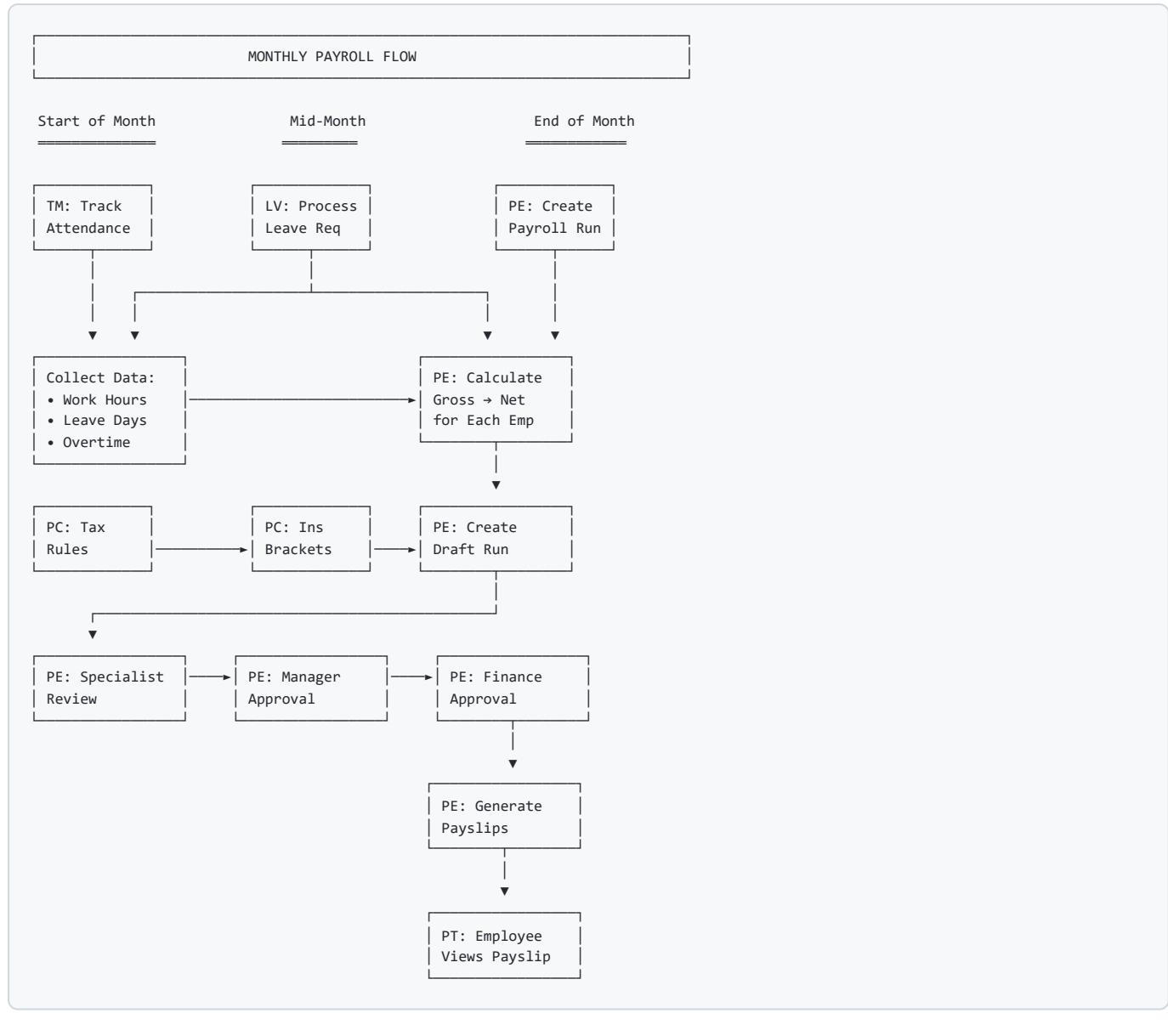
Component	Fields	Actions
All Disputes	employee, issue, status	Review, Resolve
All Claims	employee, type, amount	Review, Approve
Refund Processing	dispute/claim, amount	Process refund
Penalty Management	employee, type, amount	Add, Remove

13. Data Flow Diagrams

13.1 Employee Lifecycle Flow



13.2 Monthly Payroll Flow



14. Complete API Reference

14.1 Employee Profile APIs

Base: /employee-profile

POST /	Create employee
GET /admin/employees	List all employees (with filters)
GET /admin/search	Search employees
GET /:id	Get employee by ID
PATCH /:id	Update employee
PATCH /:id/deactivate	Deactivate employee
PATCH /:id/role	Update role
GET /me/:userId	Get own profile
PATCH /me/:userId/contact-info	Update contact
POST /me/:userId/correction-request	Submit change request
GET /me/:userId/documents	Get documents
POST /me/:userId/documents	Upload document

14.2 Organization Structure APIs

Base: /organization-structure

POST	/departments	Create department
GET	/departments	List departments
GET	/departments/:id	Get department
PATCH	/departments/:id	Update department
GET	/departments/:id/hierarchy	Get hierarchy
POST	/positions	Create position
GET	/positions	List positions
GET	/positions/:id	Get position
POST	/assignments	Create assignment
GET	/assignments	List assignments
PATCH	/assignments/:id/end	End assignment
GET	/org-chart	Get org chart

14.3 Recruitment APIs

Base: /recruitment

POST	/job-templates	Create template
GET	/job-templates	List templates
POST	/job-requisitions	Create requisition
GET	/job-requisitions	List requisitions
GET	/job-requisitions/published	Public job listings
PATCH	/job-requisitions/:id/publish	Publish requisition
PATCH	/job-requisitions/:id/close	Close requisition
POST	/applications	Submit application
GET	/applications	List applications
PATCH	/applications/:id/stage	Update stage
PATCH	/applications/:id/reject	Reject application
POST	/interviews	Schedule interview
GET	/interviews	List interviews
PATCH	/interviews/:id/complete	Complete interview
POST	/offers	Create offer
PATCH	/offers/:id/approve	Approve offer
PATCH	/offers/:id/candidate-response	Record response
POST	/applications/:id/trigger-preboarding	Start onboarding

14.4 Onboarding APIs

Base: /onboarding

POST	/	Create onboarding
GET	/	List onboardings
GET	/:id	Get onboarding
GET	/:id/progress	Get progress
POST	/:id/tasks	Add task
PATCH	/:id/tasks/:taskId/status	Update task status
POST	/upload-contract	Upload contract
GET	/contracts/:contractId	Get contract
POST	/contracts/:contractId/create-employee	Create employee
POST	/provision-access	Provision system access
POST	/reserve-equipment	Reserve equipment
POST	/contracts/:contractId/process-signing-bonus	Process bonus

14.5 Offboarding APIs

```
Base: /offboarding

POST  /termination-requests      Create termination
GET   /termination-requests      List terminations
PATCH /termination-requests/:id/status  Update status

POST  /resignation-requests     Submit resignation
GET   /resignation-requests/all List resignations

POST  /clearance-checklists    Create checklist
GET   /clearance-checklists/:id Get checklist
PATCH /clearance-checklists/:id/items  Update items

POST  /revoke-access           Revoke system access
POST  /trigger-final-settlement Trigger final pay
```

14.6 Leaves APIs

```
Base: /leaves

POST  /types                  Create leave type
GET   /types                  List leave types

POST  /requests               Submit request
GET   /requests               List requests
PATCH /requests/:id           Update request
PATCH /requests/:id/cancel    Cancel request
PATCH /requests/:id/manager-approve Manager approve
PATCH /requests/:id/manager-reject Manager reject
PATCH /requests/:id/hr-finalize HR finalize

GET   /employees/:employeeId/balances  Get balances
GET   /employees/:employeeId/history   Get history

POST  /payroll/calculate-unpaid-deduction Calculate for payroll
POST  /payroll/calculate-encashment     Calculate encashment
```

14.7 Time Management APIs

```
Base: /attendance

POST  /punch-in                Punch in
POST  /punch-out               Punch out
GET   /today/:employeeId       Today's record
GET   /month/:employeeId       Monthly records
GET   /payroll                  Payroll summary

PUT   /:id                     Update record
POST  /correct                 Submit correction
POST  /review/:recordId        Review correction

Base: /shift-management

POST  /shift-types             Create shift type
POST  /shifts                  Create shift
POST  /assignments             Assign shift
POST  /overtime-rules          Create OT rule
POST  /lateness-rules          Create lateness rule
```

14.8 Performance APIs

```
Base: /performance

POST /templates           Create template
GET  /templates          List templates

POST /cycles              Create cycle
GET  /cycles              List cycles
POST /cycles/:id/activate Activate cycle
POST /cycles/:id/close    Close cycle

POST /assignments         Create assignment
POST /assignments/bulk   Bulk assign
GET  /assignments/manager/:managerId Manager's assignments

POST /records              Submit review
GET  /records/:id          Get review
POST /records/:id/publish Publish review
POST /records/:id/acknowledge Acknowledge

POST /disputes             File dispute
PATCH /disputes/:id/resolve Resolve dispute
```

14.9 Payroll Configuration APIs

```
Base: /payroll-configuration-requirements

POST /tax-rules           Create tax rule
GET  /tax-rules          List tax rules
PATCH /tax-rules/:id/approve Approve rule

POST /insurance-brackets Create bracket
GET  /insurance-brackets List brackets
PATCH /insurance-brackets/:id/approve Approve bracket

POST /allowances           Create allowance
GET  /allowances/all      List allowances
PATCH /allowances/:id/approve Approve allowance

GET  /pay-grades           List pay grades
POST /pay-grades          Create pay grade

GET  /company-settings     Get settings
PUT   /company-settings    Update settings
```

14.10 Payroll Execution APIs

```
Base: /payroll-execution

POST  /initiation           Create payroll run
GET   /initiation/:id      Get run details
PATCH /initiation/:id      Update run
POST  /initiation/:id/approve Specialist approve
POST  /initiation/:id/reject Reject run

POST  /:id/approve          Manager approve
POST  /:id/approve-finance Finance approve
POST  /:id/freeze            Freeze run
POST  /:id/unfreeze          Unfreeze run
POST  /:id/generate-payslips Generate payslips

GET   /runs                 List runs
GET   /:id/payslips          Get payslips for run
GET   /payslips/:payslipId   Get single payslip

GET   /signing-bonuses       List signing bonuses
POST  /signing-bonuses/:id/edit Edit bonus
POST  /signing-bonuses/:id/approve Approve bonus
POST  /signing-bonuses/:id/reject Reject bonus

GET   /termination-benefits List benefits
POST  /termination-benefits/:id/edit Edit benefit
POST  /termination-benefits/:id/approve Approve benefit
POST  /termination-benefits/:id/reject Reject benefit

GET   /departments           Get departments (for dropdown)
```

14.11 Payroll Tracking APIs

```
Base: /payroll/tracking

GET  /employee/:employeeId/payslips   Employee payslips
GET  /payslip/:payslipId/employee/:employeeId Single payslip
GET  /payslip/:payslipId/employee/:employeeId/download Download PDF

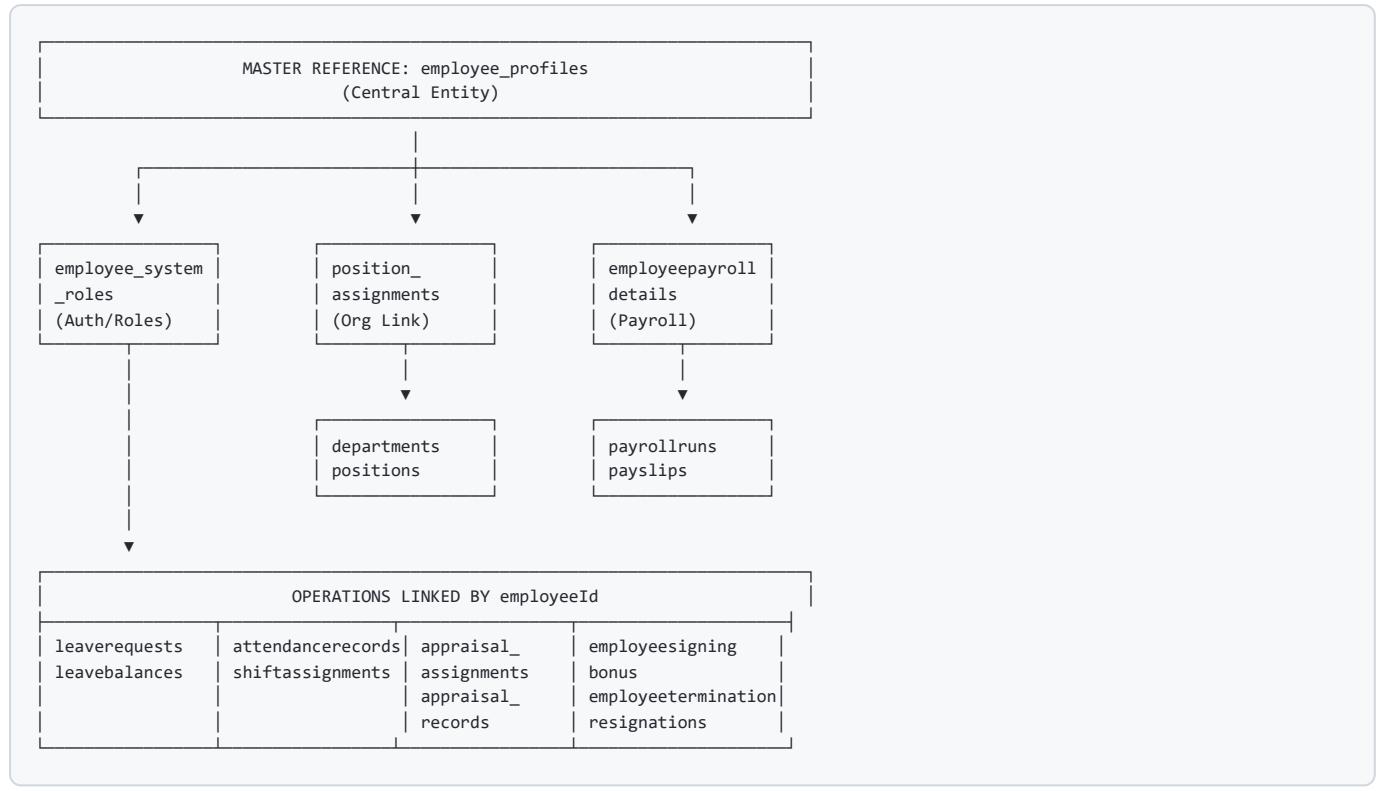
GET  /employee/:employeeId/salary-history Salary history
GET  /employee/:employeeId/tax-deductions Tax history
GET  /employee/:employeeId/insurance-deductions Insurance history

POST /employee/:employeeId/disputes    File dispute
GET  /disputes                      List all disputes
PUT   /disputes/:disputeId/review   Review dispute
PUT   /disputes/:disputeId/confirm  Confirm resolution

POST /employee/:employeeId/claims     File claim
GET  /claims                        List all claims
PUT   /claims/:claimId/review      Review claim

GET  /refunds/pending               Pending refunds
PUT   /refunds/:refundId/mark-paid Mark refund paid
```

Appendix A: Collection Relationship Diagram



Appendix B: Status Values Reference

Employee Status

- `active` - Currently employed
- `inactive` - Deactivated
- `terminated` - Employment ended
- `on_leave` - On extended leave

Leave Request Status

- `pending` - Awaiting approval
- `manager_approved` - Manager approved
- `approved` - Fully approved
- `rejected` - Denied
- `cancelled` - Cancelled by employee

Payroll Run Status

- `draft` - Initial creation
- `under review` - Specialist approved, calculating
- `pending finance approval` - Manager approved
- `approved` - Finance approved
- `rejected` - Rejected at any stage
- `locked` - Frozen/finalized

Signing Bonus / Termination Benefit Status

- `pending` - Awaiting review
 - `approved` - Approved for payment
 - `rejected` - Denied
 - `paid` - Included in payroll
-

Document End

This document serves as the integration guide for all HR System subsystems. For module-specific details, contact the respective team owners.