HRPRO (Payroll) Interface Process

1. Purpose

1.1. To have a standard navigational instruction to IT in the **HRPRO** (**Payroll**) **Interface Process.**

2. Scope

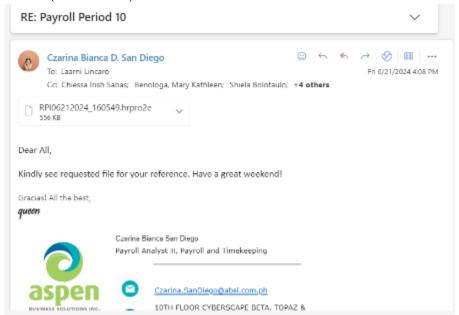
2.1. IT

3. Implementing Guidelines

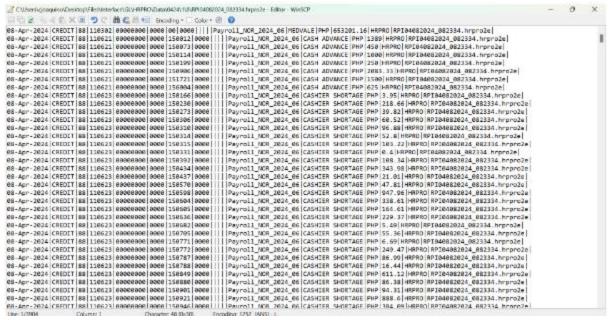
3.1. Refer accounting manual for detailed policy.

4. Navigation Procedures

4.1. ASPEN shall send the HRPRO flat file with the detailed deductions to IT after every payroll (8th and 23rd).

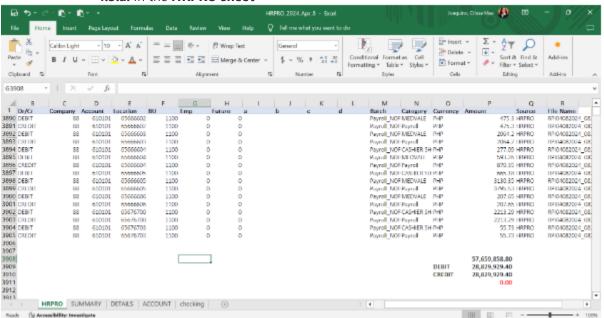


4.2. Save the HRPRO flat file. Open and copy the data to a validation file.

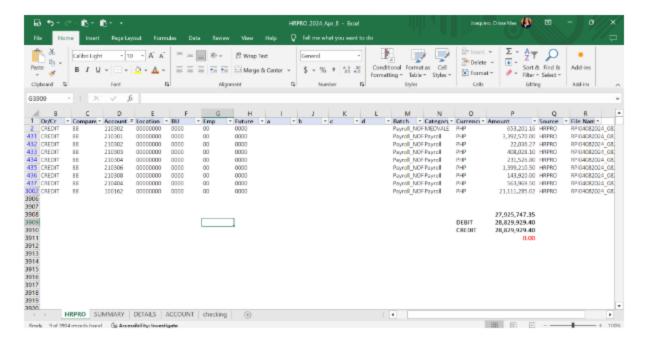


4.3. Prepare a validation file.

4.3.a. In the HRPRO sheet -



- Debit and credit amounts are equal. Filter Debit then Credit and copy amount under the Total.
 Amount difference should be zero (0).
- There are no missing accounts. Filter Account, Location. There should be no blanks.
- Filter Account codes.
 - Accounts that start with 1, 2, and 3 should have no location and BU/dept codes (except for ATEs or advances to employees).



Accounts that start with 1 and are ATEs should have no location and BU/dept codes, but have employee IDs/codes.

ATEs:

110621 ADV TO EMPL - PERSONAL

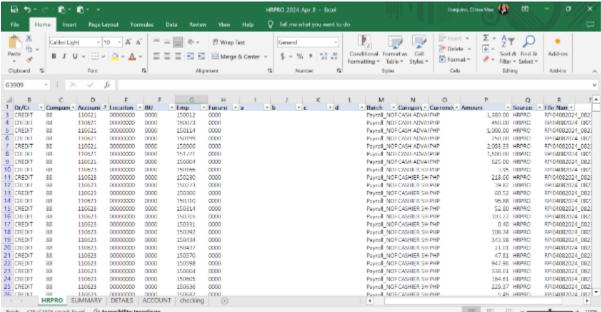
110622 ADV TO EMPL - OFFICIAL

110623 ADV TO EMPL - CASH SHORTAGE

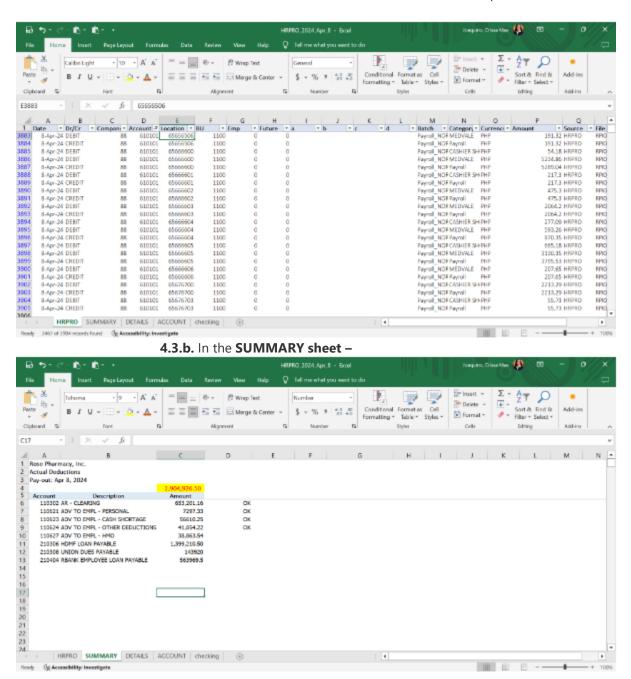
110624 ADV TO EMPL - OTHER DEDUCTIONS

110626 ADV TO EMPL - TEL BILL

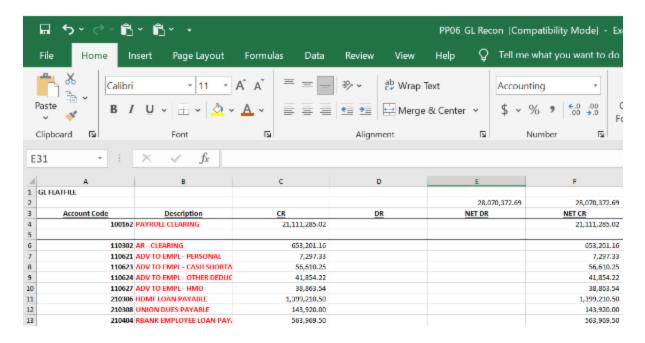
110627 ADV TO EMPL - HMO



Accounts that start with 4, 5, 6, and 7 should have location and/or BU/dept codes.



Copy data from the detailed transactions files or GL recon file provided by ASPEN.



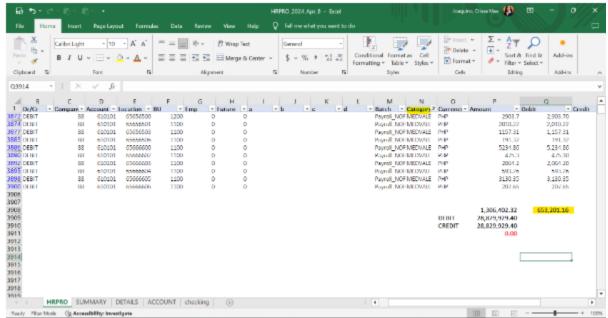
Compare by category. The amount in Summary sheet should be equal with the amount in the HRPRO sheet per category. For example, the medicine vale (medvale) amount (653,201.16) is the same for both sheets (under account 110302 AR - Clearing).

110302 AR - Clearing = MEDVALE

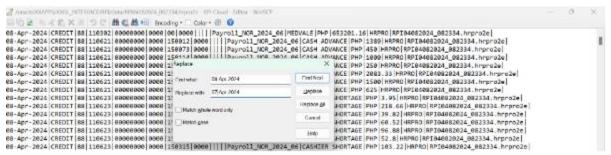
110621 ADV TO EMPL - PERSONAL = CASH ADVANCE

110623 ADV TO EMPL - CASH SHORTAGE = CASHIER SHORTAGE

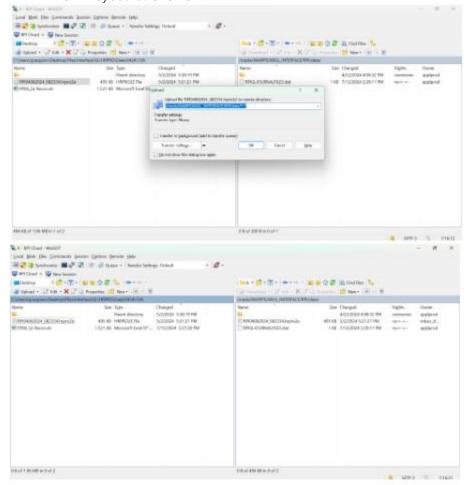
110624 ADV TO EMPL - OTHER DEDUCTIONS = LP DEDUCTIONS + OTHER DEDUCTION



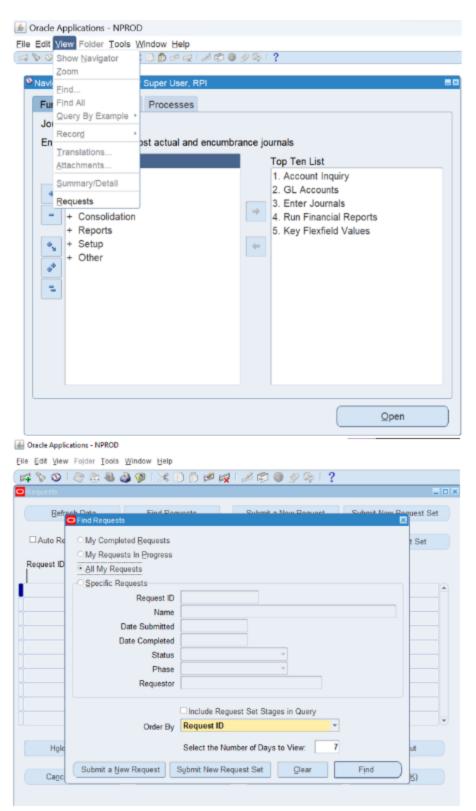
4.4. Ensure that the correct GL date is used. Align with actual payroll date. If the actual crediting of payroll was on April 7, change the April 8 date in the HRPRO flat file to April 7 to align with APV creation date for cash clearing purposes. Find and replace. **Click save**.



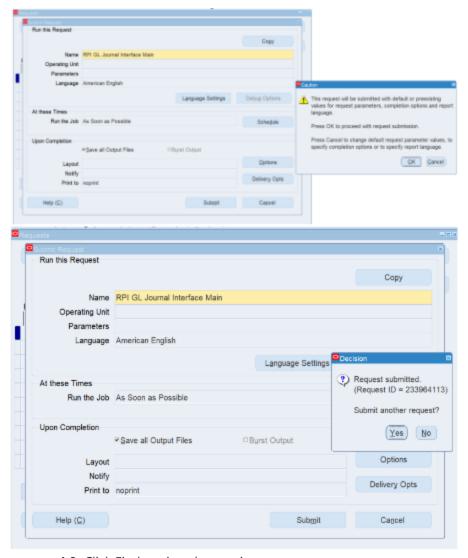
4.5. Transfer HRPRO flat file to file path /oracle/XXAPPS/XXGL_INTERFACE/RPI/data/ by clicking F5 in keyboard. **Click OK**.



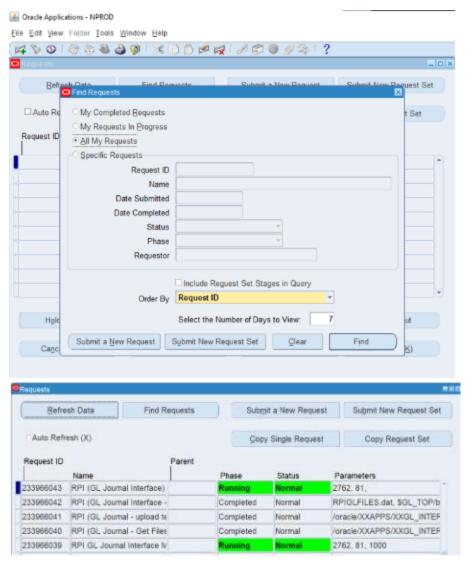
- **4.6.** In WinSCP, click the Refresh button.
- **4.7.** In Oracle, under the General Ledger module, click View, then Requests. Click Submit a New Request.



4.8. Under Submit Request, type RPI GL Journal Interface Main. Click Submit and OK. Choose No for Submit another request.



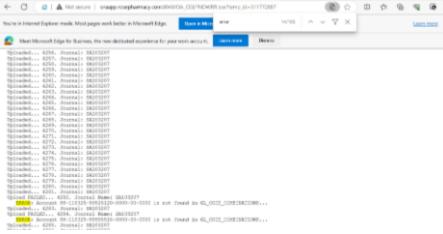
4.9. Click Find to view the running request.



4.10. If the request status is Completed - Error, click View Output on the request ID with Completed – Error status.

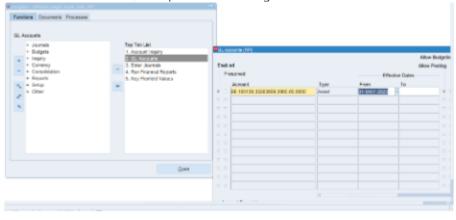


4.11. In the browser, check the errors. Copy to Excel file to easily filter errors.

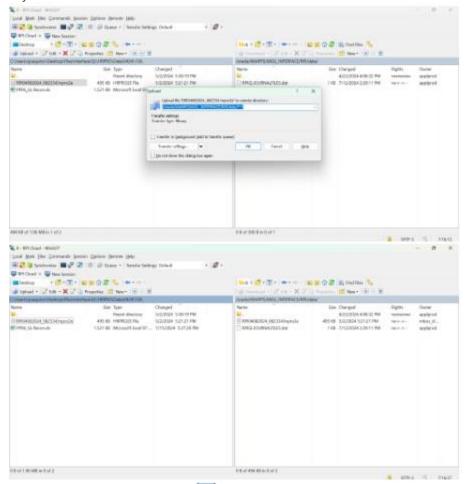


*sample error only

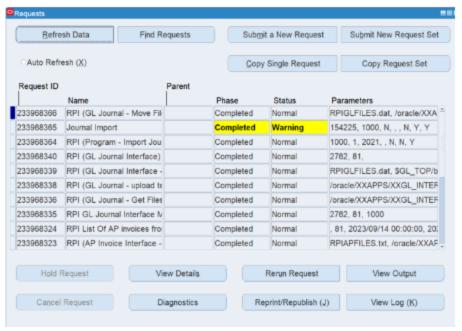
4.12. In Oracle, set up the not existing GL code combinations. Go to GL Accounts.



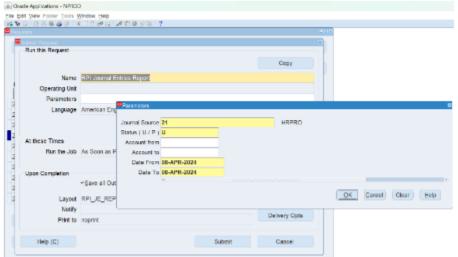
- If the Account code starts with 1, 2 or 3...
 - It should have an alternate account e.g. 88.110302.35363604.0000.00.0000 -> 88.110302.00000000.0000.00000
 - It has an end date. Copy Effective Date From and paste to To field.
 - Click save.
- o If the Account code starts with 4, 5, 6 or 7...
 - It does not have an alternate account. After inputting the Account combination, save.
- **4.13.** Transfer HRPRO flat file to file path /oracle/XXAPPS/XXGL_INTERFACE/RPI/data/ by clicking F5 in keyboard. **Click OK**.



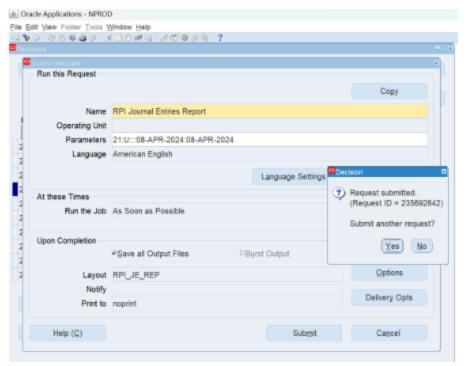
- **4.14.** Click the Refresh button.
- **4.15.** In Oracle, Submit a New Request for RPI GL Journal Interface Main.
- **4.16.** Once the program has finished running (Completed Normal), click Submit a New Request to extract the uploaded data.



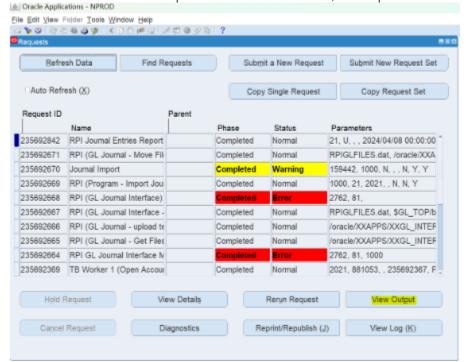
4.17. Submit request for RPI Journal Entries Report. Input Journal Source (21), Status (U) and GL date of uploaded data. Click OK, then Submit.

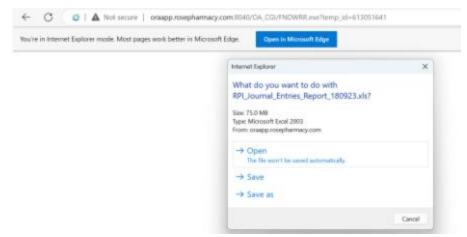


Click No to Submit a New Request.

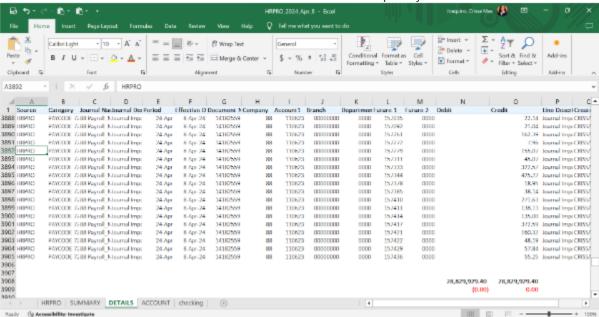


4.18. Click View Output. Redirected to browser, click Open.

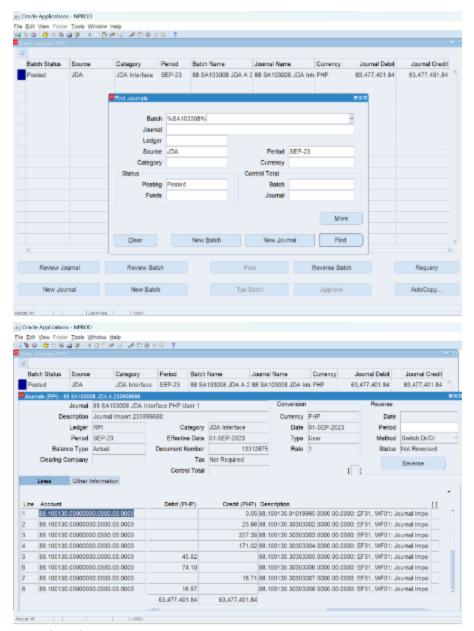




4.19. Check the uploaded data in the report and transfer to the **Details sheet** in the validation file to confirm if the data in the HRPRO file has been completely interfaced.



- **4.19.a.** Debit and credit amounts are equal to the debit and credit amounts in HRPRO sheet.
- **4.19.b.** All the transactions have been uploaded.
- **4.19.c.** Filter Account codes.
- -If the account code starts with 1-3, then the Location and BU/Dept should be zero (0).
- *If the Location and BU/Dept is NOT zero...
 - a. correct the GL code combination in General Ledger Superuser, RPI > GL Accounts
- b. correct the GL code combination and Line Description in General Ledger Superuser, RPI > Enter Journals > Input in Find Journals the GL batch with wrong GL code combination > Find > Review Journal > Put cursor in Lines > F11 > Input the wrong GL combination in Account > Ctrl + F11 > Revise Account and Description > Save



*sample only

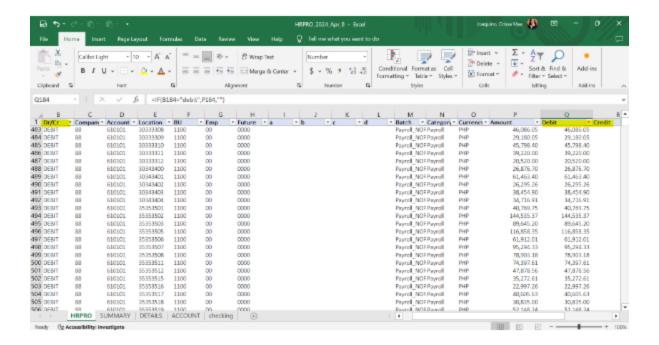
c. generate RPI Journal Entries Report to validate if the GL code combination has been corrected -If the account code starts with 1 and is an advance to employee (ATE), then the Location and BU/Dept should be zero (0) and Employee ID should have the 6-digit employee code.

-If the account code starts with 4-7, then the Location has 8-digit store location and BU/Dept may or may not have 4-digit department code.

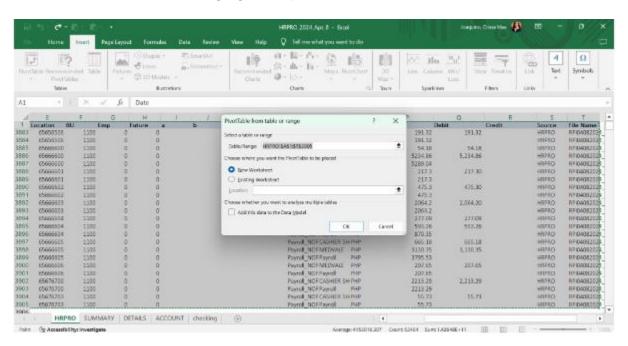
4.20. For the Account sheet:

4.20.a. Add Debit and Credit columns after the Amount column in HRPRO sheet.

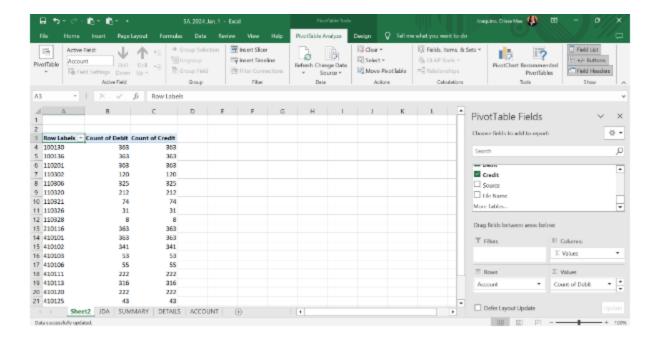
- Use =IF(Dr/Cr="Debit",Amount,"")
- Use =IF(Dr/Cr="Credit",Amount,"")



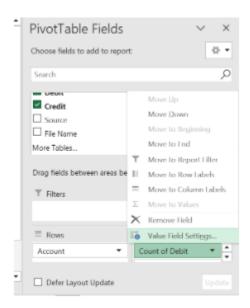
4.20.b. Highlight then pivot the data in HRPRO sheet. Click OK.

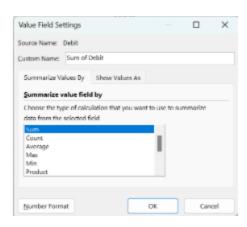


4.20.c. In the new sheet, drag Account field to Rows; Debit and Credit fields to Values.

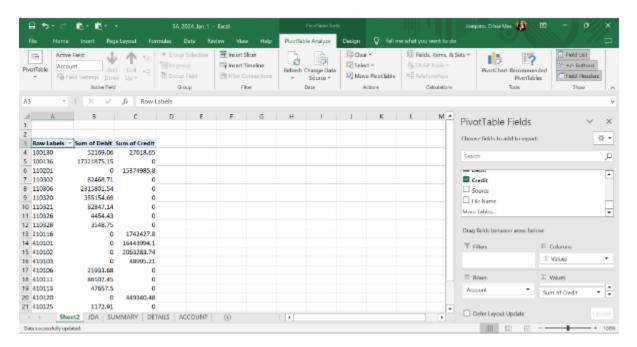


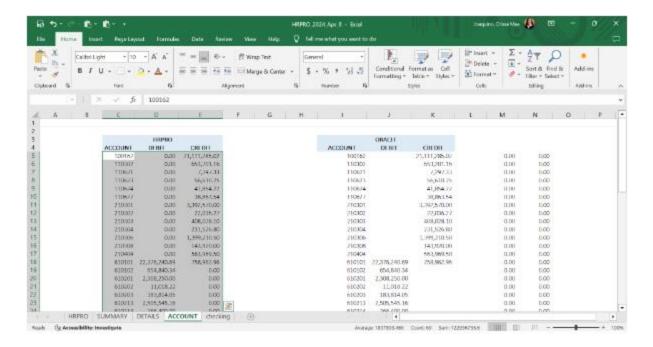
4.20.d. Change Count of Debit to Sum. Click Value Field Settings. Choose Sum. Click OK. Repeat for Count of Credit.



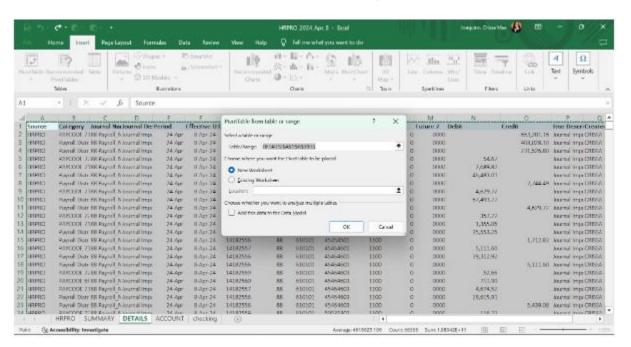


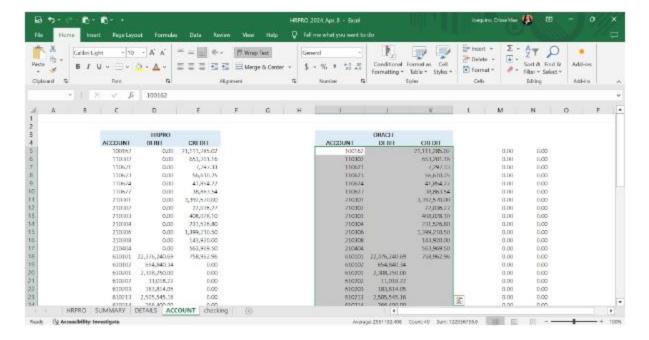
4.20.e. Copy the amounts including Total to Account sheet, under HRPRO.



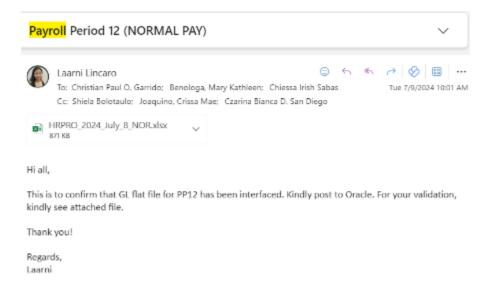


4.20.f. Repeat process for Details sheet, to be copied under Oracle in Account sheet. Ensure that the amounts are equal.





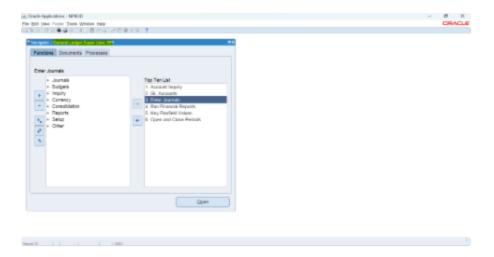
4.21. Send email to GL team cc ASPEN to notify of successful upload.



*GL team is in charge of posting the payroll transactions.

5. Access Permissions

- **5.1.** Oracle credentials (user and password) are provided by IT Oracle Applications team via email.
- **5.5.** User must have access to the General Ledger Super User, RPI responsibility to be able to interface the HRPRO flat files. This is assigned by IT Oracle Applications team.



6. File Structure

6.1. .HRPRO flat file

No	Column Name	Description	Data Type	Req?
1	ACCTG_DATE	Accounting Date	Date	Y
2	ACCOUNT_TYPE	"Debit" or "Credit"	VARCHAR2(10)	Y
3	SEGMENT1	Company	VARCHAR2 (25)	Y
4	SEGMENT2	Account	VARCHAR2 (25)	Y
5	SEGMENT3	Location	VARCHAR2 (25)	Y
6	SEGMENT4	Department	VARCHAR2 (25)	Y
7	SEGMENT5	Employee ID	VARCHAR2 (25)	Y
8	SEGMENT 6	Future	VARCHAR2 (25)	Y
9	SEGMENT7	Extra field only	VARCHAR2 (25)	N
10	SEGMENT8	Extra field only	VARCHAR2 (25)	N
11	SEGMENT9	Extra field only	VARCHAR2 (25)	N
12	SEGMENT10	Extra field only	VARCHAR2 (25)	N
13	JOURNAL NAME	Journal Name	VARCHAR2 (100)	Y
14	CATEGORY_NAME	Category Name	VARCHAR2(100)	Y
15	CURRENCY CODE	Currency Code	VARCHAR2 (15)	Y
16	AMOUNT	Amount	NUMBER	Y
17	SOURCE_REFERENCE	Source Reference (JDA)	VARCHAR2(100)	Y
18	FILENAME	Text Filename	VARCHAR2 (100)	Y

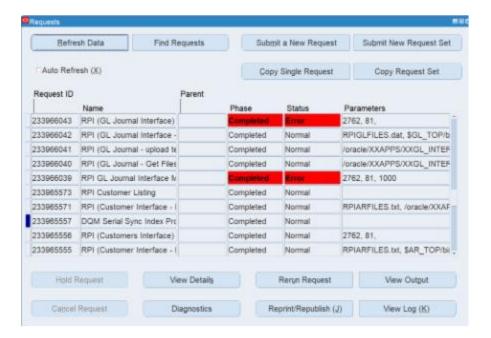
Y = required field

7. Schedule

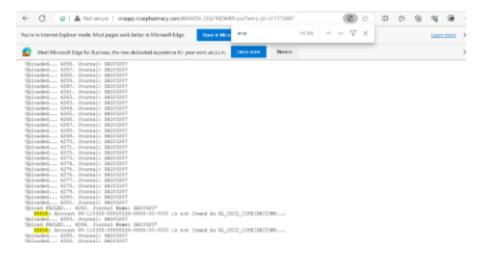
- **7.1.** HRPRO Interface is performed **per payroll period (8th and 23rd).**
- **7.2. HRPRO flat file** is provided by ASPEN to IT. IT uploads the HRPRO flat file the same day. Email notification of successful upload on the same day. SLA (turnaround time) P4 = 5 days

8. Troubleshooting

- **8.1.** If running the RPI GL Journal Interface Main, the program returns **Completed Error:**
 - **8.1.a.** Highlight the line with the error, then click View Output.

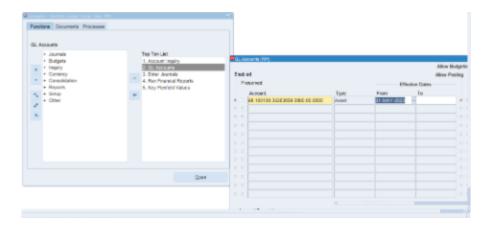


8.1.b. Go to browser. The payroll transactions with error can be found there.



- **8.1.c.** Find the errors:
- -by pressing Ctrl + F in keyboard in the page and inputting ERROR
- -or copying the data to an Excel file and filtering ERROR
- 8.1.d. If the error is -
- -ERROR: Account is not found in GL_CODE_COMBINATIONS...

Set up the not existing GL code combinations. Go to GL Accounts.



Run the RPI GL Journal Interface Main for these flat files again.

-ERROR: Journal name already exists in main table...

```
... 1. Processing file: RPIO4082024_082334.hrpro2e
Upload FAILED... 1. Journal Name: Payroll NOR_2024_06
ERROR: Journal name already exists in main table...
Upload FAILED... 2. Journal Name: Payroll NOR_2024_06
ERROR: Journal name already exists in main table...
Upload FAILED... 3. Journal Name: Payroll NOR_2024_06
ERROR: Journal name already exists in main table...
Upload FAILED... 4. Journal Name: Payroll NOR_2024_06
ERROR: Journal name already exists in main table...
Upload FAILED... 5. Journal Name: Payroll_NOR_2024_06
ERROR: Journal name already exists in main table...
Upload FAILED... 6. Journal Name: Payroll_NOR_2024_06
ERROR: Journal name already exists in main table...
```

The HRPRO flat file has already been uploaded. Confirm by searching for the journal name in Enter Journals.

8.1.e. For issues like the RPI GL Journal Interface Main taking time to upload (>1 hr) and other technical issues, contact IOM for support by submitting a ticket to iOM Help in https://support.iomphilippines.com/help/135183837 and sending an email to Oracle EBS Support <ebs.support@iomphilippines.com>